



# ANNUAL ESG REPORT

FY 2024-25

Moving Forward with Responsibility

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This is TOT Transport's first Annual ESG Report, a milestone that reflects our growing commitment to sustainability and responsible business practices. It marks the beginning of our formal ESG reporting journey and provides a foundation for how we will measure, monitor, and communicate our progress in the years ahead.

# About this report

At TOT Transport, sustainability is more than a responsibility, it is central to how we operate, grow, and deliver value. This Annual ESG Report captures our journey over the reporting period **1<sup>st</sup> July 2024 to 30<sup>th</sup> June 2025**, highlighting the progress we've made and the commitments that continue to guide us.

The report reflects our dedication to transparency and accountability, providing stakeholders with a clear view of how we are addressing our most material environmental, social, and governance (ESG) priorities.

Our disclosures are aligned with leading international frameworks, including the **Global Reporting Initiative (GRI)** Standards and the Task Force on Climate-related Financial Disclosures (TCFD), as well as evolving Australian regulatory requirements.

Covering TOT Transport's operations across Australia, the data and narratives presented here demonstrate both our performance and our forward-looking approach. As this is our inaugural ESG report, the focus has been on baselining key material priorities and establishing disclosure practices. We are **in the process of setting meaningful ESG targets**, which will be included in subsequent reporting cycles.

By embedding ESG principles into daily decision-making, we are building a strong, responsible, and future-ready transport and logistics business, one that creates long-term value for our people, our customers, our partners, and the communities we serve.

# Message from our CEO



**Andrew Sedrak**  
CEO, TOT Transport

At TOT Transport, I'm pleased to share the significant progress we've made toward our environmental, social, and governance (ESG) goals over the past year. Sustainability is no longer a peripheral consideration, it is embedded in how we operate, how we grow, and how we create long-term value for our stakeholders.

The establishment of our internal ESG working group has placed greater focus on the issues that matter most to our people, our customers, and our communities. Through collaboration and accountability, our leadership team has ensured that ESG remains a core component of our business strategy.

We are advancing efforts to reduce greenhouse gas emissions by improving fuel efficiency, transitioning to low-emission vehicles, and optimising our transport routes. Our waste management practices are also evolving, with a strong emphasis on increasing recycling and diverting waste from landfill, supporting our transition to a circular and low-carbon economy.

We remain deeply committed to the social aspects of sustainability, including upholding human rights and addressing modern slavery risks across our operations and supply chain. This is supported by regular due diligence, training, and awareness programs. Safety continues to be a core value, embedded through training, mental health initiatives, and continuous monitoring of workplace risks.

We also strives to nurture a diverse, inclusive, and engaged workforce. Our programs aim to build a respectful and supportive work environment, provide growth opportunities, and respond to employee feedback through ongoing dialogue. We have further strengthened our compliance, risk, and ethical frameworks.

We maintain robust systems to ensure data privacy, cybersecurity, and accountability, and continue to embed ethical business practices into our culture through leadership oversight and continuous improvement.

Our supply chain practices are evolving in line with our sustainability commitments. We're working closely with suppliers and contractors to build transparency, reduce emissions, and support ESG capability across the chain. We are aware of the growing regulatory and stakeholder focus on climate action, including the introduction of mandatory disclosures in Australia.

In anticipation, we've voluntarily aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and welcome the development of international standards such as those from the ISSB, GRI, and SASB. As a transport business in a carbon-intensive sector, we know the path to decarbonisation is complex but essential. We do not aim for perfection, but we are committed to steady, credible progress that reflects both our values and our responsibility.

Finally, I want to express my heartfelt appreciation to the entire TOT Transport team. It is through your innovation, resilience, and drive that we continue to evolve and strengthen our sustainability performance. Thank you to our customers, partners, and communities for your continued trust and support.

Together, we are building a more responsible, and future-ready TOT Transport.



# Our business in brief

## 01

TOT Transport is a privately owned Australian company delivering end-to-end transport and logistics solutions to a wide range of clients, including several large businesses across the country. Headquartered at Condell Park, New South Wales, the company operated two primary facilities in FY2024 located in New South Wales (NSW) and the Australian Capital Territory (ACT).

## 02

These facilities provide tailored, efficient, and safe transportation solutions for fast-moving consumer goods (FMCG), furniture, and bulky items.

## 03

Beyond transportation, TOT Transport offers a comprehensive suite of logistics services, including warehousing, couriers, and line-haul operations, ensuring a seamless and reliable supply chain for its clients.

## 04

In FY24, TOT Transport formally established an internal ESG team led by the CEO. This team is tasked with guiding the company's sustainability agenda and delivering this report. Their responsibilities include embedding environmental, social, and governance principles across operations, tracking progress, and ensuring accountability and transparency in all ESG-related initiatives.

# Introduction



# Reporting scope, framework & approach

Guided by



## Reporting scope and boundaries



This report incorporates all operations of TOT Transport, which are primarily based across two sites in New South Wales (NSW) and ACT.

### Aligned with



### Restatement of Data

No restatement of previously reported ESG data has been made in this reporting cycle. As this is TOT Transport's first formal ESG report, all disclosures presented here are being reported for the first time, establishing a baseline for future measurement and comparison.



### Reporting Framework

This ESG report has been developed in alignment with the Global Reporting Initiative (GRI) Standards (2021 update), which offers a globally recognised structure for reporting sustainability impacts. Where applicable, references have also been made to the United Nations Sustainable Development Goals (UN SDGs). The report covers material ESG topics relevant to TOT Transport's operations in FY24.



### Materiality Matrix

TOT Transport has undertaken an internal assessment to identify the most material ESG issues for its operations. This included input from internal stakeholders and alignment with industry-specific risks and opportunities, particularly in the transport and logistics sector. The material topics identified form the foundation of our ESG strategy and reporting priorities and will be refined through stakeholder engagement in future reporting periods.



### Reporting Integrity and Assurance

TOT Transport is committed to transparency, reliability, and accountability in ESG reporting. Data used in this report has been compiled using structured internal processes. While external assurance has not been obtained for this inaugural ESG report, TOT Transport aims to enhance reporting credibility in future cycles by working toward third-party verification and alignment with best practice assurance standards.



# Management commitment and forward-looking statements



## ➤ Endorsement

The information and data presented in this report have been reviewed and endorsed by the senior management and approved by the ESG Committee and the Board of Directors. It represents a true and fair view of our sustainability performance across our operations during the reporting period.

We reaffirm our commitment to embedding environmental, social, and governance principles across all levels of the organisation and continuing to engage constructively with stakeholders in our journey towards responsible growth.

## ➤ Forward looking statement

This report may contain forward-looking statements, including expectations of future performance, strategies, or goals relating to our ESG initiatives. These statements are based on current assumptions, estimates, and projections and are subject to risks, uncertainties, and other factors that may cause actual results to differ materially from those expressed or implied.

TOT Transport does not undertake any obligation to publicly update or revise any forward-looking statements, except as required under applicable laws. Readers are advised to interpret such statements with caution and in the context of evolving business and regulatory environments.



# 2024-25 Sustainability at a glance

**6%** reduction in Scope 1 emissions

**7%** reduction in Scope 2 emissions

**1st** ESG Materiality Assessment completed

**12,294 t-Co2e** emissions recorded

**1st** ESG report published

**36%** Reduction in waste related emissions

**0** Human rights and modern slavery, harassment or discrimination related complaints received

**809%** Increase in supplier safety audits

**16%** Women representation

**0** Lost Time Injury Frequency Rate (LTIFR)

**0** Total Recordable Injury Frequency Rate (TRIFR)

**9.4%** Increase in migrant workforce

**0** Data breaches, cyber security incidents

**94.3%** Employee engagement and satisfaction score

**84.5** hours of training per employee - well above the global transport sector average of 33-39 hours

# Our ESG journey

At TOT Transport, we have always been motivated by a concern for environmental outcomes and responsible business practices. What began as a values-driven approach has now evolved into a structured commitment to long-term sustainability and value creation. In FY24–25, we formally and methodically embedded Environmental, Social, and Governance (ESG) principles into our operations, marking the start of our formal ESG journey.

An internal ESG team, led by our CEO, has been set that drives initiatives to reduce environmental impact, support our people and communities, and promote strong governance. A key early step was quantifying our **greenhouse gas (GHG) emissions**, establishing a baseline to guide future reduction strategies. This was followed by our **first materiality assessment**, ensuring that we focus on the ESG topics most relevant to our stakeholders and business priorities.

We are working on developing a comprehensive ESG roadmap, supported by a comprehensive environmental policy, to advance emissions reduction, operational efficiency, responsible sourcing, and workforce engagement.

Sustainability is an ongoing journey, and this inaugural report represents our baseline year. Future reports will build on this foundation, focusing on measurable outcomes, improved data quality, and stronger stakeholder engagement.



#### 4. ESG Progress Roadmap Development

Adopt renewable energy and efficient machinery to reduce environmental impact.

#### 2. Emission Baseline

Regularly update sustainability goals to ensure ongoing progress and accountability.

#### 3. Materiality Assessment

Collaborate with NGOs and businesses to enhance sustainability efforts and share resources.

#### 1. ESG Governance

Provide training programs to foster a sustainability mindset and encourage participation in initiatives.



# Stakeholder engagement



At TOT, we view meaningful stakeholder engagement as a cornerstone of our sustainability strategy. Guided by the GRI Standards, our approach ensures that we actively listen, respond, and collaborate with those who influence, and are impacted by, our business activities across the technology and software value chain.

By embedding the perspectives of our employees, customers, suppliers, communities, and regulators into decision-making, ESG risk management, and value creation, TOT ensures long-term sustainable growth.



## Engagement methods

<b>Customers</b>	<ul style="list-style-type: none"> <li>• Understand needs and expectations</li> <li>• Improve products and services</li> <li>• Provide timely resolution of issues</li> </ul>	Feedback forms, ongoing dialogue, customer service
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Enhance workplace satisfaction and well-being</li> <li>• Foster innovation and inclusion</li> <li>• Gather feedback on policies and initiatives</li> </ul>	Surveys, town halls, suggestion boxes, forums
<b>Suppliers &amp; transport subcontractors</b>	<ul style="list-style-type: none"> <li>• Ensure ethical sourcing and supply chain practices</li> <li>• Build long-term partnerships</li> </ul>	Supplier meetings, procurement reviews
<b>Communities</b>	<ul style="list-style-type: none"> <li>• Support local initiatives and social welfare</li> <li>• Minimise environmental impact</li> <li>• Contribute to positive social outcomes</li> </ul>	Outreach programs, donations, environmental projects
<b>Regulators &amp; Industry Bodies</b>	<ul style="list-style-type: none"> <li>• Ensure compliance with legal and regulatory requirements</li> <li>• Participate in policy discussions</li> <li>• Address regulatory inquiries</li> </ul>	Engagement methods: Consultations, audits, compliance reporting, industry associations



# How TOT transport creates value



## Our Vision

To be Australia's most trusted and sustainable transport partner for FMCG, furniture, and bulky goods logistics.



## Our Purpose

Deliver safe, seamless, and efficient logistics solutions that create value for customers, communities, and the planet.

## Our Strategic Pillars



### Our Customers

Provide dependable and tailored transport and warehousing services with a focus on safety, timeliness, and customer satisfaction.



### Our People

Empower a high-performing workforce through continuous training, a culture of care, and inclusive growth opportunities across our operations.



### Sustainable Growth

Drive long-term value through efficient fleet operations, reduced emissions, and strong compliance with environmental regulations.



### Future Readiness

Invest in digital tools, low-emission vehicles, and process innovation to adapt to changing customer expectations and climate challenges.

## Creating Stakeholder Value



### Operational Excellence

Our leadership in specialised bulky and FMCG logistics helps us deliver high-quality, scalable, and safe services across Australia.



### Digital Capability

Leveraging route optimisation, tracking systems, and data-led decision-making to enhance service reliability and reduce emissions.



### Local and Regional Reach

Strategic presence in NSW and ACT with capacity to expand operations through strong local supplier relationships and scalable business model.



### Commitment to Safety & Compliance

Adherence to rigorous safety standards and regulatory compliance underpins our operations and builds customer trust.



### Financial Sustainability

A strong business foundation, prudent cost management, and recurring contracts enable steady cash flow and reinvestment into sustainability and growth.



# Priority SDGs

At TOT Transport, we recognise the importance of all 17 Sustainable Development Goals (SDGs) and the interconnected nature of their 169 targets. While we support the global ambition of the 2030 Agenda, we have identified specific SDGs that are most aligned with our business strategy, stakeholder expectations, and long-term sustainability vision.

1



- These goals are central because they address both the economic and social pillars of sustainability.
- SDG 8 ensures safe, productive, and fair employment opportunities, promoting long-term economic resilience, while SDG 10 focuses on eliminating barriers to equality, ensuring all employees—regardless of background—have equal access to opportunities and advancement.
- Together, they directly influence workplace culture, talent retention, and compliance with diversity and inclusion commitments, which are increasingly scrutinised in ESG reporting.

2



- This pairing drives the organisation's environmental performance. SDG 12 encourages sustainable use of resources and reduction of waste, aligning with circular economy principles, while SDG 13 calls for decisive measures to mitigate and adapt to climate change.
- Together, they tackle Scope 1, 2, and particularly Scope 3 emissions, positioning the organisation to meet Australia's growing climate disclosure requirements and demonstrating leadership in environmental stewardship.

3



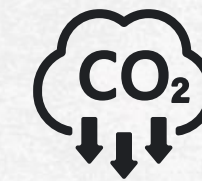
- These goals focus on governance and human capital—two areas critical for sustainable growth.
- SDG 3 ensures a safe, healthy, and supportive work environment, reducing risks and improving productivity, while SDG 16 reinforces transparent, ethical governance and human rights protections.
- This combination not only enhances organisational resilience but also strengthens stakeholder trust, which is essential in meeting both regulatory expectations and reputational benchmarks.



### Training, Education and Skill development



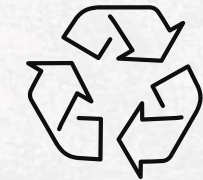
Diversity / Inclusion and Equal Opportunity



Carbon/GHG Emission



Employee, Engagement, Experience and Culture



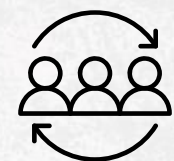
Waste Management and Recycling



Human Rights and Modern Slavery



Enhanced Governance



Employee Health and Safety



Supply Chain Management



# Our ESG Framework

- Built on a Strong Foundation -

## Continuous Improvement

- Conduct periodic reviews
- Incorporate Stakeholder Feedback
- Regularly update ESG goals and commitments

## Transparency

- Accountability
- Commitment
- Disclosure Through Annual ESG Report
- Performance Dashboard

## Alignment

- GRI, SASB, TCFD
- UN SDGs
- NGER
- Australian regulatory requirements

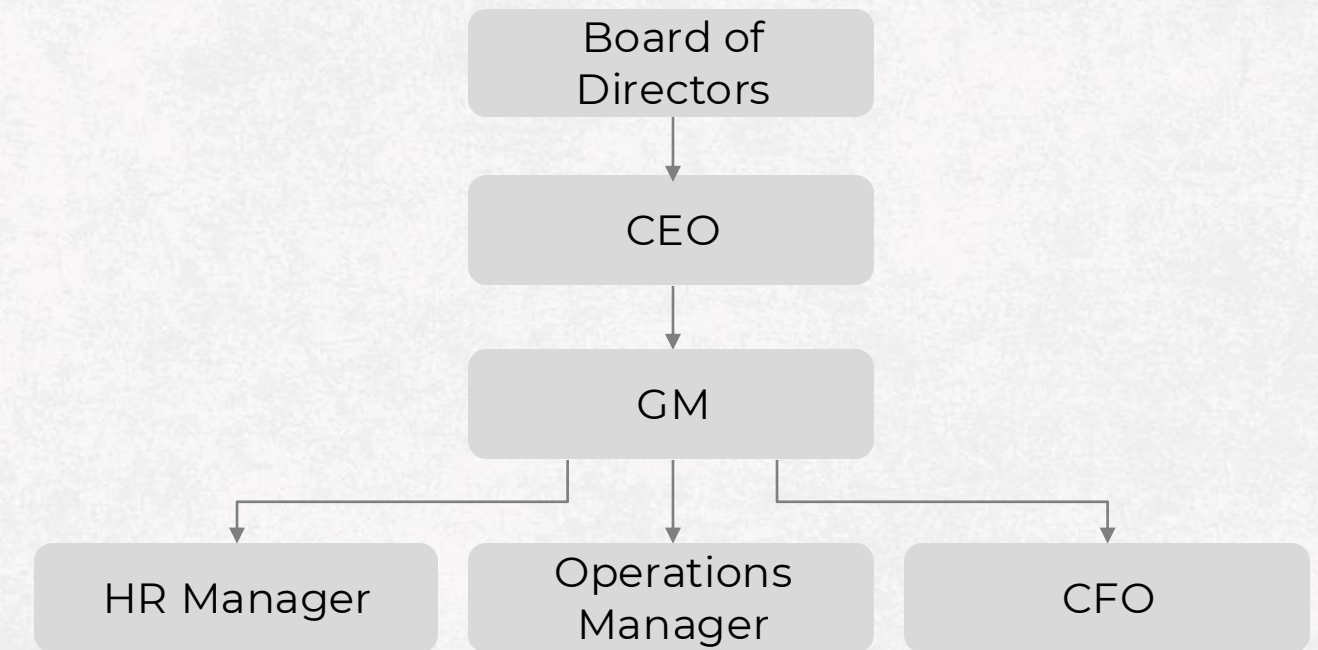


# ESG governance structure

“At TOT, Good corporate governance is not just a compliance requirement, it’s the backbone of trust, transparency, and sustainable value creation. It’s how we turn principles into practice and purpose into performance.”

At TOT, we recognise that strong governance is the foundation of effective ESG integration. Our governance framework ensures accountability, transparency, and alignment with our long-term sustainability commitments.

## ESG Governance Structure at TOT



### Board Oversight

The Board of Directors take keen interest in oversight of ESG matters, ensuring that sustainability is embedded into the company’s vision, risk management, and decision-making processes.



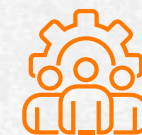
### Executive Leadership

The CEO is responsible for translating board direction into actionable ESG strategies and policies across the organisation.



### ESG Committee

The ESG Committee at TOT Transport is chaired by our General Manager for Commercial, who ensures that customer preferences and perspectives directly inform our ESG strategy.



### Operational Teams

We are in the process of setting operational KPIs of each key business unit aligned with our ESG objectives. This alignment will ensure that ESG commitments are embedded into everyday operations and measured through clear performance outcomes.



### Reporting & Accountability

We have developed a KPI dashboard to track performance against our key material priorities. Building on this foundation, we are now focused on strengthening implementation, ensuring that ESG objectives are consistently embedded into decision-making and operational practices.

**Through this governance structure, TOT ensures that ESG considerations are integrated into business strategy, operations, and culture, promoting resilience and long-term value creation for stakeholders.**

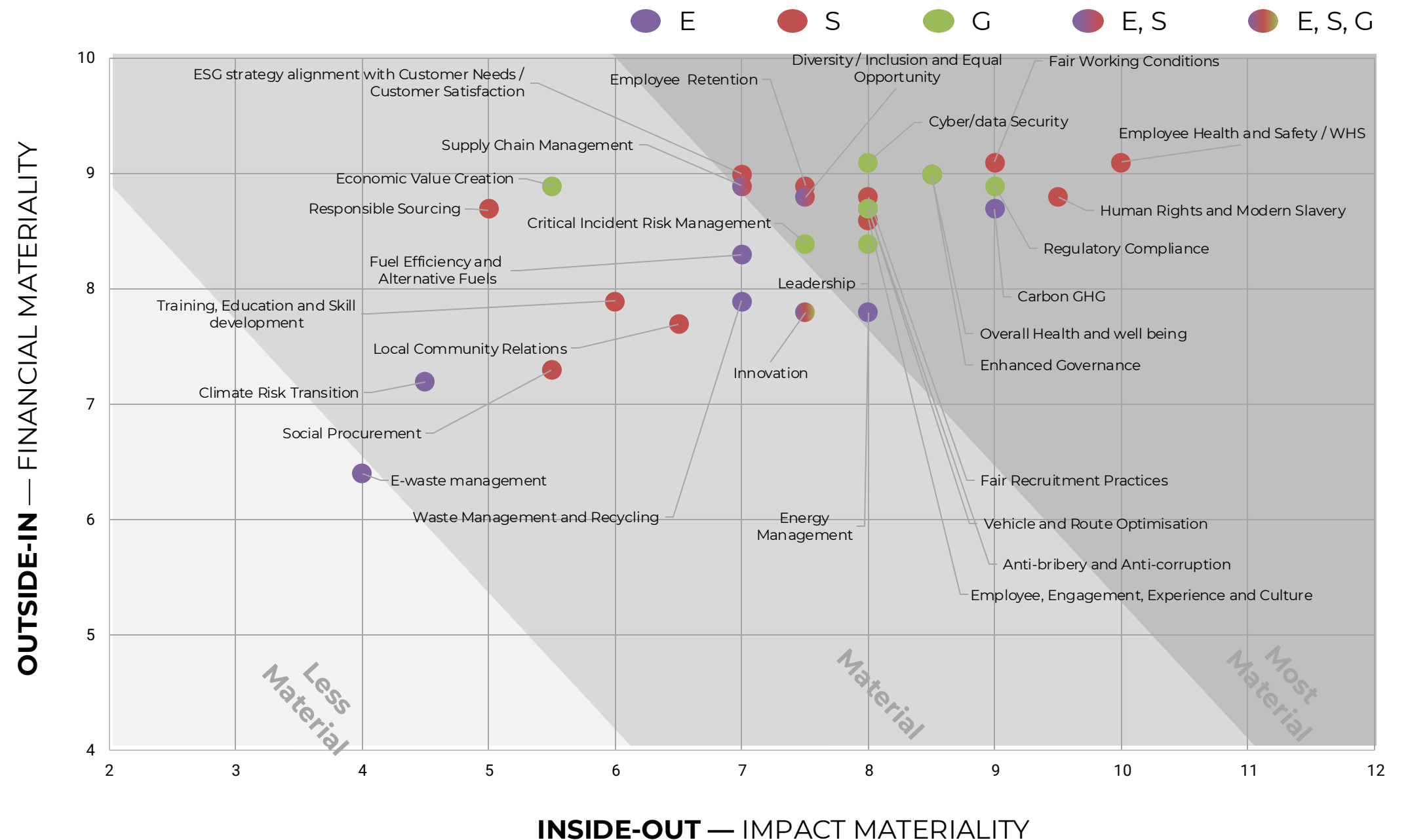
# Our approach to ESG: Double Materiality Assessment

In 2024, TOT Transport undertook a comprehensive double materiality assessment to identify the most significant environmental, social, and governance (ESG) topics affecting its operations and stakeholders. This assessment, aligned with [GRI Universal Standards 2021](#) and the [UN Sustainable Development Goals \(SDGs\)](#), reflects our commitment to embedding sustainability into the core of our business strategy.

The decision to conduct this assessment was driven by the growing importance of sustainability in shaping long-term value creation, operational resilience, and stakeholder trust. With rising expectations from customers, regulators, and investors, it was imperative for TOT Transport to proactively manage ESG-related risks and opportunities in a structured and transparent manner.

The materiality assessment serves multiple purposes:

- **Strengthening ESG Governance:** It provides a clear foundation for identifying, monitoring, and reporting ESG risks and opportunities across our value chain.
- **Aligning Strategy with Stakeholder Expectations:** Through direct engagement with key internal and external stakeholders, we ensured the assessment accurately reflects the issues that matter most to those we serve and collaborate with.
- **Enhancing Decision-Making:** The assessment informs our management decisions by identifying material aspects with the highest impact on both the business and society.
- **Future-Proofing the Business:** It supports long-term planning by integrating sustainability priorities into our strategic roadmap.
- **Ensuring Regulatory and Reporting Readiness:** The process helps align our practices with international frameworks such as GRI, SASB, and SDGs, supporting credible and compliant sustainability disclosures.



The Materiality Matrix is a key outcome of TOT Transport’s 2024 Double Materiality Assessment. It maps ESG topics across two axes: the X-axis reflects the significance of each topic to TOT Transport’s operational and strategic performance, while the Y-axis captures its importance to key stakeholders including employees, customers, regulators, and business partners.

Each plotted point is based on insights from **stakeholder surveys, executive workshops, industry benchmarking**, and impact assessments. Those appearing in the top-right quadrant represent high-priority issues critical to both the business and its stakeholders.

The matrix serves as a strategic tool to guide TOT Transport’s ESG priorities, inform resource allocation, and support transparent communication of focus areas.

# Material topics : SDG aligned



Material Topics	ESG Pillar	Materiality	SDGs	Covered in the report under
Employee Health and Safety / OH&S	S	● ● ●	 	People and Communities
Human Rights and Modern Slavery	S	● ● ●	  	People and Communities
Carbon/GHG Emission	E	● ●	  	Our Environment
Enhanced Governance	G	● ● ●	 	People and Communities
Employee, Engagement, Experience and Culture	S	● ● ●	 	People and Communities
Diversity / Inclusion and Equal Opportunity	S	● ● ●	 	People and Communities
Supply Chain Management	E, S	● ●	  	Our Environment
Waste Management and Recycling	E	● ●	  	Our Environment
Training, Education and Skill development	S	● ● ●	 	People and Communities



# Our Environment

18



# Environment: material priorities & goals

■ Emissions and Waste



## Our First Step Toward a Greener Tomorrow

Every journey begins with a first step. For TOT Transport, that step was taken last year when we set our environmental baselines and defined clear three goals for the road ahead.

Setting environmental goals and targets marked the moment we moved from intention to action, creating a framework that brings structure, accountability, and transparency to how we manage our environmental responsibilities.

# 01

## Carbon and GHG Management

### Goals:

1. Reduce Greenhouse Gas (GHG) emissions across operations
2. Improve fleet fuel efficiency & transition to low-emission vehicles

# 02

## Waste Management<sup>19</sup> and Recycling

### Goal:

1. Reduce landfill waste from logistics operations

# 03

## Supply Chain Management

### Goal:

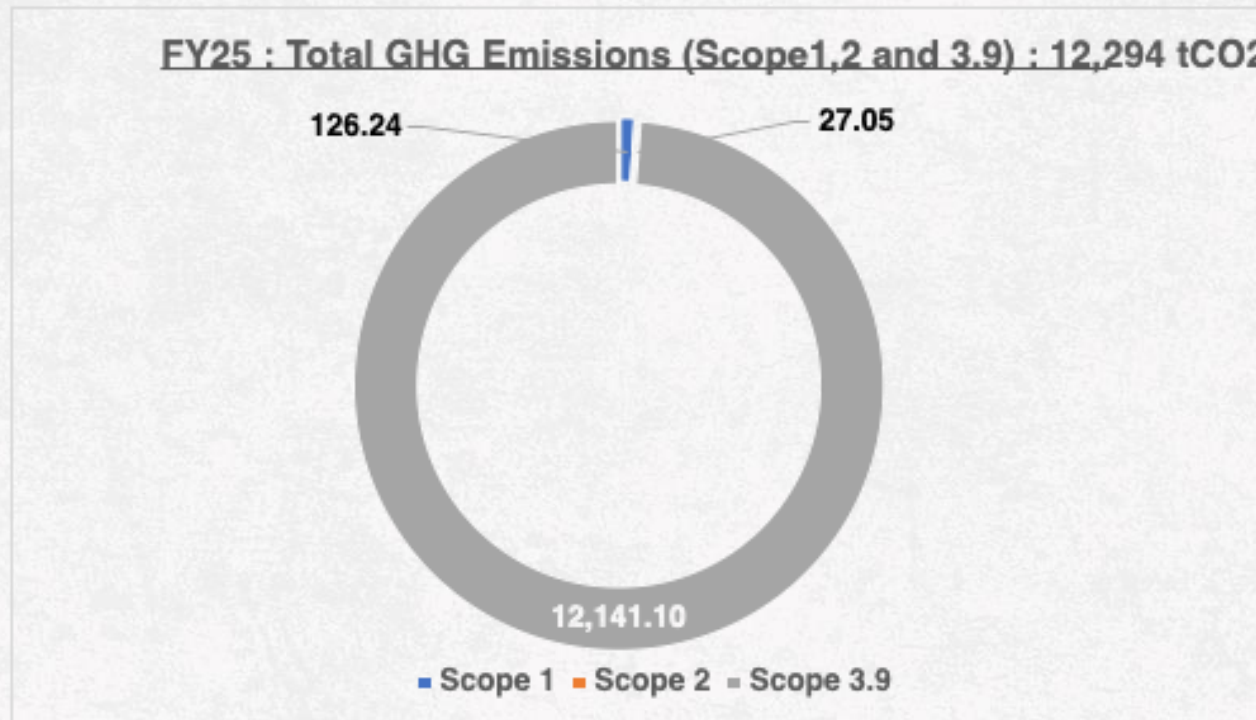
1. Reduce supply chain carbon footprint and emissions

Each of these goals is outlined in detail in the sections that follow.

# Carbon/GHG emission



## Greenhouse Gas (GHG) Emissions Summary: FY 2025



Scope	Emissions (tCO <sub>2</sub> e)	% of Total
<b>Scope 1</b> (Direct emissions – fuel use, company vehicles)	126.24	1.0%
<b>Scope 2</b> (Indirect emissions – purchased electricity)	27.05	0.2%
<b>Scope 3.9</b> (Downstream transportation & distribution – subcontractors)	12,141.10	98.8%
<b>Total</b>	<b>12,294.39</b>	<b>100%</b>

Over 98% of TOT's emissions lie in subcontracted transport, making supplier collaboration the single biggest lever for decarbonisation.

In FY25, **TOT Transport's total GHG emissions (Scope 1, Scope 2, and Scope 3.9)** amounted to **12,294 tCO<sub>2</sub>e**.

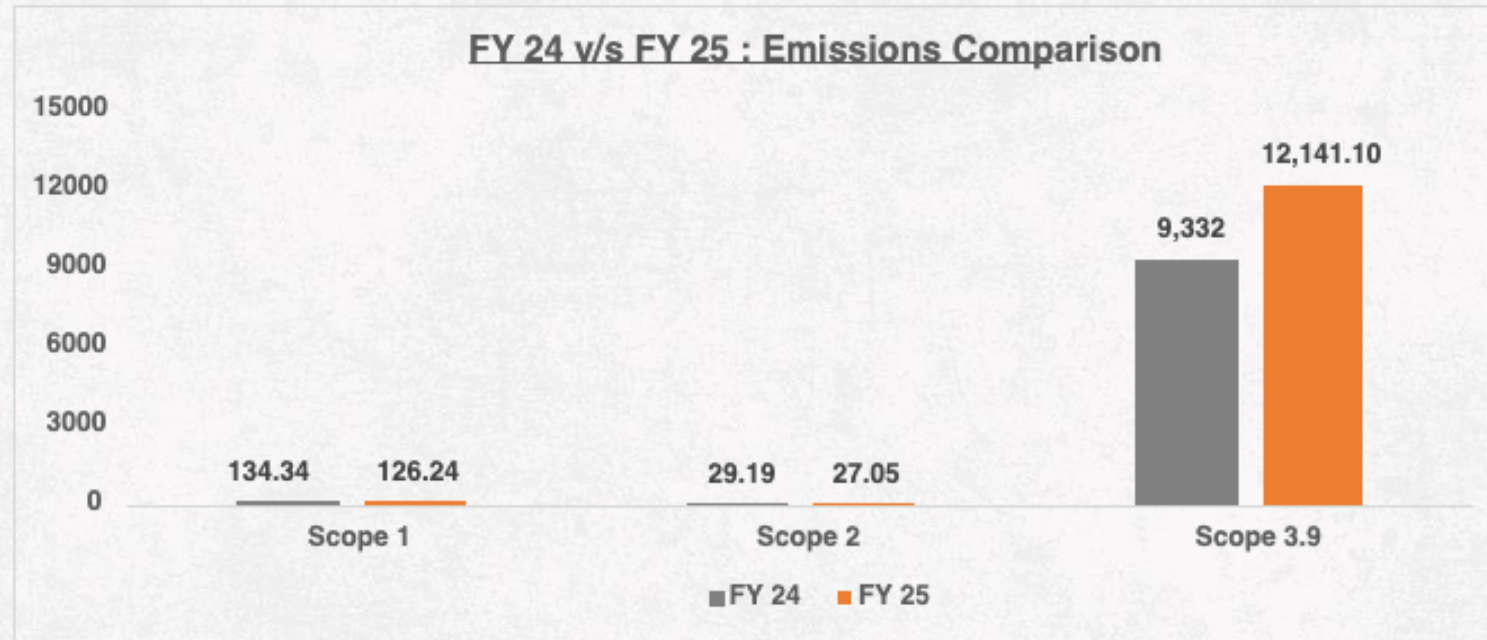
- **Scope 1 (Direct emissions): 126.24 tCO<sub>2</sub>e**  
Emissions from direct fuel consumption in company-owned vehicles and onsite fuel use.
- **Scope 2 (Indirect energy emissions): 27.05 tCO<sub>2</sub>e**  
Emissions from purchased electricity consumed at operational sites.
- **Scope 3.9 (Downstream transportation and distribution): 12,141.10 tCO<sub>2</sub>e**

Due to business model, our indirect emissions from subcontracted transport and logistics services, forming the overwhelming majority of our footprint.

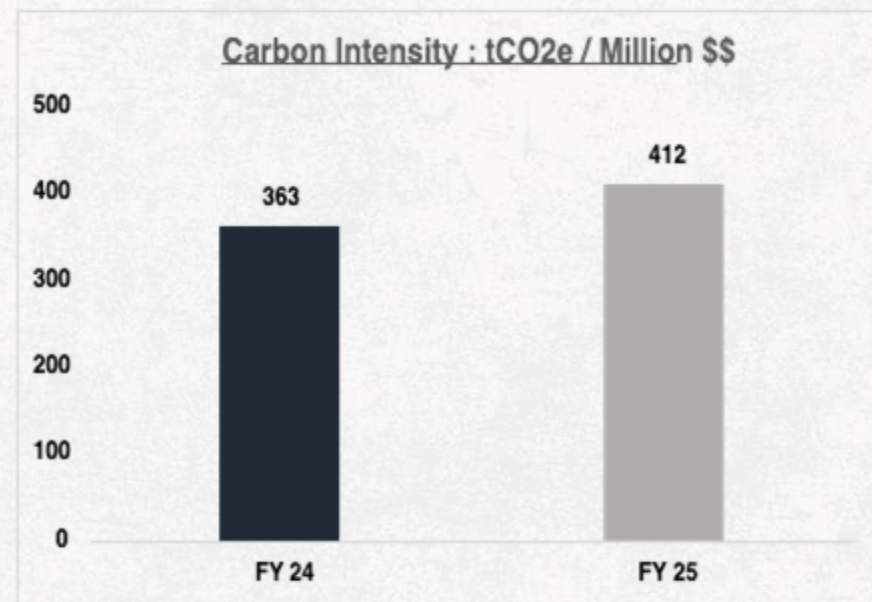
# Carbon/GHG emission



## Year-on-Year Emissions Comparison



As this is TOT's first step into structured emissions measurement, accelerating the transition to low-emission transport will be a key priority on our journey ahead.



## Carbon Intensity

TOT Transport recorded a total increase in GHG emissions from **9,495.5 tCO<sub>2</sub>e in FY24 to 12,294.4 tCO<sub>2</sub>e in FY25**. This increase is primarily attributed to strong **double-digit business growth**, which drove higher subcontracted logistics activity.

- **Scope 1 emissions** decreased slightly from **134.34 tCO<sub>2</sub>e in FY24 to 126.24 tCO<sub>2</sub>e in FY25**, reflecting ongoing efficiency improvements in company-owned fleet and fuel use.
- **Scope 2 emissions** also reduced marginally from **29.19 tCO<sub>2</sub>e in FY24 to 27.05 tCO<sub>2</sub>e in FY25**, supported by energy efficiency initiatives at operational sites.
- **Scope 3.9 emissions** increased significantly from **9,331.97 tCO<sub>2</sub>e in FY24 to 12,141.10 tCO<sub>2</sub>e in FY25**, in line with growth in subcontracted transport and distribution services, which remain the largest contributor to TOT's footprint.
- **Carbon intensity** rose from **363 tCO<sub>2</sub>e per million \$ in FY24 to 412 in FY25**, driven by double-digit business growth and subcontracted transport emissions (Scope 3.9) outpacing revenue.



# Fleet electrification



## 10% Vehicle Electrification: Taking the First Step

- Transitioning our fleet is central to reducing emissions at the source. With a baseline of zero in FY2023–24, we took our first major step in FY2024–25 by upgrading five vehicles to fuel-efficient, hybrid, or electric models.
- This milestone is the start of our journey toward a cleaner, lower-carbon fleet — a journey that not only cuts emissions but also demonstrates our commitment to driving progress, quite literally, toward a sustainable future.

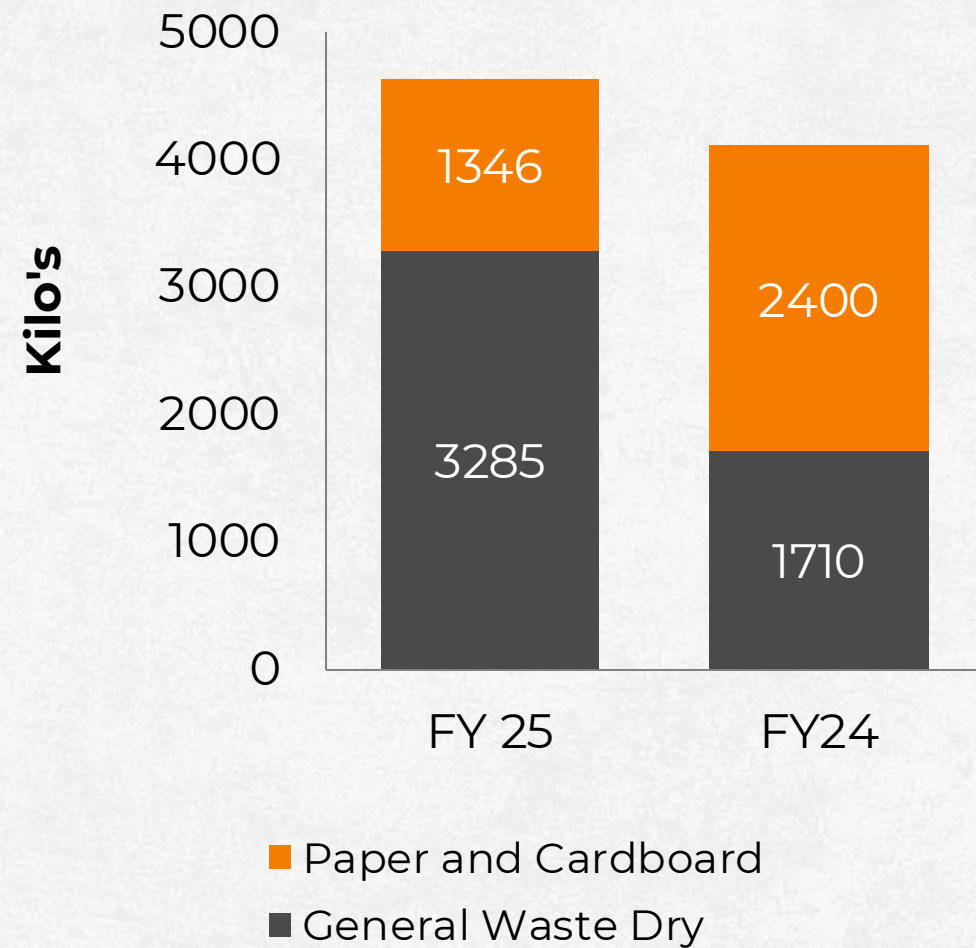


# Waste management and recycling

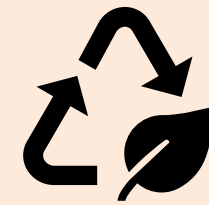


The numbers tell a powerful story.

Waste Generated Overview :  
FY24 v/s FY25



100% Employees Trained

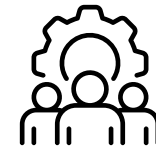


Waste volumes increased, but waste-related emissions fell by 36%.



**Waste volumes rose by 13%** (4,110 kg → 4,631 kg) **as our operations expanded**, while **waste-related emissions dropped by 36%** (14 tCO<sub>2</sub>e → 9 tCO<sub>2</sub>e) due to smarter diversion.

- Demonstrates that even with more waste, targeted management of high-impact streams reduced emissions significantly.



**100% of our workforce trained** in effective waste segregation and reduction.

- Training delivered through toolbox talks, site briefings, and awareness sessions.
- Employees equipped to sort waste correctly, minimise contamination, and cut emissions from improper disposal.



**Culture of accountability and sustainability embedded** into daily operations.

- Not just training — but building lasting habits.
- Empowering every individual to make waste management part of our culture across every site, every shift, every day.

# Supply chain management



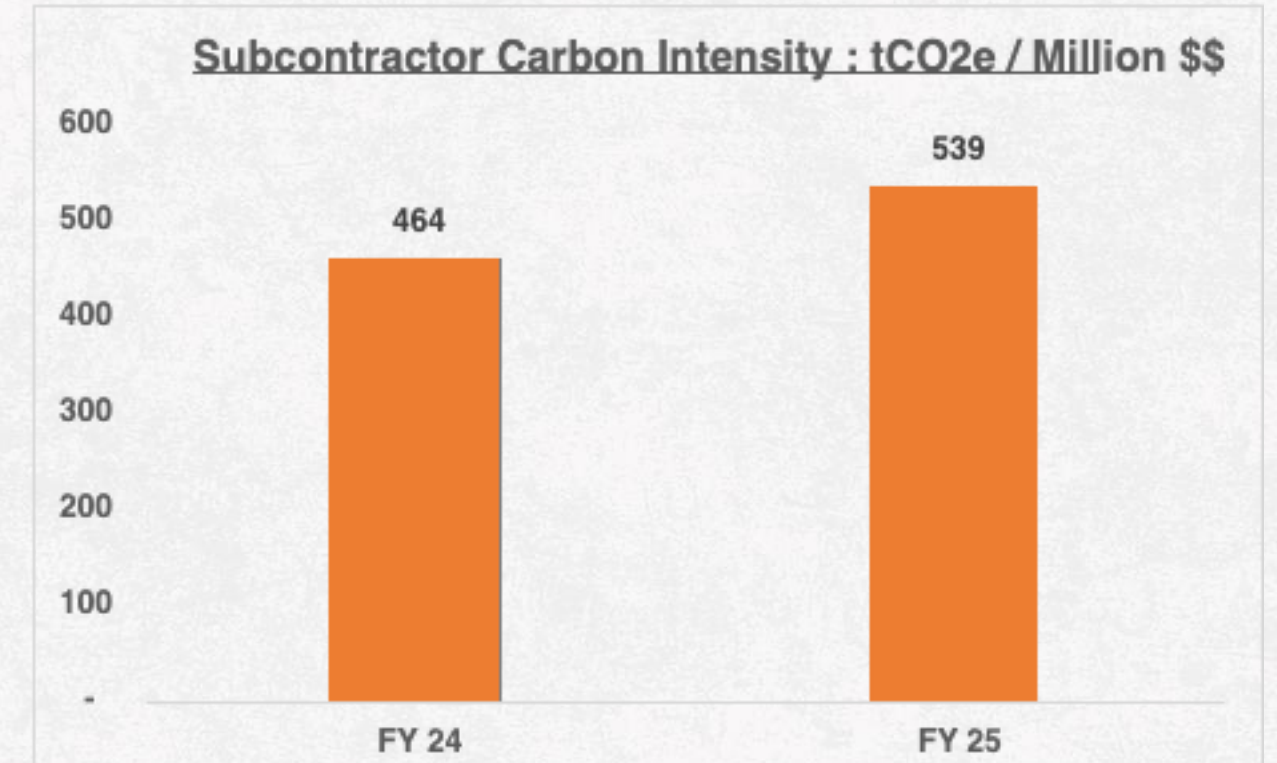
## Subcontractor emissions – Key points

**Emissions Trend:** Increased from **9,332 tCO<sub>2</sub>e in FY24** to **12,141.1 tCO<sub>2</sub>e in FY25**, reflecting higher subcontracted activity driven by TOT's **double-digit business growth**.

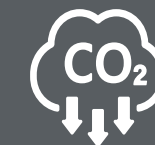
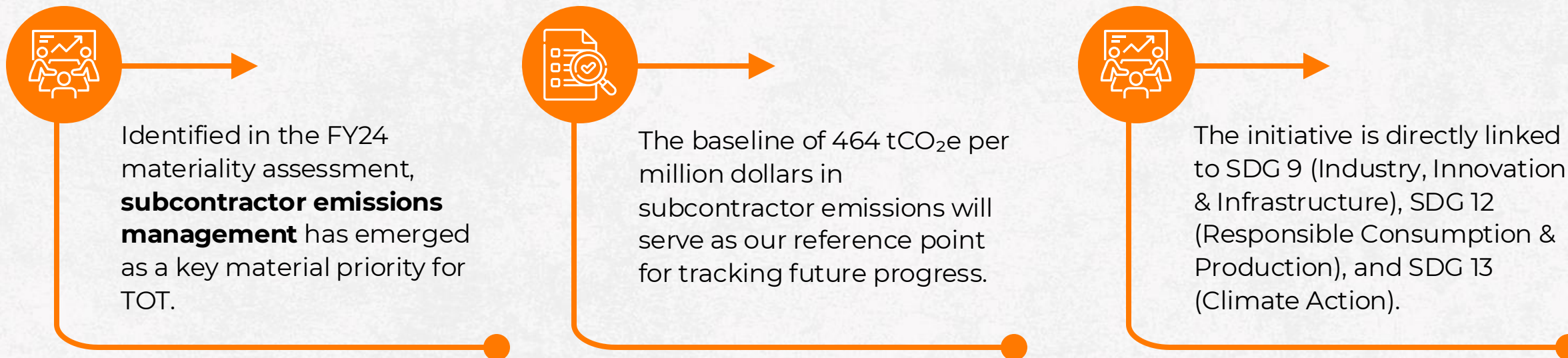
**Carbon Intensity:** Rose from **464 tCO<sub>2</sub>e per million dollars (FY24)** to **539 tCO<sub>2</sub>e per million dollars (FY25)**, showing emissions grew faster than revenue.

**Nature of Operations:** These emission trends are consistent with industry patterns where reliance on third-party carriers drives Scope 3 dominance.

**Current Limitations:** While our Scope 1 and 2 emissions reduced through efficiency gains, subcontractor emissions expanded due to varying levels of low-emission adoption among suppliers.



## Subcontractor emissions management



### Looking Ahead

TOT is committed to accelerate decarbonisation by working with suppliers to improve load efficiency, transition to alternative fuels, and expand low-emission transport solutions. These actions will be central to TOT's **FY26+ decarbonisation strategy**.



# People and Communities



# Our people

## Where we are focused



### 1. Human rights and modern slavery



### 2. Employee health and safety



### 3. Diversity, inclusion, and equal opportunity



### 4. Training, education and skill development



### 5. Employee engagement, experience, and culture

## Putting people at the heart of everything we do



At TOT Transport, we believe sustainability is not just about reducing emissions or managing waste it is also about creating a workplace and community where **people thrive**.



Our social commitments center on protecting **human rights**, promoting **safe and inclusive workplaces**, and **building meaningful connections** with the communities we serve.

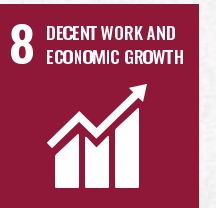


From empowering employees through **training and development**, to strengthening diversity and inclusion, to ensuring ethical practices across our supply chain, we are embedding responsibility and respect into the way we operate every day.



This section of our ESG journey highlights how our people, partners, and communities are not just stakeholders — they are the driving force that powers our commitment to a more sustainable and equitable future.

# Human rights and modern slavery



- ◀ 0% Human rights and modern slavery reports
- ◀ 100% contractors covered
- ◀ 1.43% increase in employee satisfaction related to workplace condition
- ◀ 100% supplier due diligence on Human Rights



Zero complaints does not mean zero risk — we remain committed to strengthening our modern slavery strategy and protecting human rights across our operations and supply chain

- **Zero complaints reported** in FY24 and FY25 relating to modern slavery or human rights breaches. While no incidents occurred, TOT Transport recognises that the transport and logistics sector is vulnerable due to complex supply chains and reliance on contracted labour.
- **100% of contractors covered and suppliers screened** at the point of onboarding through human rights due diligence. This ensures that ethical, fair, and responsible practices are embedded from the start of our business relationships.
- **Proactive risk management** remains a priority. We continue to strengthen our modern slavery strategy through improved risk assessment, regular supplier engagement, and awareness-building activities across our workforce and operations.
- Our approach is guided by the UNGP principles of **respect, accountability, and transparency**, ensuring that human rights are upheld and protected across our value chain, now and into the future.

# Maintaining a safe and injury-free workplace



At TOT Transport, protecting our team is not just a priority it is a promise we stand by, because our success begins and ends with their well-being.



**ZERO**  
Total Recordable Injury Frequency Rate




**ZERO**  
Lost Time Injury Frequency Rate



**37**  
Number of workplace incidents and near misses reported



**94.34%**  
Employee engagement and satisfaction score



**ZERO**  
WorkSafe Australia or regulatory investigations.

## Progress at a Glance

1. Zero recordable injuries: A clear reflection of our strong safety culture in action.
2. No lost-time injuries, proving that prevention and care remain at the heart of our operations.
3. Workplace incident reporting increased from 25 in FY24 to 37 in FY25. This rise reflects a more vigilant workforce — one that recognises the importance of speaking up to strengthen safety and prevent risks.
4. Employee engagement remained consistently high from FY24 to FY25, with over 94% of employees reporting that they feel connected, valued, and supported.
5. Zero WorkSafe or industry investigations —a strong endorsement of our commitment to compliance and safety excellence.



# Strengthening contractor and supply chain safety performance



**11 → 100 audits (+809%): setting a new benchmark for safety.**

Raising safety standards across every link of our supply chain

## Highlights

<b>100%</b> Employees and contractors have completed safety training	<b>100</b> Supplier safety audits conducted	<b>100%</b> Suppliers trained on OH&S best practices
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# Diversity: strength in every voice



**16%**

Women participation in business



**9.4%**

Increase in Migrant Workforce

## > Unlocking the strength

For TOT Transport, diversity, inclusion, and equal opportunity are about unlocking the strength that comes from difference. When every person has a fair chance to grow and belong, we move forward together stronger, smarter, and more connected.

## > Gender representation

Women currently represent **16% of our workforce**, a figure that reflects our progress but also our ambition. While the overall female participation in operational roles across **Australia's transport and logistics sector sits at 18.9%** (2024)<sup>1</sup>, we see this not as a ceiling but as a benchmark to surpass.

## > Diversity fuels growth

With migrant workers making up **58% of our workforce**, diversity at TOT Transport is not a number it is the driving force that moves us forward. Their skills, perspectives, and experiences enrich our business, spark innovation, and build resilience, reflecting the communities we serve and the future we are shaping.

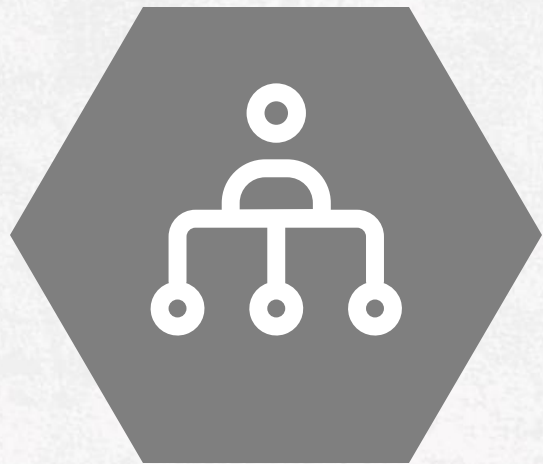
<sup>1</sup>Source

# Building a fair and inclusive workplace



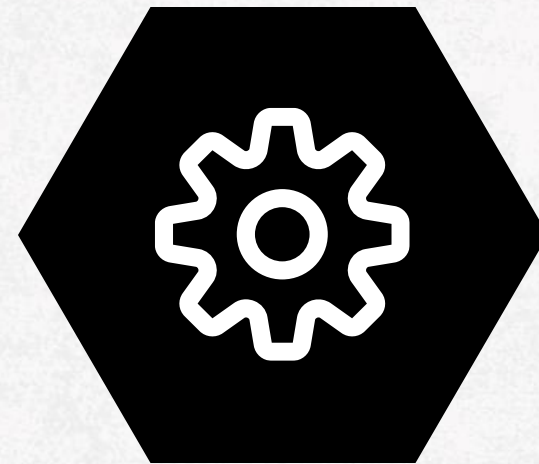
**94%**

Employees feel valued and respected



**0**

discrimination cases reported



**100%**

Employees Trained in anti-discrimination



1. Every employee at TOT Transport says they feel valued and respected a reflection of our inclusive culture in action.
2. Zero cases, zero tolerance. Not a single discrimination case was reported in FY2024–25, underscoring our commitment to fairness and equality across the business.
3. Every employee completed anti-discrimination training, embedding respect, accountability, and equity into everyday practice.

# Building skills for the future



**2X**  
Professional certifications achieved

**84.5**  
hours of training per employee

**Over 90%**  
satisfaction with learning



Learning at TOT Transport has taken a big leap forward. From just 12 hours in FY24, training grew to 84.5 hours per employee in FY25 — well above the global transport sector average of 33–39 hours.<sup>1</sup>

- Every employee now benefits from extensive training through toolbox talks, CPA modules, and professional certifications.
- Ten percent of our workforce has enrolled in career development diplomas, building the next generation of leaders.
- Confidence is growing too as employees survey result report employees feeling better equipped to do their jobs and value the career growth opportunities provided at TOT.
- 30% employees achieved professional certifications in logistics management and sustainability, more than double the previous year. Our education support also remains strong, with continued sponsorship for further study, including CPA qualifications.

<sup>1</sup>[Source](#)

# Safety & well-being training



**84%**

employees Trained in fatigue management and safe driving practices



**19%**

employees are first aid certified

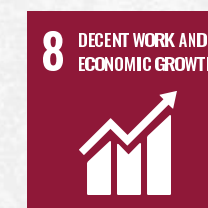


**48%** employees

Trained on Cybersecurity awareness

1. Driving smarter, driving safer. Our people are at the heart of road safety. This year, eight employees strengthened their skills in fatigue management and safe driving practices keeping themselves, their colleagues, and the community safe on every journey.
2. 40% employees achieved first aid certification, expanding our on-the-ground capability to respond to emergencies and embedding a culture of care across our workforce.
3. 48% employees completed cybersecurity and data privacy training our first company-wide program of its kind. By building awareness and accountability, we are equipping our workforce to safeguard information, protect customer trust, and stay future-ready in an increasingly digital industry.

# Shaping employee experience and culture



**98.2% EOS and 85.5% Qualtrics scores**



**94.3%**  
Employee net promoter score



Pulse surveys and town halls doubled



**Employees as advocate: Our Employee Net Promoter Score (eNPS) reached 94.3%<sup>1</sup>, confirming that employees continue to recommend TOT as a great place to work.**

1. Engagement holding strong. Annual survey results show high levels of employee engagement, with 98.2% EOS and 85.5% Qualtrics scores, demonstrating trust and satisfaction across the workforce.
2. Feedback matters. 75.5% of employees agreed their feedback is valued and acted upon, an improvement from last year, reflecting growing confidence in open dialogue.
3. Staying connected. 4 pulse surveys and town halls were held, double the previous year, ensuring regular touchpoints between leadership and teams

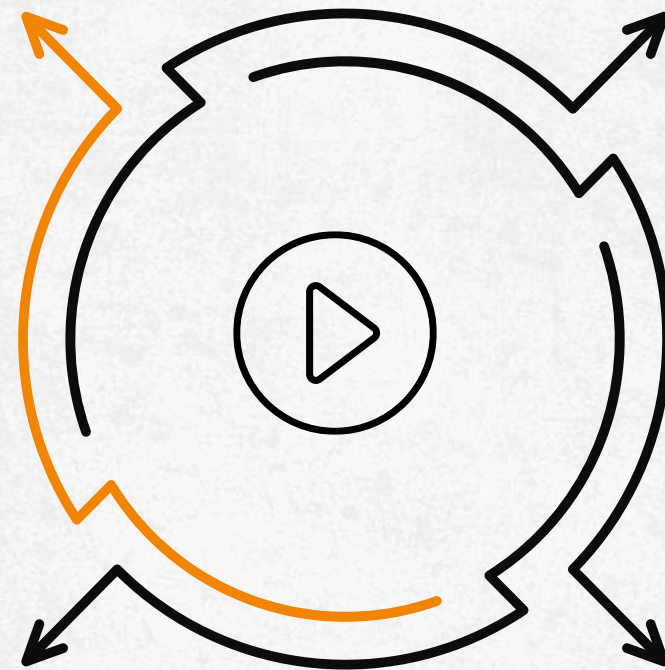
<sup>1</sup> eNPS results are based on employee survey responses measured using a Likert scale.

# Empowering people through leadership, growth & recognition



**34**

Leadership engagement sessions



**98.1%**

employees believe in leadership commitment to workplace well-being

**96.2%**

of employees aligned with our vision

**61%**

Rewarded performance-based incentives

- 1. Purpose-driven culture.** 96.2% of employees reported feeling aligned with TOT's mission, values, and sustainability goals — a strong sign of cultural cohesion.
- 2. Visible leadership commitment.** 98.1% of employees believe leadership is demonstrating commitment to workplace well-being, up from 95.7% last year.
- 3. Open access to leadership.** 34 leadership engagement sessions (e.g., Q&A with executives) were conducted, maintaining high transparency despite being slightly fewer than the prior year.
- 4. CEO connection.** While the number of CEO-led update sessions fell from six to two, leadership remains engaged through other frequent channels of communication.
5. For the first time, **8% of our employees reported having clear career progression plans** an important foundation to build upon in the years ahead.
- 6. Rewarding performance.** 61.3% of employees received performance-based incentives, bonuses, or salary increases, ensuring recognition remains a core part of the employee experience.
- 7. 12% employees were formally recognised** for outstanding performance, reflecting a shift toward more meaningful and focused recognition that celebrates truly exceptional contributions.

# Connecting, supporting, And growing with **communities**



36

☆ **Local Sports Sponsorship**

Sponsored the **2024 Trophy for CS George Cross FC**, supporting grassroots football and strengthening community connections..

☆ **Men's Health Awareness Month**

We hosted a **team BBQ in November 2024** to raise awareness and encourage open conversations on men's health.

☆ **Mental Health Month**

Partnered with **Mental Health Foundation Australia** in October 2024, raising funds via GoFundMe with all donations directed to MHFA programs.



# Governance and Compliance



## Beyond Compliance, Towards Trust

At TOT Transport, we believe good governance is about trust. It's about knowing that decisions are made responsibly, risks are managed with foresight, and leadership is accountable to the people who depend on us. Governance shapes not only how we operate today, but how we build confidence and resilience for tomorrow.

As a material ESG topic, **Enhanced Governance** represents our commitment to go further than compliance. We are strengthening the structures, policies, and processes that promote transparency, accountability, and ethical decision-making at every level of our business.

Through robust oversight, strict adherence to regulations, proactive engagement with stakeholders, and a culture rooted in integrity, Enhanced Governance ensures leadership decisions are principled, risks are managed effectively, and long-term value is protected..





# Governance & compliance

1. In FY2024–25, 10% of our policies were refreshed, ensuring our governance framework continues to stay relevant and responsive to operational needs.
2. Zero reports were filed, reflecting trust in internal systems and a strong culture of transparency and accountability.
3. For the second consecutive year, zero non-compliance incidents were recorded — reinforcing TOT’s commitment to operating with integrity and meeting all regulatory requirements.
4. 31% increase in the number of employees completed Chain of Responsibility (CoR) training, embedding awareness of key legal and operational ethical responsibilities into the workforce.

**31% increase in employees completed compliance and Chain of Responsibility training this year**



**ZERO**  
whistle blower cases reported



**ZERO**  
non-compliance incidents



**ZERO**  
Corruption incidents

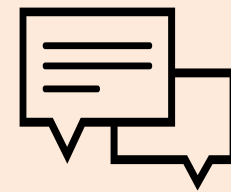


**COR training coverage increased by 31% in FY25, with a total of 90% of employees now trained**

# Cybersecurity & data protection



**0 cybersecurity or data breach incidents reported**



**48.39% employees trained on cybersecurity**



One phishing penetration test campaign was conducted during FY25, involving six different phishing test variants over a three-week period

- We are proud to report zero cybersecurity incidents, underscoring the strength of our preventative measures.
- For the first time, close to 50% employees were trained in cybersecurity awareness, building a foundation for a more digitally resilient workforce.
- Zero incidents required audits or penetration tests in FY2024–25, reflecting a low-risk environment supported by proactive training and strong internal controls.





# The road ahead

As this is our inaugural ESG report, the focus has been on establishing a baseline of material priorities and disclosures. This provides the foundation for consistent measurement and transparent communication going forward. Through our future actions, we will translate our ESG ambitions into measurable results and long-term impact.



## Foundation Established

FY25 marked TOT's foundation year for ESG reporting, focused on identifying what matters most to our business and stakeholders, and establishing the systems and processes required for consistent measurement and disclosure.



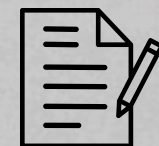
## Target Setting

Our next step is to set meaningful ESG targets that align with both our operational priorities and stakeholder expectations. These targets will be developed in FY26 and disclosed in future reporting cycles.



## Data & Processes

We recognise ESG reporting as an evolving journey. With each step, we are learning and improving, while strengthening our data systems and processes to ensure greater accuracy and transparency.



## External Assurance

This report has not been externally assured, as FY25 is our first year of structured ESG reporting. As our data systems mature, we plan to engage independent assurance providers in future cycles to enhance credibility and reliability.





# Appendix

# Environmental: Full list of goals and KPIs



At TOT Transport, we understand that environmental responsibility is a critical pillar of long-term business sustainability. As part of our ESG strategy, we are embedding environmental considerations into our core operations, from how we manage our fleet and energy use to how we source materials and manage waste. Our approach is grounded in a commitment to minimise our environmental impact while supporting the transition to a low-carbon, circular economy.

We have identified three key environmental focus areas that are most material to our operations:

1. **Carbon and GHG Management**
2. **Waste Management and Recycling**
3. **Supply Chain Management**

These focus areas are supported by clearly defined goals that are closely aligned with the United Nations Sustainable Development Goals (SDGs), ensuring our efforts contribute to global sustainability ambitions. We are also **in the process of setting formal ESG targets** to strengthen our commitments.

Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	Data : FY 24-25
<b>Carbon/GHG Management</b>	Reduce Greenhouse Gas (GHG) Emissions Across Operations	SDG 7, SDG 13	KPI 1: % Reduction in carbon intensity of operations (total CO <sub>2</sub> e emissions per revenue dollar).	TCO <sub>2</sub> e / Million \$ Generated	363	412
	Improve Fleet Fuel Efficiency & Transition to Low-Emission Vehicles	SDG 9, SDG 11, SDG 13	KPI 1: Percentage of own fleet upgraded to fuel-efficient, hybrid, or electric vehicles.	%	0%	10%
<b>Supply Chain Management</b>	Reduce Supply Chain Carbon Footprint and Emissions	SDG 9, SDG 12, SDG 13	KPI 1: Carbon intensity of supply chain operations (tons CO <sub>2</sub> e per Mil\$ spent).	TCO <sub>2</sub> e / Million \$ spent	464	539
<b>Waste Management and Recycling</b>	Reduce Landfill Waste from Logistics Operations	SDG 11, SDG 12, SDG 13	KPI 1: Percentage reduction in total waste	tCO <sub>2</sub> e per \$ Million revenue	0.91	General Waste - Cardboard Recycling -
	Reduce Landfill Waste from Logistics Operations	SDG 11, SDG 12, SDG 13	KPI 2: Number of employees trained in waste segregation and reduction practices.	Total Number	0	100%

# Social: Full list of goals and KPIs



Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	Data : FY 24-25
<b>Human Rights and Modern Slavery</b>	Ensure Ethical Labor Practices Across Operations and Supply Chain	SDG 8, SDG 16	KPI 2: Percentage of supplier contracts with human rights and modern slavery clauses.	%	0%	100%
	Ensure Ethical Labor Practices Across Operations and Supply Chain	SDG 8, SDG 16	KPI 3: Number of grievances reported and resolved related to labor rights.	Total Number	0	0
	Ensure Ethical Labor Practices Across Operations and Supply Chain	SDG 8, SDG 16	KPI 4: Employee satisfaction scores on workplace conditions (from internal surveys).	Total Number	7.7	7.81
	Strengthen Due Diligence Processes for Human Rights Risks	SDG 8, SDG 10, SDG 16	KPI 1: Percentage of supplier onboarding processes that include human rights due diligence.	%	0%	100%
	Promoting a Culture of Accountability and Reporting	SDG 16	KPI 1: Percentage of employees aware of and trained on human rights reporting mechanisms.	%	0%	0
<b>Employee Health and Safety / OH&amp;S</b>	Strengthen Safety Culture Through Training and Awareness	SDG 3, SDG 4, SDG 8	KPI 1: Percentage of employees and contractors who have completed safety training.	%	100	100
	Strengthen Contractor and Supply Chain Safety Performance	SDG 8, SDG 10	KPI 1: Number of supplier safety audits conducted annually (OH&S)	Total Number	11	100
	Strengthen Contractor and Supply Chain Safety Performance	SDG 8, SDG 10	KPI 2: Percentage of suppliers trained on health and safety best practices/competency	%	98.15%	100
	Maintain a Safe and Injury-Free Workplace	SDG 3, SDG 8	KPI 1: Total Recordable Injury Frequency Rate (TRIFR) (number of injuries per thousand hours worked).	Total Number	0	0
	Maintain a Safe and Injury-Free Workplace	SDG 3, SDG 8	KPI 2: Lost Time Injury Frequency Rate (LTIFR) (number of lost-time injuries per thousand hours worked).	Total Number	0	0
	Maintain a Safe and Injury-Free Workplace	SDG 3, SDG 8	KPI 3: Number of workplace incidents and near misses reported.	Total Number	25	37

# Social: Full list of goals and KPIs



Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	Data : FY 24-25
<b>Employee Health and Safety / OH&amp;S</b>	Strengthen Safety Culture Through Training and Awareness	SDG 3, SDG 4, SDG 8	KPI 2: Number of safety drills conducted annually (e.g., emergency response, fire, hazardous spills).	Total Number	1	1
	Reduce Risks Associated with Vehicle and Transport Operations	SDG 3, SDG 11	KPI 1: Number of accidents and collisions involving company vehicles per million km travelled.	Total Number	3	3
	Ensure Compliance with Australian Occupational Health & Safety (OHS) Regulations	SDG 3, SDG 11	KPI 1: Number of WorkSafe Australia or industry regulatory investigations.	Total Number	0	0
	Promote Employee Wellbeing and Mental Health Support	SDG 3, SDG 8	KPI 1: Employee engagement and satisfaction scores related to workplace well-being.	%	95.65%	94.34%
<b>Diversity, Inclusion, and Equal Opportunity</b>	Increase Workforce Diversity Across All Levels	SDG 10	KPI 1: Percentage of women across the organisation.	%	25.00%	16%
	Increase Workforce Diversity Across All Levels	SDG 10	KPI 2: Percentage of culturally diverse people across organisation (migrant workforce)	%	53.57%	58%
	Promote Inclusive Workplace Culture and Employee Engagement	SDG 5, SDG 8, SDG 10	KPI 1: Percentage of employees who feel valued and respected, based on internal surveys.	%	91.31%	94.33%
	Ensure Equal Pay and Advancement Opportunities	SDG 5, SDG 8, SDG 10	KPI 1: Gender pay gap percentage and progress towards pay equity.	Number	N/A	N/A
	Strengthen Anti-Discrimination and Equal Opportunity Policies	SDG 5, SDG 10, SDG 16	KPI 1: Number of reported discrimination cases and resolution rate.	Total Number	0	0
	Strengthen Anti-Discrimination and Equal Opportunity Policies	SDG 5, SDG 10, SDG 16	KPI 2: Percentage of employees trained in anti-discrimination and unconscious bias awareness.	%	100%	100%

# Social: Full list of goals and KPIs



Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	Data : FY 24-25
<b>Training, Education and Skill Development</b>	Enhance Workforce Skills and Competencies for a Sustainable Future	SDG 4, SDG 8, SDG 13	KPI 1: Number of training hours per employee per year.	No of Hours	12	84.5
	Enhance Workforce Skills and Competencies for a Sustainable Future	SDG 4, SDG 8, SDG 13	KPI 2: Number of employees enrolled in leadership or career development programs.	Total Number	4	3
	Enhance Workforce Skills and Competencies for a Sustainable Future	SDG 4, SDG 8, SDG 13	KPI 3: Employee satisfaction score on training and development opportunities.	%	Q1 - 100% Q2 - 82.61	Q1 - 92.45% Q2 - 90.56%
	Support Continuous Learning and Career Growth	SDG 4, SDG 8	KPI 1: Number of employees participating in external certification programs (e.g., logistics management, sustainability leadership).	Total Number	4	9
	Support Continuous Learning and Career Growth	SDG 4, SDG 8	KPI 2: Percentage of employees provided with sponsorship or reimbursement for further education.	%	4	2
	Improve Workplace Safety through Targeted Training Programs	SDG 3, SDG 4, SDG 8	KPI 1: Percentage of employees trained in fatigue management and safe driving practices.	%	18	8
	Improve Workplace Safety through Targeted Training Programs	SDG 3, SDG 4, SDG 8	KPI 2: Number of employees certified in first aid.	Total Number	4	2
	Develop Digital and Technological Skills for Modern Logistics Operations	SDG 4, SDG 8, SDG 9	KPI 1: % of employees completing cybersecurity and data privacy training.	%	0	48.39%

# Social: Full list of goals and KPIs



Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	FY 24-25
<b>Employee Engagement, Experience, and Culture</b>	Enhance Employee Engagement and Job Satisfaction	SDG 3, SDG 8	KPI 1: Employee engagement score from annual surveys (aligned with Best Places to Work benchmarks).	%	Qualtrics - 95.91% EOS - 100%	Qualtrics - 85.48% EOS - 98.21%
	Enhance Employee Engagement and Job Satisfaction	SDG 3, SDG 8	KPI 2: Annual number of business update sessions or town hall meetings led by the CEO.	Total Number	6	2
	Enhance Employee Engagement and Job Satisfaction	SDG 3, SDG 8	KPI 3: Employee Net Promoter Score (eNPS) – percentage of employees recommending the company as a great place to work.	%	95.66%	94.34%
	Strengthen Workplace Culture and Values Alignment	SDG 8, SDG 16	KPI 1: Percentage of employees who feel aligned with company mission, values, and sustainability goals.	%	73%	96.22%
	Strengthen Workplace Culture and Values Alignment	SDG 8, SDG 16	KPI 2: Percentage of employees who believe leadership demonstrates a commitment to workplace well-being.	%	95.66%	98.11%
	Promote Leadership Development and Career Growth	SDG 4, SDG 5, SDG 8	KPI 1: Percentage of employees with clear career progression plans.	%	0	2
	Strengthen Internal Communication and Employee Feedback Mechanisms	SDG 8, SDG 16	KPI 1: Percentage of employees who feel their feedback is valued and acted upon.	%	69.57	75.47%
	Strengthen Internal Communication and Employee Feedback Mechanisms	SDG 8, SDG 16	KPI 2: Number of pulse surveys and town hall meetings conducted annually.	Total Number	2	4



# 3. Governance

Material Topics	Goals	SDG's	KPIs	Unit Of Measure	Baseline (FY 23-24)	Data : FY 24-25
<b>Employee Engagement, Experience, and Culture (contd.)</b>	Strengthen Internal Communication and Employee Feedback Mechanisms	SDG 8, SDG 16	KPI 3: Frequency of leadership engagement sessions (e.g., Q&A with executives).	Total Number	36	34
	Recognise and Reward Employee Contributions	SDG 8, SDG 16	KPI 1: Percentage of employees receiving performance-based incentives, salary increment or bonuses.	%	64%	61.29%
	Recognise and Reward Employee Contributions	SDG 8, SDG 16	KPI 2: Percentage of employees recognised for outstanding performance annually.	%	17%	3.22%
<b>Enhanced Governance</b>	Strengthen Corporate Governance and Ethical Business Practices	SDG 8, SDG 16	KPI 1: Percentage of policies and procedures reviewed and updated annually.	%	18%	10%
	Strengthen Corporate Governance and Ethical Business Practices	SDG 8, SDG 16	KPI 2: Resolution rate of whistle blower reports.	%	0	0
	Ensure Regulatory Compliance and Risk Management	SDG 8, SDG 16	KPI 1: Number of regulatory non-compliance incidents and associated penalties.	Total Number	0	0
	Ensure Regulatory Compliance and Risk Management	SDG 8, SDG 16	KPI 2: Percentage of employees completing compliance training / COR training	%	70%	30%
	Strengthen Cybersecurity and Data Privacy Governance	SDG 9, SDG 16	KPI 1: Number of cybersecurity incidents or data breaches reported.	Total Number	0	0
	Strengthen Cybersecurity and Data Privacy Governance	SDG 9, SDG 16	KPI 2: Percentage of employees trained in cybersecurity best practices.	%	0	48%
	Strengthen Cybersecurity and Data Privacy Governance	SDG 9, SDG 16	KPI 3: Number of cybersecurity audits and penetration tests conducted annually.	Total Number	0	1

# Glossary of terms



Term	Description
<b>ESG</b>	Environmental, Social, and Governance – framework for sustainability performance.
<b>Materiality Assessment</b>	Identifying ESG issues most relevant to TOT’s business and stakeholders.
<b>Double Materiality</b>	Considers both impact on business and impact on society/environment.
<b>GRI Standards</b>	Global framework guiding sustainability reporting.
<b>TCFD</b>	Climate risk disclosure framework for governance, risks, and opportunities.
<b>ISSB / SASB</b>	International standards for sustainability and sector-specific reporting.
<b>UN</b>	United Nations
<b>SDGs</b>	17 UN Sustainable Development Goals
<b>GHG Emissions</b>	Greenhouse gases measured in CO <sub>2</sub> e; includes Scope 1, 2, and 3.
<b>Carbon Intensity</b>	Emissions (tCO <sub>2</sub> e) per \$1million revenue – efficiency metric.
<b>Waste-Related Emissions</b>	Emissions from waste disposal and treatment.
<b>Circular Economy</b>	Reducing, reusing, and recycling resources to cut waste.
<b>Modern Slavery</b>	Exploitation where people cannot refuse or leave work freely.
<b>Human Rights Due Diligence</b>	Screening suppliers/contractors for ethical labour practices.
<b>TRIFR / LTIFR</b>	Safety metrics: injury rates per million hours worked.
<b>Employee Engagement (eNPS)</b>	Staff satisfaction and advocacy scores
<b>Diversity &amp; Inclusion</b>	Ensuring representation and belonging across workforce groups.
<b>Equity &amp; Equal Opportunity</b>	Fair access to pay, promotion, and opportunities.
<b>Supply Chain Carbon Intensity</b>	Emissions (tCO <sub>2</sub> e) per \$1m subcontractor spend.
<b>Assurance</b>	Verification of ESG data (external or internal).

# GRI Content Index - TOT Transport ESG Report (FY25)



GRI Standard (2021)	Disclosure	Location in Report	Notes
GRI 2-1	Organisational details	Our Business in Brief	Private Australian company, HQ in Condell Park (NSW), facilities in NSW & ACT.
GRI 2-2	Entities included in reporting	Reporting Scope, Framework & Approach	Includes all TOT Transport operations, primarily 2 sites in NSW.
GRI 2-3	Reporting period, frequency, contact	About this Report	FY24–25 (1 July 2024 – 30 June 2025), annual disclosures
GRI 2-4	Restatements of information	Reporting Scope & Approach	None; baseline year.
GRI 2-5	External assurance	Reporting Integrity & Assurance	No assurance for FY25, plan for future verification.
GRI 2-6	Activities, value chain & stakeholders	Our Business in Brief	Transport, logistics, warehousing.
GRI 2-7	Employees	Diversity & Inclusion / Employee Engagement	Workforce diversity breakdown.
GRI 2-9	Governance structure & composition	ESG Governance Structure	Board oversight, ESG Committee, CEO, operational teams.
GRI 2-12	Role of highest governance body in sustainability	Governance & Compliance / ESG Governance Structure	Board oversight of ESG matters.
GRI 2-13	Delegation of responsibility for sustainability	ESG Governance Structure	ESG Committee chaired by GM Commercial.
GRI 2-14	Role of sustainability in strategy	CEO Message / ESG Roadmap	ESG embedded in growth strategy.
GRI 2-16	Communication of critical concerns	Safety & Engagement Sections	Incident reporting systems, employee voice (EOS, pulse surveys).
GRI 2-22	Statement on sustainable development strategy	Message from CEO	Commitment to decarbonisation, safety, inclusion, compliance.
GRI 2-23	Policy commitments	Human Rights / Safety / Governance	Human rights due diligence, anti-discrimination, OH&S policies.
GRI 2-26	Mechanisms for seeking advice & raising concerns	Governance & Compliance	Whistleblower process
GRI 2-27	Compliance with laws & regulations	Governance & Compliance	Zero non-compliance incidents.
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	Employees, suppliers, customers, communities, regulators.
GRI 2-30	Collective bargaining	Not disclosed	Not applicable to our organisation

# GRI Content Index - TOT Transport ESG Report (FY25)



GRI Standard (2021)	Disclosure	Location in Report	Notes
GRI 3-1	Process to determine material topics	Double Materiality Assessment	Internal/external input, aligned with GRI & SDGs.
GRI 3-2	List of material topics	Materiality Matrix / Material Topics	Carbon/GHG, Waste, Supply Chain, Human Rights, Safety, Diversity, Training, Governance.
GRI 305	Emissions	Carbon & GHG Management	Carbon intensity and total emissions reported
GRI 306	Waste	Waste Management & Recycling	Waste and waste intensity reported.
GRI 308	Supplier Environmental Assessment	Supply Chain Management	Tracking carbon intensity of subcontractors, low-carbon procurement.
GRI 401	Employment	Employee Engagement & Experience	EOS, Qualtrics, eNPS
GRI 403	Occupational Health & Safety	Safety Performance	TRIFR, LTIFR , incidents, audits, training.
GRI 404	Training & Education	Building Skills / Training Data	training hours/employee, certifications and satisfaction rates.
GRI 405	Diversity & Equal Opportunity	Diversity: Strength in Every Voice	Diversity of workforce
GRI 406	Non-discrimination	Diversity & Inclusion	reported discrimination, anti-discrimination training.
GRI 412	Human Rights Assessment	Human Rights & Modern Slavery	Contractors/suppliers screened & complaints.
GRI 413	Local Communities	Community Engagement	Various Sponsorship
GRI 205	Anti-corruption	Governance & Compliance	Number of corruption cases reported.
GRI 307	Environmental Compliance	Governance & Compliance	Number of non-compliance with environmental laws.
GRI 418	Customer Privacy	Cybersecurity & Data Protection	Number of incidents, % of staff trained.
GRI 419	Socioeconomic Compliance	Governance & Compliance	Number of non-compliance, whistleblower framework.



# Disclaimer

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**Standards Referenced:** Disclosures are aligned, where relevant, with the Global Reporting Initiative (GRI Standards 2021) and the United Nations Sustainable Development Goals (SDGs).

**Data Collection:** Information presented in this report is drawn from internal systems, operational data, and stakeholder feedback. Estimates and assumptions are applied where complete data is unavailable, and such instances are noted.

**Limitations:** Some ESG data, particularly relating to Scope 3 emissions and supplier practices, may be subject to estimation and third-party dependencies. Continuous improvements are being made to enhance data coverage, consistency, and external assurance in future reporting cycles.

For feedback or comments, write to [esg@tottransport.com.au](mailto:esg@tottransport.com.au)



# THANK YOU

