

POSITIVE PROGRESS

Environmental and social impact
sustainability report.

Laminex[®]



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We acknowledge that we live and work on the traditional lands of Aboriginal and Torres Strait Islander peoples across Australia. We pay our respects to their elders past and present.

At Laminex Australia, we believe in a workplace where difference in gender identity, age, race, nationality, sexual orientation, physical ability, thinking style and background are welcomed and included. We value cultural diversity and encourage respect, acceptance and awareness of every person.

For further information on Laminex sustainability initiatives, click [here](#)



PIONEERING CHANGE



TOOLARA FOREST

The Gympie Toolara Manufacturing Plant is located in the middle of the Toolara Plantation Forest, where Laminex has achieved the benefit of ongoing sustainable land use, a continuation of local timber processing in Gympie and has continued to support the local Gympie community.

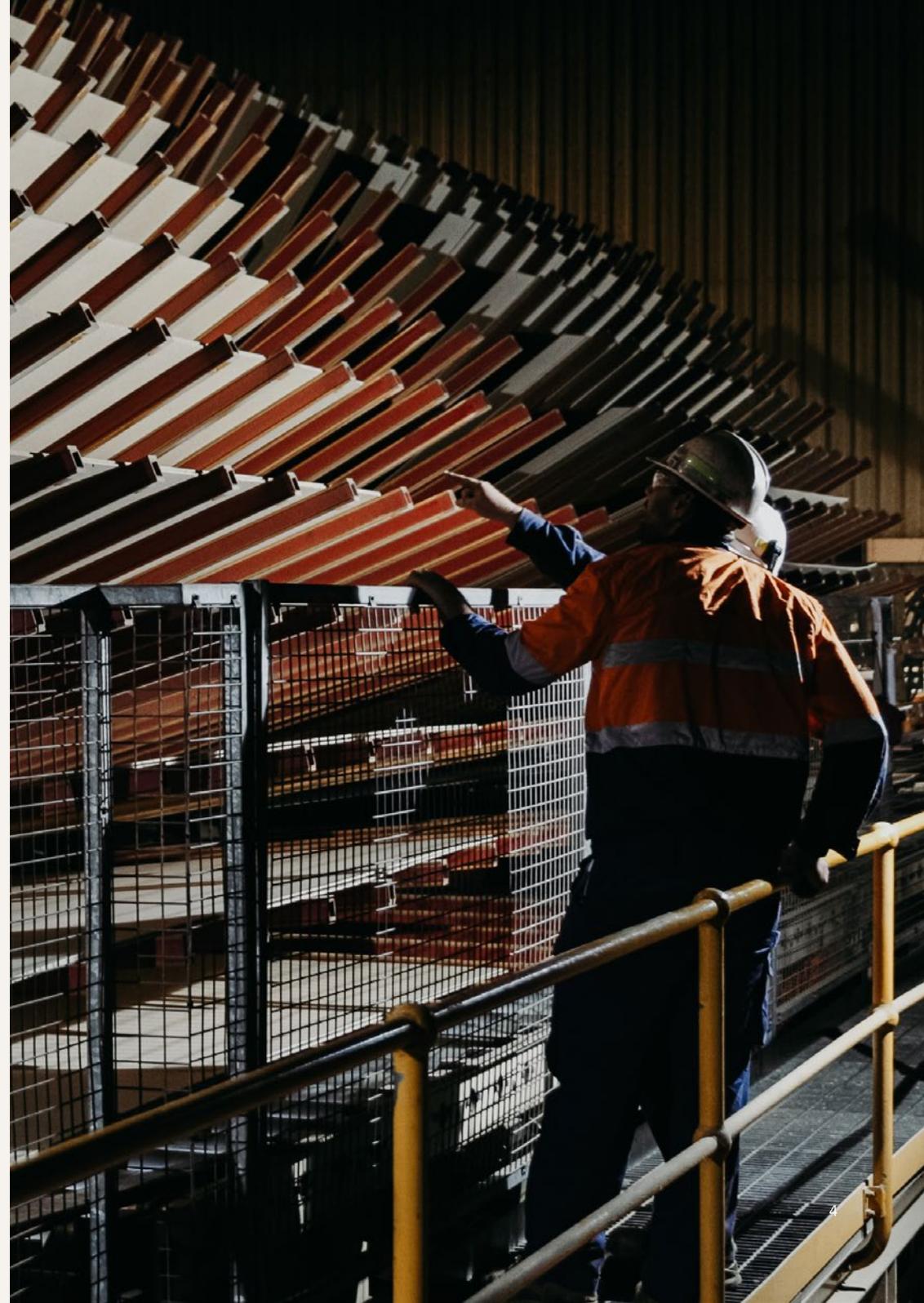
01 – OUR COMMITMENT

As a proud Australian manufacturer for 90 years, sustainability is fundamental to our business operations, products and work practices.

Since the beginning, we have always been about driving innovation and progress across our category. As times have changed, our commitment has changed its focus to the constant improvement and enhancement of our environmental performance, reducing our carbon footprint, minimising waste, being more energy efficient and incorporating ethically-sourced materials into our ranges.

We are proud of the positive progress we have made on our sustainability journey. We were the first Australian manufacturer to have products supported by a Green Star rating; and the first in our category to achieve Global GreenTag certification, a global certification for the world's best eco products. However the transition to the circular economy and the journey to net zero is far from over. It requires our ongoing focus and commitment.

This report outlines our conscious commitment to environmental and social sustainability and how we are achieving our sustainability goals across all of our operations. We all have a role to play in creating a more sustainable future and we hope that you will join us on our sustainability journey.



LAMINEX IS COMMITTED TO AUSTRALIAN AND GLOBAL SUSTAINABILITY INITIATIVES AND ENVIRONMENTAL PRODUCT CERTIFICATIONS



LEADING CHANGE

Laminex was the first Australian product manufacturer to receive Global GreenTag certifications in 2005. We still hold the highest certification standards to this day.



02 — THE BIGGER PICTURE

Laminex Australia is part of Fletcher Building Australia. Together, we are playing a leading role in building a climate-resilient and sustainable economy. We aspire to be market leaders in sustainable building materials, construction and distribution.

Our sustainability strategy centres on the issues that are significant for our business and for all of our stakeholders. Our sustainability strategy is driven by five goals that bring to life where and how we can make this happen.

- 01 TO BE THE CLEAR LEADER IN SUSTAINABLE BUILDING PRODUCTS AND SOLUTIONS
- 02 TO ACHIEVE A NET POSITIVE ENVIRONMENTAL IMPACT
- 03 TO IMPLEMENT A CIRCULAR ECONOMY COMMITMENT ACROSS OUR BUSINESSES
- 04 TO PROVIDE A SAFE, DIVERSE AND INCLUSIVE WORKPLACE
- 05 TO ENSURE THE COMMUNITY IS AT THE HEART OF WHAT WE DO



Fletcher Building Australia’s sustainability commitment aims to support the 17 United Nations Sustainable Development Goals (SDGs) with particular focus on the following:

**UNITED
NATIONS
SUSTAINABLE
DEVELOPMENT
GOALS**



WE HAVE SET AMBITIOUS METRICS BECAUSE WHAT GETS MEASURED GETS MANAGED



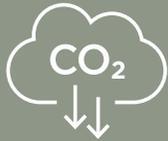
CARBON REDUCTION TARGETS

Laminex is on track to hit our 30% carbon emission reduction target ahead of the 2030 deadline.



03 — SUSTAINABILITY AIMS & INITIATIVES

SUSTAINABILITY AIMS



CAREFUL MANAGEMENT OF OUR RESOURCES AND EMISSIONS



SUPPORTING OUR PEOPLE AND OUR COMMUNITIES



LEADERSHIP IN PRODUCTION OF SUSTAINABLE BUILDING PRODUCTS



BUILDING HEALTHY HOMES AND DELIVERING SUSTAINABLE INFRASTRUCTURE



PARTNERING WITH SUPPLY CHAIN TO DELIVER SUSTAINABLE OUTCOMES



TRANSPARENT REPORTING ACROSS ENVIRONMENTAL, SOCIAL IMPACT AND GOVERNANCE

SUSTAINABILITY INITIATIVES

We have set ambitious metrics because what gets measured, gets managed. Our measures of success include:

SUSTAINABILITY CATEGORY	TIMEFRAME	TARGET
WASTE	By End of Financial Year 2025/26	90% of waste avoided, recycled and/or reused by FY26
SUSTAINABLY CERTIFIED PRODUCTS	By End of Financial Year 2025/26	75% revenue from sustainably certified products by FY26 (in our manufacturing businesses)
ENVIRONMENTAL PRODUCT DECLARATIONS	By End of Financial Year 2029/30	Holding sustainability certifications for all major Laminex Australia products
CARBON REDUCTION	By end of 2030	'30 by 30' target Fletcher Building Australia is the first construction materials company in Australasia to set a Science-Based Target (SBT) for carbon reduction –reducing our emissions by 30% by 2030. Laminex is a key contributor to this 30 by 30 initiative.
CARBON REDUCTION	By end of Financial Year 2049/50	Net zero carbon emissions

04 – LOCAL MANUFACTURING

Being a proud Australian manufacturer provides confidence in the quality, integrity and sustainability of our products, where the resources and raw materials come from and the way they're managed.

For 90 years Laminex has a commitment to manufacturing right here in Australia, collectively providing many thousands of jobs and delivering economic and social benefits to local communities.

In this regard, Laminex is constantly striving to improve practices and achieve environmental benchmarks, whether that's reducing our consumption of natural materials by recycling offcuts from our customers to use as fuel for heat plants; responsibly sourcing wood from certified forests and plantations; or any of our many other initiatives.

OUR PLANTS

The network of Australian plants has grown to cover seven locations across four states, manufacturing a vast range of products from raw particleboard and MDF to decorated board, high pressure laminates and componentry products.

For further information on our local manufacturing leadership initiatives, click [here](#)

OUR PLANTS

Gympie (Toolara) – MDF, LPM
Gympie (Monkland) – Particleboard
Ballarat (Gregory St) - Componentry
Ballarat (Trewin St) - LPM, Paper Treater
Cheltenham – HPL, Compact
Bathurst – Partitioning & Lockers
Dardanup – Particleboard



WATER, ENERGY CONSERVATION AND WASTE MANAGEMENT INITIATIVES

We continue to focus our efforts on reducing carbon emissions and we are making every effort to minimise water use and waste. Laminex Australia currently contributes 50% of Fletcher Building Australia's emissions reduction plan. We achieved this by implementing a range of initiatives across our sites including:

CLOSED LOOP ZERO WATER WASTE SITES

The Gympie Toolara plant is 100% water self-sufficient using freshwater ponds, recycled wastewater and artesian water so that no mains water is used in the production of our products.

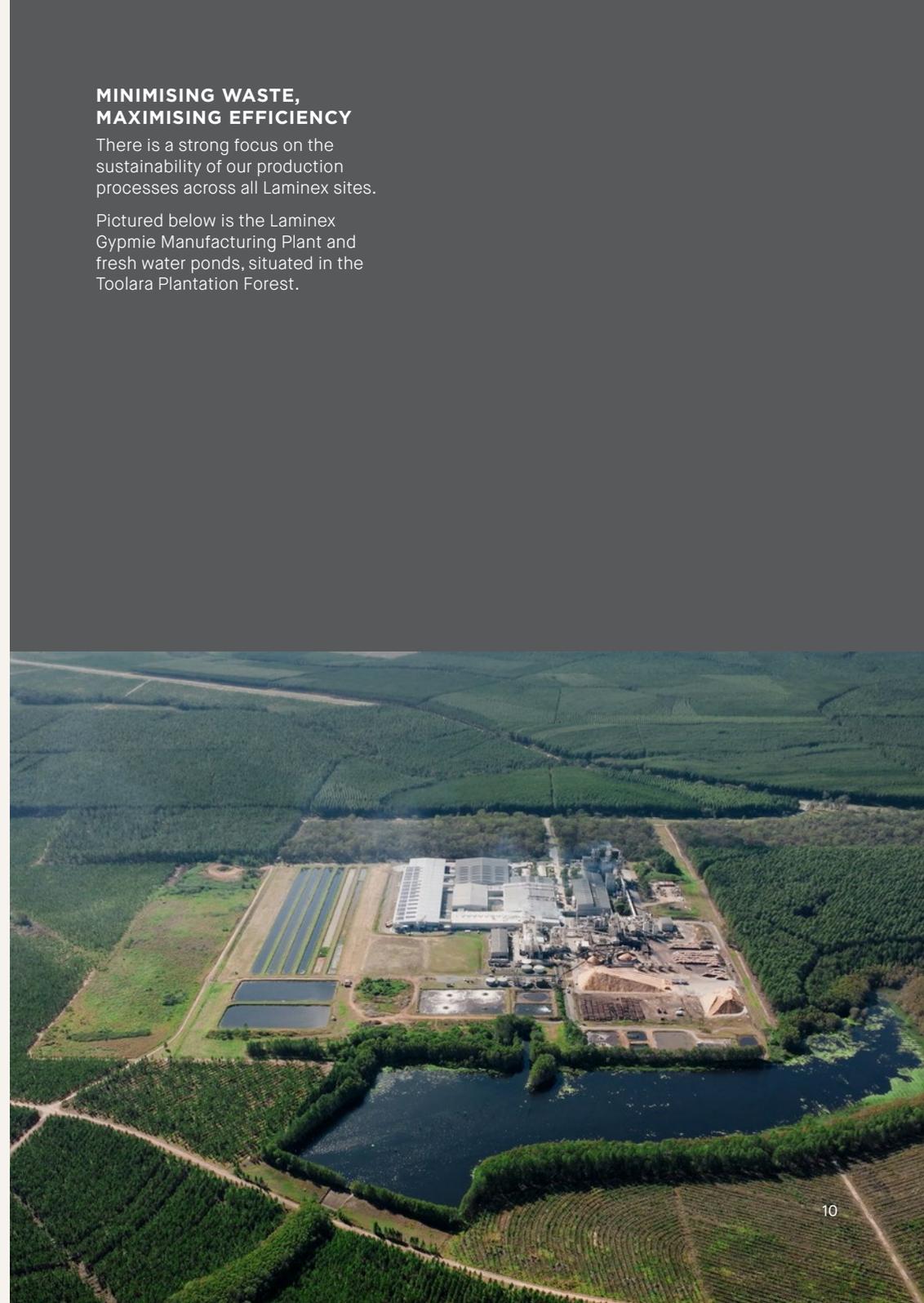
CUSTOMER TAKEBACK SCHEME

Our Gympie plants use a portion of post-consumer wood waste in the production of particleboard, helping divert an estimated 7000 tonnes of wood waste from landfill each year. The MDF and Particleboard manufacturing processes obtain more than 60% of their energy from burning unusable wood wastes, thus reducing the demand on fossil fuels and landfill.

MINIMISING WASTE, MAXIMISING EFFICIENCY

There is a strong focus on the sustainability of our production processes across all Laminex sites.

Pictured below is the Laminex Gympie Manufacturing Plant and fresh water ponds, situated in the Toolara Plantation Forest.



WATER, ENERGY CONSERVATION AND WASTE MANAGEMENT INITIATIVES

WASTE REDUCTION

At Laminex we like to reuse and recycle our material. That's why 95% of all reusable and recyclable material is given another life and purpose.

We reuse this material by:

- Mulching up rejected Particleboard and putting it back into the process to create new boards
- Using rejected boards as cover sheets or packaging across both our distribution and manufacturing plants
- Cutting up the board and creating pack bearers to be used across our distribution network.

PAPER TREATER HEAT RECOVERY

We actively work to reduce our carbon footprint. In our Ballarat plant we treat our decorative paper by soaking the paper in resin and transferring it through numerous ovens. We have installed a heat recovery system which reuses waste heat from the ovens to preheat incoming combustion air, reduce natural gas usage thereby reducing carbon emissions by up to 9%.

NEW BOILER INSTALLATION (CHELTENHAM)

We have managed to reduce our gas usage at our Cheltenham manufacturing plant by 30% since installing and commissioning a new boiler on our High Pressure Laminate line.



SOLAR FARMS

In our efforts to reduce our energy consumption and environmental impact, we have made an effort to install and commission several solar farms at various manufacturing sites. These sites include Gympie Toolara, Bathurst and Ballarat.

SOLAR ROLL OUT

Laminex plans to roll out more solar farms into the future.

Pictured above is the Laminex Waterloo Partitioning Systems warehouse in Bathurst, NSW.

RESPONSIBLE FOREST MANAGEMENT

As a large manufacturer of wood products, we respect and support responsible forest management and are committed to producing quality products that are backed by the very best certifications – Chain of Custody for Forest Products (AS 4707) - Responsible Wood and Programme for the Endorsement of Forest Certification (PEFC). This means all certified wood products from these certified plants can be traced from processing to distribution and are produced using responsibly-sourced wood fibres.

CERTIFIED PLANT	CERTIFIED PRODUCT OUTPUT	RW/PEFC CERTIFIED
BALLARAT (VICTORIA)	Decorated EO MDF	✓
	Decorated EO Particleboard	✓
CHELTENHAM (VICTORIA)	High Pressure Laminate	✓
	Compact Laminate	✓
GYMPIE (QUEENSLAND)	EO MDF	✓
	Decorated EO MDF	✓
DARDANUP (WESTERN AUSTRALIA)	EO Particleboard	✓
	Decorated EO Particleboard	✓



FOREST PLANTATIONS

Our Gympie Toolara plant is located in the middle of the Toolara Forest allowing greater access to responsibly-sourced materials.



PIONEERING SUSTAINABLE PRODUCT IMPROVEMENTS FOR OVER 20 YEARS



PARTNERING FOR POSITIVE CHANGE

We are committed to working closely with customers, suppliers, employees, government, industry and all stakeholders to foster a more sustainable building industry.



DRIVING INNOVATION

Laminex were the first to locally manufacture high pressure laminate and decorated board in a matte finish.

05 – PRODUCT INNOVATION

The work done by Laminex to reduce the environmental impact of its product has continued to drive the category forward in the Australian market.

Laminex has a well-known pedigree for beautiful high-quality laminates. Less well-known is that the company has actively been working for many years to reduce its carbon footprint, minimise waste and incorporate ethically-sourced materials into its laminates.

We've been committed to re-engineering our raw material inputs to eliminate anything that could be a potential hazard in the manufacturing process, both for our own workers, and for people who process our finished goods.

Since the early 2000s Laminex has pioneered change, from significantly reducing the levels of solvents in the water-based resins used to produce its high-pressure laminates — to the extent that these resins are now classed as non-flammable — to the introduction of EO board as our standard offer, resulting in industry first certifications of our products.

For further information on our environmental credentials click [here](#)

As the first business in our category to achieve Global GreenTag^{Cert™} Certification, Laminex is leading the charge to create products that reduce harm to the environment.

We have developed a comprehensive range of environmentally-preferred products that assist with delivery of Green Star[®] rated projects. We work closely with the Green Building Council of Australia and Global GreenTag International to gain an in-depth understanding, ensuring we deliver products that will help maximise Green Star credits.

CERTIFICATIONS

Laminex has proudly led the category in product certification, being the first business to receive a Global GreenTag^{Cert™} certification for our raw and decorated MDF products and the first product manufacturer in Australia to have its products recognised by Green Star[®] rated projects from the Green Building Council of Australia (GBCA). Laminex Australia is proud to have and continue to maintain the highest industry ratings in our category.



GREEN TAG^{CERT™}
CERTIFIED



THE GLOBAL GREENTAG^{CERT™} PROGRAM IS ONE OF AUSTRALASIA'S MOST RESPECTED ENVIRONMENTAL CERTIFICATIONS. THE GLOBAL GREENTAG^{CERT™} 'UMBRELLA' CERTIFICATION SYSTEM INCLUDES LCARATE[™] PLUS, A DETAILED, AUDITED, LIFE CYCLE ASSESSMENT (LCA) RATING SYSTEM (BRONZE, SILVER, GOLD AND PLATINUM) TOGETHER WITH THE GREENRATE[™] RATING SYSTEM (LEVELS A, B AND C), A RECOGNISED THIRD-PARTY CERTIFICATION SYSTEM UNDER THE GREEN BUILDING COUNCIL OF AUSTRALIA (GBCA) AND NEW ZEALAND (NZGBC) GREEN STAR[®]* MATERIALS CALCULATOR AND VOC/FORMALDEHYDE MINIMISATION CREDITS.

*Green Star[®] is a Registered Trademark of the Green Building Council of Australia.

CHAIN-OF-CUSTODY CERTIFICATION

Laminex Australia also maintains its certification through the Chain of Custody for Forest Products (AS 4707) – Responsible Wood and Programme for the Endorsement of Forest Certification (PEFC), for the manufacture and distribution of our High Pressure Laminate, MDF, Particleboard and Plywood products.



For further details on our certifications by product refer to the Laminex or Global GreenTag website. For further information on our environmental certifications click [here](#)

LOW EMISSIONS PRODUCTS

Launching its GreenFirst range in 2005, Laminex championed the development of locally produced MR® E0 MDF board.

Recognising the benefits of low formaldehyde products in sustainable building projects, in 2005 we decided to transition all of our Medium Density Fibreboard (MDF) from an E1 to E0 rating. E0 MDF emits just half the formaldehyde of E1 MDF (the standard recommended level).

This progressive initiative means customers can enjoy improved indoor air quality.

FROM E0 TO CARB2 CERTIFICATION, LAMINEX CONTINUES TO PUSH THE CATEGORY FORWARD

Since the groundbreaking launch of MR® E0 MDF board, Laminex has continued the pursuit of industry leading, locally made low emissions products, most recently becoming the first and only Australian manufacturing to produce CARB2 certified MDF board for reduced formaldehyde emissions.

Laminex Australia's Toolara plant has now received CARB2 accreditation for all raw MDF manufactured at the facility. This makes Laminex the first and only Australian manufacturer and supplier of MDF to have achieved the accreditation. The low level of formaldehyde emissions from Laminex's Australian-made MDF is a direct result of ongoing research and development into improved formulations for the resins that bind the product together. Considered alongside the fact that the MDF is made with timber grown in PEFC-certified forests, it reflects a significant benefit of working with locally grown and manufactured timber products, which offer specifiers confidence of supply chain and environmental performance.

WHAT IS CARB2?

CARB2 IS A UNITED STATES-BASED AIR-QUALITY STANDARD DESIGNED TO REGULATE FORMALDEHYDE EMISSIONS FROM COMPOSITE WOOD PRODUCTS INCLUDING HARDWOOD PLYWOOD AND PARTICLEBOARD, AS WELL AS MDF. THE ACCREDITATION APPLIES TO ALL RAW MDF OFFERED THROUGH LAMINEX'S TRADE ESSENTIALS RANGE AND COMES WITH NO CHANGE IN COST OR PERFORMANCE. LAMINEX DECORATED BOARD PRODUCTS CAN ALSO BE SPECIFIED WITH CARB2-CERTIFIED MDF AS A SUBSTRATE, VIA SPECIAL ORDER.

CARB2
COMPLIANT

SUSTAINABLE DESIGN

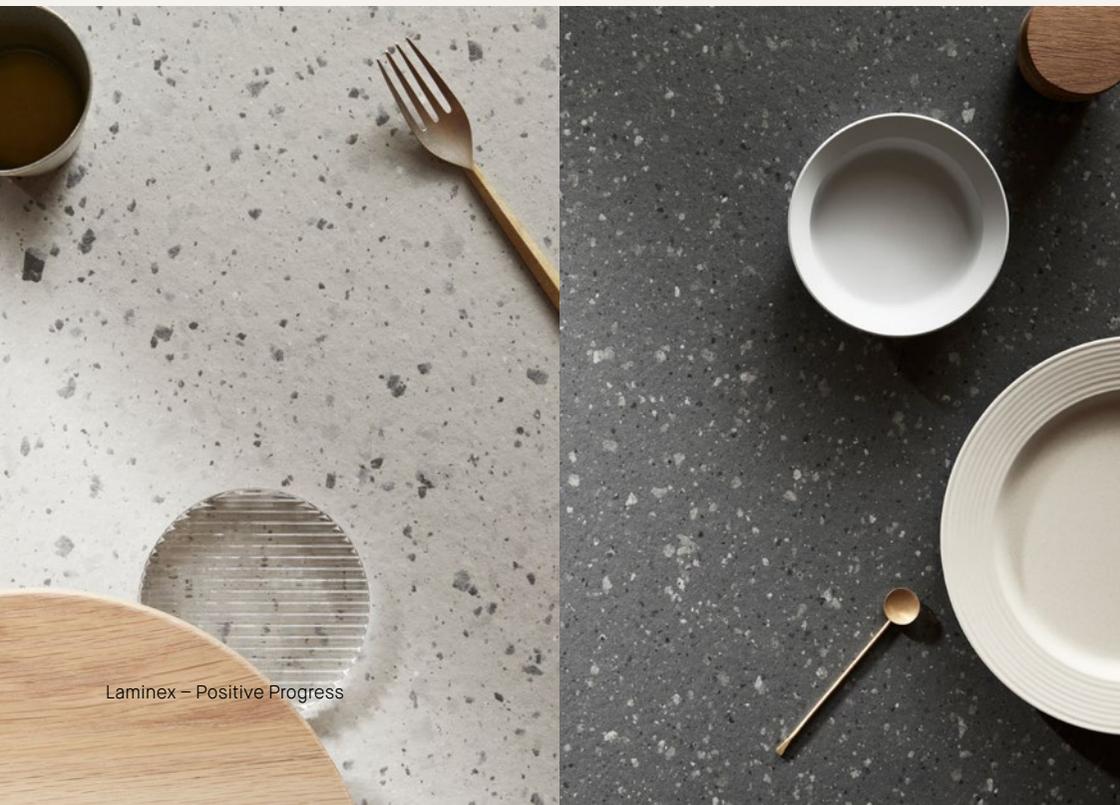
MINIMUM WASTE, SMALL-BATCH CRAFT PRODUCTION

To help architects and designers achieve a terrazzo look in an even broader range of applications, Laminex launched two decors, Tinted Paper Terrazzo and Tonal Paper Terrazzo, and they're made with recycled paper.

The two decors are manufactured using small-batch craft production, from 30% reclaimed material, and unlike the highly designed, infinitely replicable printing process associated with other laminates, here each sheet is unique.

The two decors combine the appearance of terrazzo with all of the design versatility and performance characteristics of premium high-pressure laminate, and both are available with the textured, organic feel of Laminex's Paper finish

Click [here](#) to find out more



AUTHENTIC COLOUR AND TEXTURE, HONEST MATERIALITY

Following on from the two paper terrazzo decors, this new laminate uses fabric offcuts from denim clothing manufacturers, with these fibres making up 60% of the finished product.

The texture of these laminates is a major contributor to the new visual. In Reclaimed Denim Fibre, long cotton fibres embedded into the paper matrix produce a texture that's both tactile and visual, an effect heightened by the addition of Laminex's undulating Plex finish.

Click [here](#) to find out more



**LAMINEX WERE THE
FIRST BUSINESS IN
OUR CATEGORY TO
BE AWARDED INDUSTRY
LEADING GLOBAL
CERTIFICATIONS.**



**SUPPORTING
THE INDUSTRY**

Laminex is the first and only Australian manufacturer and supplier of MDF to have achieved the CARB2 Accreditation.

06—LAMINEX PRODUCT ENVIRONMENTAL BENCHMARKING GUIDE

LAMINEX PRODUCTS QUICK REFERENCE GUIDE

BRAND	LAMINEX® PRODUCT	DESCRIPTION	TIMBER CERT	CO SPECIFIER	FORMALDEHYDE CLASSIFICATIONS	VOCS
LAMINEX	High Pressure Laminate	0.7mm thick post formable HPL for benchtops and other surfaces including AbsoluteMatte, Chalk, Nuance, Natural, Velour, Chemical Res, and CustomArt with anti-microbial properties	N/A	GreenRate Level A	E1 (≤3.5 mg/m ² h when tested to EN 7171-2)	<0.006 mg/m ² /hr (Redback), 0.019 mg/m ² /hr (Absolute Matte), 0.004 mg/m ² /hr (Chemical Resistant) and 0.021 mg/m ² /hr (Magnetic Metallics) when tested to ASTM D5116
	Decorated MDF STD E0	LPM on E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	<0.005 mg/m ² /hr when tested to ASTM D5116
	Decorated MDF MR E0 - Natural, Flint, Chalk & Nuance	MR Decorated MDF E0	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	<0.005 mg/m ² /hr when tested to ASTM D5116
	Decorated Particleboard MR E0	LPM on E0 PB substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	0.104 mg/m ² /hr when tested to ASTM D5116-2017
	Decorated MDF MR E0 – Structural	LPM on a high density (MR) E0 MDF substrate for superior impact resistance	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	<0.005 mg/m ² /hr when tested to ASTM D5116
	Decorated MDF MR E0 – Silk	High gloss LPM on E0 MDF	PEFC Chain of Custody	GreenRate Level A		<0.322 mg/m ² /hr when tested to ASTM D5116

BRAND	LAMINEX® PRODUCT	DESCRIPTION	TIMBER CERT	CO SPECIFIER	FORMALDEHYDE CLASSIFICATIONS	VOCS
LAMINEX	ColourTech Doors	MR MDF with a two-pack polyurethane paint, available in a range of finishes and styles				
	DesignEdge Doors	E0 MR MDF Substrate square edge and reverse bevelled profile			E0 (≤ 0.5mg/L)	
	FormWrap Doors and Panels	Thermolaminated vinyl range				
	PureGrain Panels	PureGrain LPM on E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	Refer to Decorated E0 MDF
	AbsoluteMatte Panels	AbsoluteMatte Gloss on E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	0.034 mg/m2/hr when tested to ASTM D5116-2017
	AbsoluteGloss Panels	AbsoluteGloss LPM on E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A		0.006 mg/m2/hr when tested to ASTM D5116-2017
	Surround by Laminex Wall Panels MR (Primed Panels)	Surround by Laminex Primed Wall Panel E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A		0.012 mg/m2/hr when tested to ASTM D5116-2017
	Surround by Laminex Wall Panels FR (Group 2)	Surround by Laminex Pre Primed Wall Panels on Group 2 FR Substrate	N/A	N/A	E1 (≤ 0.10mg/L)	
	Multipurpose Compact Laminate inc Impressions	HPL Compact Laminate available in variety of décor finishes with anti-microbial properties	N/A	GreenRate Level A	E0 (≤ 1.0 mg/m2h - EN 717-2)	0.009 mg/m2/hr when tested to ASTM D5116-2017

BRAND	LAMINEX® PRODUCT	DESCRIPTION	TIMBER CERT	CO SPECIFIER	FORMALDEHYDE CLASSIFICATIONS	VOCS
LAMINEX	Compact Laminate Laboratory	HPL with chemical resistant performance & anti-microbial properties	N/A	GreenRate Level A	E0 (≤ 1.0 mg/m ² h - EN 717-2)	0.021 mg/m ² /hr when tested to ASTM D5116-2017
	Alfresco Compact Laminate	Exterior grade HPL Compact Laminate with anti-microbial surface performance and UV inhibitors	N/A	GreenRate Level A	E0 (≤ 1.0 mg/m ² h - EN 717-2)	<0.390 mg/m ² /hr (6mm) and <0.196 mg/m ² /hr (13mm) when tested to ASTM D5116-2017
	Aquapanel	Thin HPL Compact Laminate with a moisture resistant backing suitable for wet areas	N/A	GreenRate Level A	E0 (≤ 1.0 mg/m ² h - EN 717-2)	0.936 mg/m ² /hr when tested to ASTM D5116-2017
	Fireguard® MDF (Group 2)	Fire-rated moisture resistant MDF with grey coloured core	PEFC Chain of Custody	N/A	E1 (≤ 01.0mg/L)	0.019 mg/m ² /hr when tested to ASTM D5116-2017
FORMICA	Decorated E0 MDF	Low pressure melamine on standard E0 MDF substrate	PEFC Chain of Custody	GreenRateLevel A	E0 (≤ 0.5mg/L)	
	Decorated E0 MR MDF	Low pressure melamine on MR E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	
	Decorated E0 STD Particleboard	Low pressure melamine on standard E0 PB substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	
	Decorated E0 MR Particleboard	Low pressure melamine on MR E0 PB substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	
	Gloss Panels	High gloss low pressure melamine on E0 MDF substrate	PEFC Chain of Custody	GreenRate Level A	E0 (≤ 0.5mg/L)	

BRAND	LAMINEX® PRODUCT	DESCRIPTION	TIMBER CERT	CO SPECIFIER	FORMALDEHYDE CLASSIFICATIONS	VOCS
TRADE ESSENTIALS	PEFC certified EO MDF	Substrate for low pressure melamine decorating	PEFC Chain of Custody	TBC	EO (≤ 0.5mg/L)	
	Particleboard Flooring	Standard/termite treated particleboard flooring		GreenRate Level A	E1 (≤ 1.5mg/L)	
	EO White MR MDF	White low pressure melamine decorated EO MR MDF (available decorated one side or two)	PEFC Chain of Custody	GreenRate Level A	EO (≤ 0.5mg/L)	
	EO Craftwood	Raw MDF (also available in Moisture Resistant grade)	PEFC Chain of Custody	GreenRate Level A	EO (≤ 0.5mg/L)	
	EO Whiteboard MR	White low pressure melamine decorated EO MR PB	PEFC Chain of Custody	GreenRate Level A	EO (≤ 0.5mg/L)	
	EO Whiteboard MR	Raw particleboard (also available in Moisture Resistant grade)	PEFC Chain of Custody	GreenRate Level A	EO (≤ 0.5mg/L)	

PROVIDING A SAFE, DIVERSE AND INCLUSIVE WORKPLACE



07— SOCIAL IMPACT

HUMAN RIGHTS POLICY

Laminex is committed to upholding human rights across all our business operations.

Human rights are fundamental civil, political, economic and social rights and freedoms that every human is entitled to without discrimination and include the right to be treated decently at work, to express opinions and beliefs without fear of reprimand, to have privacy, and to be free from harassment, abuse or discrimination.

MODERN SLAVERY

We are committed to achieving the highest standards of ethical behaviour in the conduct of our business and activities. We support and respect the protection of human rights and endeavour to make sure that Laminex is not complicit in human rights abuses. To this end, we will not tolerate slavery or human trafficking or abusive or unfair treatment in any part of our own business, or in any of our supply chains. Our policies and practices in relation to procurement, human resources and corporate responsibility, support this.



INCLUSION & DIVERSITY POLICY

Laminex is committed to creating an inclusive and diverse working environment at all levels for the benefit of our customers, people, shareholders, the board and other parties we interact with.

Laminex believes in a workplace where difference in gender, gender identity, age, race, nationality, sexual orientation, physical ability, thinking style and background are welcomed and included. It's important that all our people can access the opportunities available at Laminex because an environment where all groups of society are well represented enables innovation, improves business performance and underpins our reputation as a socially responsible employer.

Click [here](#) to read more



FLETCHER BUILDING IS PROUD TO ANNOUNCE OUR FIRST REFLECT RECONCILIATION ACTION PLAN

Laminex Australia acknowledges the Aboriginal and Torres Strait Islander peoples as the first inhabitants and Traditional Custodians of Country throughout Australia where we all live, learn and work. We pay our respects to their Elders past and present.

Laminex Australia is part of the Australian division of the Fletcher Building Group.

At Fletcher Building Australia, we value cultural diversity and inclusion. We are now looking to narrow our focus and build the capacity of our organisation and people to engage more effectively with First Nations peoples.

Our first step is to begin our journey towards reconciliation by commencing work on a Reflect Reconciliation Action Plan (RAP). Fletcher Building's Reconciliation Action Plan has received an official accreditation from Reconciliation Australia in July 2023.

Fletcher Building's Reflect RAP and its approval by Reconciliation Australia is our commitment to tangible and impactful actions, both in the present and the future, to actively contribute to the ongoing process of reconciliation in Australia. Our Reflect RAP aims to build trust and strengthen relationships, both internally and externally, to deepen our understanding and respect of Aboriginal and Torres Strait Islander peoples.

Our Reflect RAP come with full endorsement and support from the Fletcher Building Executive team.

We acknowledge the shared responsibility we all hold in achieving the goal of a reconciled Australia and are determined to play our part.



08 —TRANSPARENCY & GOVERNANCE

TRANSPARENCY

We are committed to being transparent about our progress and our performance so our learnings can be shared and used by others.

Our annual reports give not only financial results but also non-financial metrics that are important to us and our stakeholders. We address our safety, environmental and people-related aspects and performance of our business in our FY22 Annual report (available [here](#)), which covers the performance of our operations across all markets and all of our direct operations.

Fletcher Building has partnered up with ESG World to provide easy access to reporting on our areas of sustainability (environmental, social and governance), allowing our stakeholder community to monitor our performance and easily identify and access the processes, metrics, initiatives and certifications that underpin our commitment in these areas.

Find a full list of our policies [here](#)

GOVERNANCE

Our framework of rules, relationships, systems and processes are designed to ensure that we meet best practice standards of governance. Fletcher Building has a number of legal and other obligations to stakeholders. Our commitment to these obligations is captured in various policies and procedures, which directors and employees are required to comply with.



WE REPORT OUR EMISSIONS TO THE CARBON DISCLOSURE PROJECT (CDP) AND WE UPDATE OUR SUSTAINABILITY PERFORMANCE TO THE DOW JONES SUSTAINABILITY INDEX (DJSI) EACH YEAR. WE ARE ALSO PLEASED TO BE MEMBERS OF THE DJSI AUSTRALIA INDEX.

Member of
**Dow Jones
Sustainability Indices**

Design Stories

To hear the latest design and product stories from us, sign up to our newsletter at laminex.com.au

Swatches & Free Samples

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Laminex



A proud
Australian
manufacturer