

Brother International (NZ) Limited Sustainability Policy

1. Purpose

1.1. At Brother International (NZ) Limited (Brother) we see it as our moral and global duty to instil an awareness of sustainability that evokes personal and common commitment to protect our world, in all our stakeholders. We accept that environmental, social and economic sustainability are intrinsically intertwined and we have a holistic view of all three as part of our Corporate Social Responsibility. We are empowered by Brother Group's global strategy and are aligned with the United Nations Sustainable Development Goals (SDGs), in particular, to be a leader in business practices that protect our natural resources and ecosystems for future generations, unleash our people's full potential and foster supportive communities.

2. Scope

2.1. Brother will ensure all operations across Aotearoa New Zealand, covering our Auckland, Tauranga, Wellington and Christchurch sites are operating in a sustainable and environmentally responsible manner. Our employees, contractors, representatives and suppliers will support Brother's sustainability objectives and are encouraged to make choices aligned with this policy within and outside the workplace.

3. Policy Commitments

3.1. Brother is committed to:

- a.) setting triple bottom line goals and monitoring achievements;
- b.) measuring and managing the environmental impact of our operations across Aotearoa New Zealand;
- c.) protecting the environment and undertaking activities to prevent pollution and minimise the environmental impact of aspects of our business;
- d.) preventing pollution, reducing carbon emissions and waste to landfill including the use of sustainable resources and packaging, and reducing our use of finite resources;
- e.) supporting our employees and communities through thought leadership and removing barriers to deliver our commitment for every individual to feel protected, valued and heard;
- f.) ensuring the Board of Directors identify and set certified environmental objectives and quantifiable targets, including for our key environmental risks;
- g.) promoting appropriate awareness, training and commitment to sustainability among all people associated with Brother, including our employees, contractors, representatives and suppliers; and
- h.) meeting or exceeding the applicable laws, regulations, standards and other compliance obligations relating to our business, including AS/NZS ISO 14001 and AS/NZS ISO 14064-1.

3.2. We will achieve this by:

- a.) adhering to financially sustainable business practices;
- b.) maintaining our carbon neutrality monitoring, reducing and reporting of Brother's carbon footprint;
- c.) setting targets and implementing and improving our emission reduction activities as set out in our Greenhouse Gas Emissions Inventory & Management Report;
- d.) enhancing the culture of our organisation through The Brother Group Global Charter philosophy and contributing to SDGs by actively supporting an inclusive and diverse workplace;

- e.) continuing to assess opportunities for Brother to contribute and support the communities and the societies we live within;
- f.) incorporating environmental management and social considerations into governance and decision-making processes;
- g.) measuring, reporting, operating within and continually improving our management system to enhance environmental performance and overall sustainability of our world; and
- h.) following Brother's commitment to the principle of equal opportunities and to provide workplaces with no discrimination in employment.

4. Responsibility and Authority

- 4.1. The Board of Directors hold responsibility for Brother's Sustainability Policy by identifying sustainability and environmental objectives and setting quantifiable targets.
- 4.2. It is the responsibility of all Brother employees, contractors, representatives and suppliers to implement and maintain the environmental management system. This includes complying with our sustainability policy and associated systems.

5. Governance and Maintenance

5.1. Policy Location

This policy is published on the Brother Internal Intranet and is available on Brother's [website](#).

5.2. Review Timeline

This Policy is in effect from August 2022 and will be formally reviewed once every year by the Board of Directors.

5.3. Contact

For any queries in relation to this Policy, please contact Brother Director, Corporate Strategy & CSR or email csr-hr@brother.co.nz.

6. Version Control

Issue	Owner	Approved by	Date
4.0	Director, Corporate Strategy & CSR	Board of Directors	July 2023



Warwick Beban
Managing Director
Brother International (NZ) Limited