

DuluxGroup 

imagine
a better place



2024 DULUXGROUP PACIFIC SUSTAINABILITY REPORT

Table of contents

	ABOUT DULUXGROUP	2
	OUR SUSTAINABILITY APPROACH	7
	OUR PRODUCTS	13
	OUR OPERATIONS	28
	OUR PEOPLE	38
	OUR COMMUNITIES	51

This report covers DuluxGroup's operations in the Pacific region only. Approximately half of DuluxGroup's operations are located in Europe, where those businesses separately report in their respective regions.





DuluxGroup is a leading marketer and manufacturer of premium branded products that enhance, protect and maintain the places and spaces in which we live and work.

imagine
a better place



Our businesses

DULUX

Dulux has been manufacturing in Australia since 1918 and in New Zealand since 1935. Today, it is a leading marketer and manufacturer of premium branded decorative paints, texture coatings, protective coatings, industrial coatings, powder coatings and woodcare coatings for the existing home, new housing, commercial construction, infrastructure and industrial markets. Readily identifiable with creating better homes, Dulux also plays a critical role in protecting and improving the spaces and infrastructure we see every day, including providing the protective coatings for Australia's landmark Sydney Harbour Bridge since 1932. Its portfolio of iconic, premium brands includes Dulux, Cabot's, Berger, British Paints and Porter's Paints.



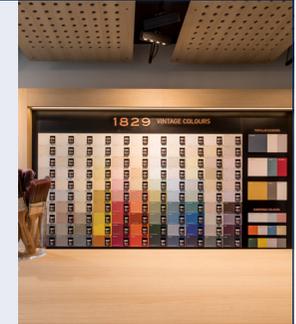
SELLEYS

Selleys is a leading manufacturer & marketer of sealants, adhesives & fillers (SAF) as well as more general household cleaning solutions for Australian & New Zealand DIY consumers and trade professionals. Founded by Martin Selley in 1939, Selleys has grown as more and more consumers have discovered the satisfaction derived from do-it-yourself success. In addition to Selleys, its portfolio includes brands such as Liquid Nails, No More Gaps, Spakfilla & Poly as well as household cleaning brands such as White King, Lux, Velvet and Softly. Selleys is also now growing across Asia through the Nippon Paint Group's vast customer network, delivering its powerful brand promise of "If it's Selleys it works." to a whole new set of consumers. Elsewhere, Selleys is leading Nippon Paint Group's global growth in Sealants, Adhesives and Fillers with the acquisition of Italian based market leader NPT, which exports to more than 60 countries.



DGL INTERNATIONAL*

Outside of its core Australian and New Zealand markets, DuluxGroup's international presence includes its DGL International business which is predominantly focused on the European and UK markets. DGL International markets Craig & Rose paints in the UK and France-based Maison Deco specialist decorative paints & coatings and Pure & Paint ecological decorative paints. In early 2022, DGL International acquired France-based market leader Cromology, which has market leading brands and businesses across Western Europe. In mid-2022 it acquired long standing Slovenian based market leader JUB Group which has leading positions across Eastern and Central Europe. Collectively this has created a substantial European business for DuluxGroup where we employ approximately 4,000 people and operate 19 manufacturing sites. Since 1968, DuluxGroup has also been manufacturing Dulux Paints in Papua New Guinea, where it is an established market leader.



*This Report outlines Safety and Sustainability policies, processes, targets and progress measures for DuluxGroup's Australian and New Zealand operations only. DuluxGroup's businesses in other geographic regions report separately in their respective jurisdictions. DuluxGroup Limited is an Australian company that owns the Dulux® trademark in Australia, New Zealand, Papua New Guinea, Samoa and Fiji only and the Cabot's® trademark in Australia, New Zealand, Papua New Guinea and Fiji only. DuluxGroup is not associated with and is not connected to, the owners and of the Dulux® and Cabot's® trademarks in any other countries, nor does it sell Dulux® and Cabot's® products in any other countries.

Reference: 1. Distributed brand.

Our businesses

YATES

With a heritage dating back more than a century, Yates has long been Australia and New Zealand's leading marketer and manufacturer of consumer garden care products. Its range of premium products covers fertilisers, weed control, plant protection, lawn care, packet seeds, potting mix, garden accessories, in addition to home pest control solutions. The iconic Yates Garden Guide has been in continuous print for more than 120 years and remains a 'must have' for home and professional gardeners throughout Australia and New Zealand. Other brands in the Yates stable include Seasol, Thrive, Dynamic Lifter, Zero, Munns, OCP and Hortico.



B&D GROUP

B&D's heritage dates back to 1946, but the business truly emerged with the launch of the iconic 'B&D Roll-A-Door' in 1956. Since then, it has grown to become an Australian icon and consistent feature of urban streetscapes. Today, B&D is a leading Australian and New Zealand manufacturer and marketer of premium branded garage doors and automatic openers for residential and commercial use. B&D has a strong focus on innovation and developing smart access technology to secure what is most precious to us - our family and our home. Its brands include B&D, Automatic Technology, Garador and Dominator.



LINCOLN SENTRY

Since 1986 Lincoln Sentry has been one of Australia's leading distributors of specialty hardware and components to the cabinet and furniture making industry; the window, door and glazing industries. It sources proven and innovative hardware solutions from Australia and across the globe for trade, designers, specifiers and consumers. Lincoln Sentry has a network of branches and showrooms across Australia and stocks leading brands including Blum, HEXFIX, Finista, Oliveri, Breezway and ASSA ABLOY.



Reference: 1. Distributed brand.

Manufacturing and Distribution sites – Pacific



4,600
employees



27
manufacturing sites



160
company owned stores



21
distribution centres

DALIAN
ATA Electronic Openers

PAPUA NEW GUINEA
Dulux Coatings (Lae)
DuluxGroup DC (Port Moresby)

ROCKLEA
Dulux Decorative Paints

CLONTARF
B&D Garage Doors

ACACIA RIDGE
Lincoln Sentry

VIRGINIA
Ezycoat Renders & Texture Coatings

WYEE
Yates Garden Care

WYONG
Parchem Construction Products

REVESBY
B&D Garage Doors

PADSTOW
Selleys

MT DRUITT
Yates Garden Care

MARSDEN PARK
DuluxGroup DC

MALAGA
B&D Garage Doors
Peerless JAL

MADDINGTON
DuluxGroup DC

BEVERLEY
Dulux Texture Coatings

AUCKLAND
Dulux Powder Coatings
Yates Garden Care
B&D Garage Doors
Specialized Construction Products

EPPING
QuickCote Renders & Texture Coatings

KILSYTH
B&D Garage Doors

BAYSWATER
Lincoln Sentry DC

BORONIA
Seasol Garden Care

DANDENONG (3 SITES)
Cabot's and Dulux Protective Coatings
Dulux Powder Coatings
DuluxGroup DC

ROCHERLEA
Seasol Garden Care

WELLINGTON
Dulux Decorative Paints

SHEPPARTON
Pental Household Cleaning Products

MERRIFIELD
Dulux Decorative Paints

MULGRAVE
Admil Sealants

PRESTON
Peerless JAL

CHRISTCHURCH
B&D Garage Doors
Selleys and Yates DC

Manufacturing sites - Europe



4,100
employees



390
approx. company
owned stores



18
manufacturing
sites

FRANCE

Wormhout – Cromology Paints & Coatings
La Bridoire – Cromology Paints & Coatings
Champagné – Cromology Paints & Coatings
Lagnieu – Cromology Paints & Coatings

SPAIN

Barcelona – Cromology Paints & Coatings

PORTUGAL

Lisbon – Cromology Paints & Coatings

MOROCCO

Casablanca – Cromology Paints & Coatings

ITALY

Porcari – Cromology Paints & Coatings
Resana – Cromology Paints & Coatings
Milan – NPT Sealants and Adhesives
Bologna – NPT Sealants and Adhesives

SLOVENIA

Dol pri Ljubljani – JUB Group - Paints & Coatings and ETICS*
Videm – JUB Group - Adhesives, Fillers, Construction Compounds
Nova vas – JUB Group - Expanded Polystyrene (EPS) for ETICS & Packaging
Kanal ob Soči – JUB Group – Plastics Packaging
Jurjevica – JUB Group – Product Filling (Paints, Aerosols, Cleaning Agents)

*ETICS (External Thermal Insulation Composite Systems)

SERBIA

Šimanovci – JUB Group - Paints & Coatings, ETICS, Adhesives, Construction Compounds and EPS
Indija – JUB Group – Plastic Packaging

This report does not cover the Sustainability performance of DuluxGroup's international operations, which are separately reported in their respective regions.



OUR SUSTAINABILITY APPROACH



Vision

Our sustainability strategy is closely aligned with our core business purpose: helping customers and consumers to 'Imagine a better place'. This vision is reflected internally through our safety and sustainability commitment to 'A future without harm' and a supporting policy that reinforces our dedication to understanding the key impacts of our operations and driving continuous improvement. Central to this approach is building transparent and meaningful relationships with all stakeholders, aiming to meet or exceed their expectations while collaboratively addressing shared sustainability challenges.



Ambition

The DuluxGroup Pacific business has set targets to address our most significant sustainability impacts, reflecting our commitment to driving meaningful change and long-term value for our stakeholders and the environment.

MATERIALITY	TARGET	SCOPE
 Sustainable Products	20% 2030	Revenue from premium (best-in-class) sustainable products
 Packaging	30% 2025	Recycled content in packaging
 Carbon	50% 2030 Net Zero 2050	Reduction in Scope 1 & 2 greenhouse gas emissions*
 Energy	50% 2030	Renewable electricity consumption
 Waste	50% 2030	Reduction in site landfill waste*

In addition to the targets and action plans addressing our most material sustainability impacts, we remain committed to driving continuous improvement across other, less material sustainability areas.

Each DuluxGroup business has its own unique customers, product offerings, and sustainability impacts and opportunities. As such, our businesses are developing brand-aligned sustainability strategies that build on the foundation of the group-level targets. This approach supports the development of targeted, holistic strategies tailored to each business's specific portfolio, brand identity, and market context. Many of our businesses — including Woodcare (Cabot's, Intergrain, Feast Watson), Dulux New Zealand, Selleys, Yates, and B&D Group — have now established their sustainability strategies, while others continue to refine and evolve their approaches.

*Reduction on an intensity basis (per tonne production) from a 2020 baseline.

Our progress at a glance



SUSTAINABLE PRODUCTS

- Our sales of best-in-class sustainable products increased to 15% of total sales, an increase of 4.9 percentage points (pp) since we commenced measurement in 2021 demonstrating steady progress toward our 2030 target of 20%.
- Our total sales of sustainable products, including both high performer and best-in-class products, increased to 24%, up 3.4 percentage points (pp) over the last four years.
- A number of sustainable product innovations were developed, including:
 - British Paints Clean & Protect, a low Volatile Organic Compound (VOC), low odour interior paint with an easy-wash formula that resists mould, mildew, and bacteria, packaged in containers made with recycled content.
 - Selleys Fireblock Range, featuring low toxicity, low VOC, and a unique fluorescent UV indicator to verify correct sealant application.
 - Dulux Wash & Wear, using a new formulation with offering increased stain protection, washability and mar resistance, with very low VOC (<5g/L), low odour, and strong mould & mildew resistance.
 - Intergrain UltraDeck Timber Oil Range, which is a GreenTag Level A certified product.
 - Seasol Plant Food Granules: a slow-release fertiliser developed in 2024 and launching in Spring 2025, free from synthetic fertilisers and microplastics, with packaging made from 100% recycled plastic and designed to improve soil health and reduce nutrient leaching.
- Dulux Powders completed development of 33 Environmental Product Declarations (EPDs) covering its Australian, New Zealand and DGL powder coatings ranges.



CHEMICALS OF CONCERN

- The total consumption of high concern chemicals reduced in company-manufactured products across the group by 12% on the prior year, reaching 0.8 kg per \$1,000 net sales.
- Total reported high-concern chemical usage across all product categories (including third-party and toll-manufactured goods) rose to 1.27 kg per \$1,000 net sales, driven by the improved reporting and data capture.



POST CONSUMER WASTE

- Dulux Australia is a founding member of Paintback—Australia's national paint and packaging recovery scheme—focused on diverting unwanted materials from landfill and recovering valuable resources such as energy, water, plastic, and tinplate. In the 2023/24 financial year, Paintback collected more than 8.8 million kilograms of unwanted paint and packaging through its national network of 169 permanent drop-off sites and 74 pop-up events.



PACKAGING

- Total packaging intensity, excluding recent acquisitions, decreased for the fifth consecutive year, while the recycled content of plastic, paper, and cardboard packaging increased for the fourth consecutive year to 31%. With new acquisitions, intensity increased by 6% due to the different packaging profiles of these businesses.



ENERGY AND CARBON

- Energy performance continued to improve in 2024, with total energy consumption intensity decreasing by 9% to 0.84 gigajoules per tonne of production (GJ/t), and operating site energy intensity falling to 0.57 GJ/t—both representing our lowest levels on record.
- Scope 1 and 2 greenhouse gas emissions intensity (carbon dioxide equivalent) decreased 12% to 108 kilograms per tonne of production (kg/t) on a market-basis but absolute emissions increased 8% due to the acquisition of the Pental and Seasol businesses. On a location basis, carbon intensity was 98 kilograms per tonne of production (kg/t) with absolute emissions totalling 31.1 (kt).
- The proportion of renewable electricity consumption also improved, rising from 4.5% in 2023 to 6.9% to 2024.

Our progress at a glance



WATER AND ENVIRONMENT

- In 2024, water withdrawal intensity rose by 35% to 0.50 kilolitres per tonne of production (kL/t), while total water withdrawal increased by 66% to 159 megalitres (ML) compared to the prior year. Water consumption intensity also saw a significant rise of 87%, reaching 0.28 kL/t, with absolute consumption increasing by 129% to 90.6 ML. These increases are primarily attributed to the acquisition of the Pental and Seasol businesses, both of which have water-intensive operations due to the use of water as a key ingredient in their products.
- In 2024, our VOC emissions intensity (kilogram per tonne of production) decreased by 20%, while total emissions fell slightly by 1% to 100 tonnes.



WASTE

- Waste generation intensity decreased by 32% and absolute waste generation fell by 17%.
- Waste recovery increased to 55% of total waste generated, the highest recovery rate in the last five years.



PEOPLE

- 4,256 employees in ANZ.
- Of our most senior 200 leaders, 36% are women compared with 16% 10 years ago.
- 44 graduates across our three-year graduate program.
- 30 years fatality free.
- Our levels of total hazard and near miss reporting (Total General Learning Incidents) decreased 10% from a record high of 7.2 per employee in 2023 to 6.5 per employee in 2024.



COMMUNITY

- More than \$375,000 in cash contributions including direct donations, employee fundraising and targeted program funding.
- \$760,000 in products donated (paint, accessories, garden & other products).
- 28,000 paint litres donated.
- Approximately 400 days of employee volunteering.
- More than 300 community projects and partnerships undertaken.



Sustainability Materiality

Our current sustainability materiality assessment was developed in 2020 and is based on insights from engagement with key internal and external stakeholders. This assessment, approved by our Group Executive, is shown in the following matrix with the most material sustainability impacts identified highlighted in blue.

Sustainability materiality assessment

Influence on stakeholder assessments & decisions about DuluxGroup sustainability	Extremely High	Product Stewardship Chemicals of Concern Sourcing	Sustainable Products Carbon & Energy Resources & Waste	
	Very High	Governance Human Rights	Plant & People Safety Consumer & Customer Satisfaction	
	High	Community Taxes	Innovation People & Culture	
		High	Very High	Extremely High

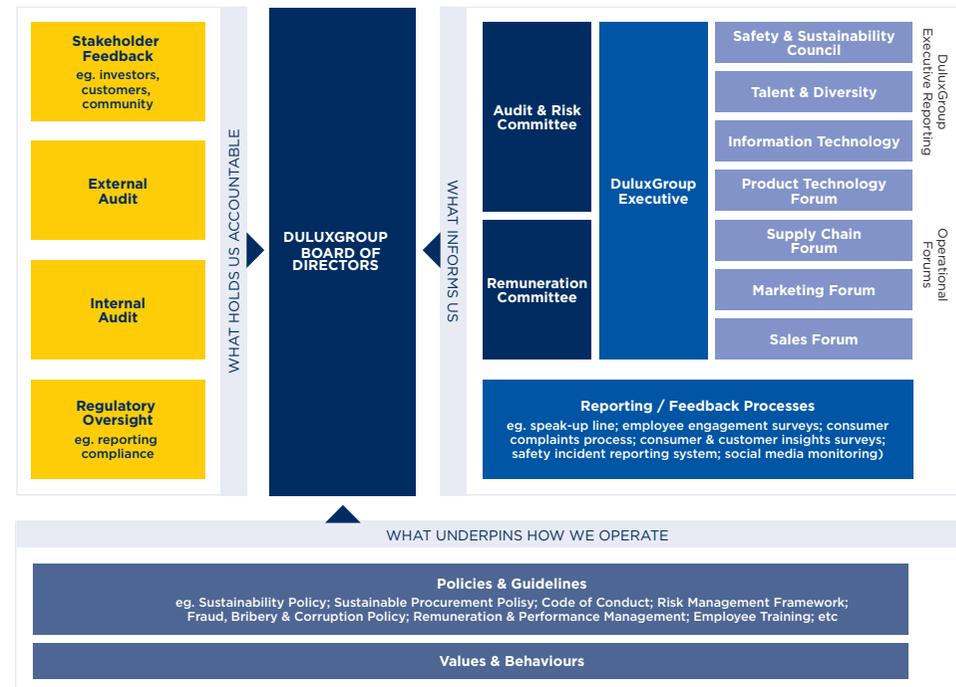
Significance of DuluxGroup impacts on sustainability

Governance

DuluxGroup's sustainability governance model ensures strong oversight and transparency to enable successful achievement of our sustainability ambition. It is anchored by the Board of Directors and informed by key committees, with executive leadership driving sustainability through dedicated councils and operational forums. Accountability is reinforced through stakeholder feedback, an internal audit program, and an ongoing focus on regulatory compliance.

Our people are at the heart of delivering our sustainability ambition. We invest in building their capability, with all leaders completing dedicated programs focused on safety and sustainability management and leadership. To reinforce accountability, short-term incentives for all leaders are linked to both lead indicators (such as action plan completion) and lag outcomes (such as waste reduction and safety performance), with rigorous oversight applied to performance reporting and incentive awards.

DuluxGroup corporate sustainability governance model



Significant progress has been made in developing long-term targets and detailed action plans focused on our most material sustainability impacts. Implementation began in 2022, and we are now seeing positive trends across all target areas. Maintaining momentum and enabling continued execution of these plans will remain a key priority in the coming years.

As part of our preparations for Australian climate disclosures in early 2026 (covering the 2025 reporting year), we are undertaking an in-depth assessment of the potential risks and opportunities that future climate scenarios may pose to our business. The insights gained from this analysis will play a key role in enhancing and shaping our sustainability strategy moving forward.

By focusing on the most material sustainability impacts across our value chain, and working in partnership with all stakeholders, we aim to contribute meaningfully to the UN Sustainable Development Goals (SDGs) and address global sustainability challenges. Based on our materiality assessment, we have identified the SDGs where we can have the greatest impact.

UN Sustainable Development Goals Material to DuluxGroup





OUR PRODUCTS



Our progress at a glance



SUSTAINABLE PRODUCTS

- Our sales of best-in-class sustainable products increased to 15% of total sales, an increase of 4.9 percentage points (pp) since we commenced measurement in 2021 demonstrating steady progress toward our 2030 target of 20%.
- Our total sales of sustainable products, including both high performer and best-in-class products, increased to 24%, up 3.4 pp over the last four years.
- A number of sustainable product innovations were developed, including:
 - Sella's Fireblock Range, featuring low toxicity, low VOC, and a unique fluorescent UV indicator to verify correct sealant application.
 - Dulux Wash & Wear, using a new formulation with offering increased stain protection, washability and mar resistance, with very low VOC (<5g/L), low odour, and strong mould & mildew resistance.
 - Intergrain UltraDeck Timber Oil Range, which is a GreenTag Level A certified product.
 - Yates Organic Garden Pest Killer: a new bee-safe, plant-based pest control spray made from butterfly pea extract, approved for organic gardening with no withholding period in a 50% recycled plastic bottle.
- Dulux Powders completed development of 33 Environmental Product Declarations (EPDs) covering its Australian, New Zealand and DGL powder coatings ranges.



CHEMICALS OF CONCERN

- Reduced our total consumption of high concern chemicals in company-manufactured products across to the group by 12% on the prior year, reaching 0.8 kg per \$1,000 net sales.
- Total reported high-concern chemical usage across all product categories (including third-party and toll-manufactured goods) rose to 1.27 kg per \$1,000 net sales, driven by the improved reporting and data capture.



PACKAGING

- Total packaging intensity, excluding recent acquisitions, decreased for the fifth consecutive year, while the recycled content of plastic, paper, and cardboard packaging increased for the fourth consecutive year to 31%. With new acquisitions, intensity increased by 6% due to the different packaging profiles of these businesses.



POST CONSUMER WASTE

- Dulux Australia is a founding member of Paintback—Australia's national paint and packaging recovery scheme—focused on diverting unwanted materials from landfill and recovering valuable resources such as energy, water, plastic, and tinplate. In the 2023/24 financial year, Paintback collected more than 8.8 million kilograms of unwanted paint and packaging through its national network of 169 permanent drop-off sites and 74 pop-up events.



CARBON

- In 2024, our Scope 3 emissions increased by 16%, reaching 1,050 kilotonnes (kt), and bringing our total Scope 1, 2, and 3 emissions to 1,084 kt on a market-basis. Correspondingly, our combined carbon emissions intensity rose by 9% to 0.43 tonnes per \$1,000 net sales (on a market basis). These increases are due to the addition of the newly acquired businesses, increased distribution activity, and greater use of more accurate—supplier-specific emissions data.



SOURCING

- 62 new supplier evaluations were completed during the year, with 82% of significant spend suppliers now assessed and formally approved. This is down on the 86% for 2023 due to addition of new suppliers to our supply chain. Nineteen new improvement actions were identified during the year.

Sustainable products

Enhancing the sustainability performance of our product portfolios is both a strategic priority and a significant opportunity. It enables us to contribute meaningfully to a low-carbon, circular economy, while supporting our long-term business success and meeting the evolving expectations of our customers and consumers.

Building on our strong history of continuous innovation and product stewardship improvement, we have established a 2030 group target to grow sales of “best-in-class” sustainable products to 20% of total sales.

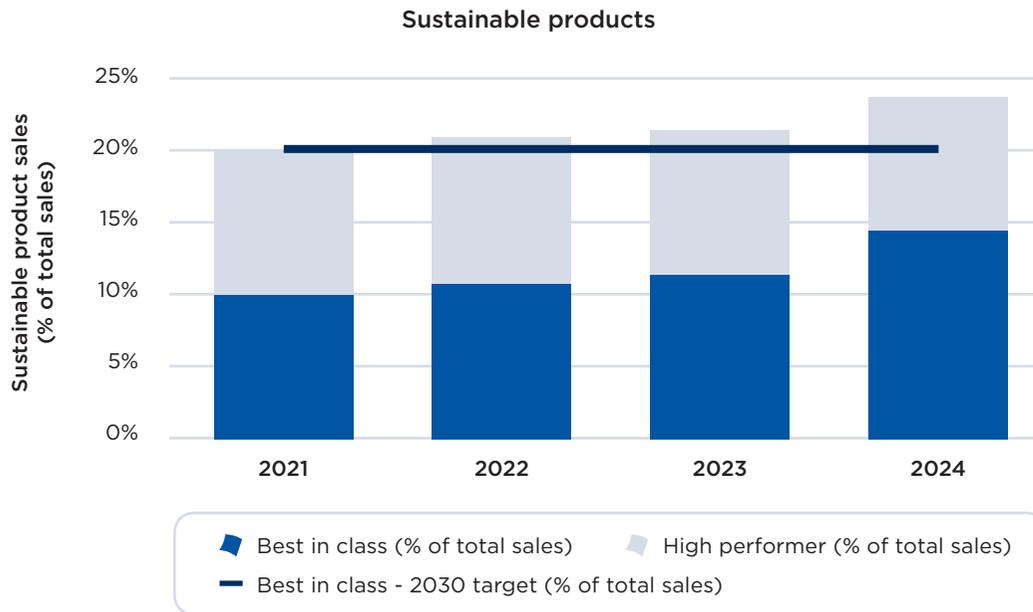
Over the past five years, we have implemented a Portfolio Sustainability Assessment (PSA) process across our businesses to identify best-in-class sustainable products—those that deliver superior sustainability outcomes compared to standard market offerings—and high-performing products that demonstrate clear sustainability benefits. The PSA is based on rigorous assessment criteria across different sustainability impacts, including whole of life cycle environmental performance, carbon footprint, packaging sustainability, health criteria and environmental certification. Each business, excluding the recently acquired Pental business, has used this framework to assess sustainable product sales and to develop 2030 roadmaps and targets focused on expanding the availability and market for both best-in-class and high performer sustainable solutions.

Good progress continues to be made in developing and expanding sustainable product portfolios, including the launch of new products that offer reduced environmental impacts and/or enhanced sustainability performance. Notable sustainable product innovations in 2024 include:

- **Dulux Acratex Renderwall AcraBuild High Build:** Delivers high build capability and certified non-combustibility to AS 1530.1. Refer to case study on page 17.
- **British Paints Clean & Protect:** A low VOC, low odour interior paint with an easy-wash formula that resists mould, mildew, and bacteria, packaged in containers made with recycled content. Refer to case study on page 17.
- **Seasol Plant Food Granules:** a slow-release fertiliser developed in 2024 and launching in Spring 2025, free from synthetic fertilisers and microplastics, with packaging made from 100% recycled plastic and designed to improve soil health and reduce nutrient leaching. Refer to case study on page 17.
- **Selleys Fireblock Range:** Features low toxicity, low VOC, and a unique fluorescent UV indicator to verify correct sealant application.
- **Selleys 630 Sealant Range:** Uses hybrid polymer technology for enhanced strength and durability.
- **Dulux Wash & Wear (New Formulation):** Offers increased stain protection, washability, and mar resistance, with very low VOC (<5g/L), low odour, and strong mould & mildew resistance.
- **Lincoln Sentry Flypro Screening:** A certified bushfire-rated screening solution.
- **Cabot's Intergrain UltraDeck Timber Oil Range:** GreenTag Level A certified products.
- **Dulux Powders Armourspray:** A highly durable anti-graffiti coating.
- **Dulux Industrial Coatings Claymark:** A UV and water-based pre-primed timber system that replaces solvent-based alternatives.
- **Organic Crop Protectants (OCP) Eco-Insect Killer:** A soap-based insecticide with organics certification. OCP Eco-Caterpillar Killer & Eco-Pyrethrum PLUS: Biological or plant-based insecticides, both certified organic.
- **Yates Organic Garden Pest Killer:** a new bee-safe, plant-based pest control spray made from butterfly pea extract, approved for organic gardening with no withholding period in a 50% recycled plastic bottle.
- **Dulux Powders Environmental Product Declarations:** Dulux Powders completed development of 33 Environmental Product Declarations (EPDs) covering its Australian, New Zealand and DGL powder coatings ranges. “Understanding EPDs” support brochure also developed to drive overall awareness and understanding of EPD fundamentals amongst our audiences.

In 2024, 63 improvement actions from product stewardship improvement plans were implemented and 21 annual stewardship assessments completed. Our businesses have also continued to use life cycle assessment (LCA) and sustainable design checklists during new product development.

In 2024, our sales of best-in-class sustainable products increased to 15% of total sales, an increase of 4.9 percentage points (pp) since we commenced measurement in 2021, demonstrating steady progress toward our 2030 target of 20%. Our total sales of sustainable products, including both high performer and best-in-class products, increased to 24%, up 3.4 pp over the last four years.





Dulux Acratex Sets the Standard for Non-Combustible High Build Renders

- Dulux Acratex led the market by launching the first nationally available non-combustible high build render, setting a new benchmark that prompted competitors to follow. For Class 2 to 9 buildings, the National Construction Code (NCC) mandates the use of non-combustible render, verified through compliance with AS 1530.1.
- High build renders are often necessary to address surface imperfections, misalignments, or to achieve specific architectural finishes. However, prior to this innovation, no compliant high build render was available nationally for use in Class 2 to 9 buildings.
- In response, Dulux Acratex developed and launched the Renderwall AcraBuild High Build formulation in May 2024—delivering both high build capability and certified non-combustibility to AS 1530.1.



Innovation in Low VOC, Low Odour, and Sustainable Packaging

Our British Paints Clean & Protect product, launched in 2024, offers a low-odour, easy-wash formula enhanced with UltraProtect technology, which helps protect painted surfaces against mould, mildew, and bacteria, keeping walls looking fresher for longer.

The packaging reflects a strong commitment to sustainability:

- 500ml pots are made from 98% recycled plastic.
- 15L pails and lids contain 50% recycled content.

The product is low VOC (<5g/L) and very low odour, making application more comfortable and helping create a healthier, more pleasant indoor environment.



Seasol Power Feed Plant Food Granules Design for Lower Impact

- Seasol is introducing a new plant food product designed with a focus on sustainability. The product was developed in 2024 and will be launched in spring 2025.
- The plant food granules are slow release with a biodegradable coating that provides feeding that lasts 3 months and has a unique microbe coating that delivers soil health benefits.
- This innovation is free from synthetic fertilisers, micro-plastics and does not lead to nutrient leaching leading to improved environmental outcomes.
- The 1kg size comes in a tub made from 100% recycled plastic and the range also has a 2kg Shaker pack and a 4kg refill pack.

Australia's First Greentag Certified Wood Coatings

Over the past decade, the number of Green Star™ certified projects has grown at a compound annual growth rate of 23%, underscoring the increasing demand for sustainable solutions in the building industry.

After three years of dedicated development, Intergrain has developed Australia's first and only GreenTag™ Certified Woodcare Coatings, catering to this growing need and further embedding Intergrain as the leader in high-performance and sustainable woodcare solutions. Products certified by Global GreenTag are formally recognised by the Green Building Council of Australia, enabling them to contribute directly to Green Star™ credits and support project certification efforts.

In December 2024, the highest level of accreditation within the GreenTag™ rating criteria, GreenRate Level A Certification, was awarded to:

- Intergrain UltraDeck Timber Oil
- Intergrain UltraDeck Slip Resistant
- Intergrain NaturalStain

The product will be formally launched to the market in August 2025.

**AUSTRALIA'S
FIRST & ONLY
GREENTAG™
CERTIFIED
WOODCARE
COATINGS***

Intergrain
UltraDeck
SLIP RESISTANT
TIMBER OIL FOR DECKING & STEPS

Intergrain
UltraDeck
TIMBER OIL
DECKING, CLADDING, SCREENING & FENCES

Intergrain
NaturalStain
LOW LANTH
COLOR
RETENTION

LASTS 3X LONGER THAN OIL BASED DECKING OILS

LASTS 5X LONGER THAN OIL BASED DECKING OILS

Global GreenTag Certified
LEVEL A
GreenRate

Intergrain.

Chemicals of Concern

Reducing risks associated with chemicals in our products—particularly those with potential long-term health or environmental impacts (‘chemicals of concern’)—remains a long-standing priority. This focus is increasingly important as scientific understanding, regulatory frameworks, and community expectations continue to evolve.

Since its introduction in 2017, our Group Risk Management Framework has guided our approach by identifying prohibited and high-concern chemicals based on toxicological and/or regulatory classifications. Risk management involves either:

- Ensuring compliance with the relevant Group Position Statement, or
- Where compliance is not feasible or a position is not yet established, developing a tailored business-specific risk management plan.

The risk management plans aim to identify and manage risks to acceptable levels through targeted improvement actions—such as reformulation, packaging changes, labelling updates, sourcing adjustments, and marketing strategies.

Key progress during the year included:

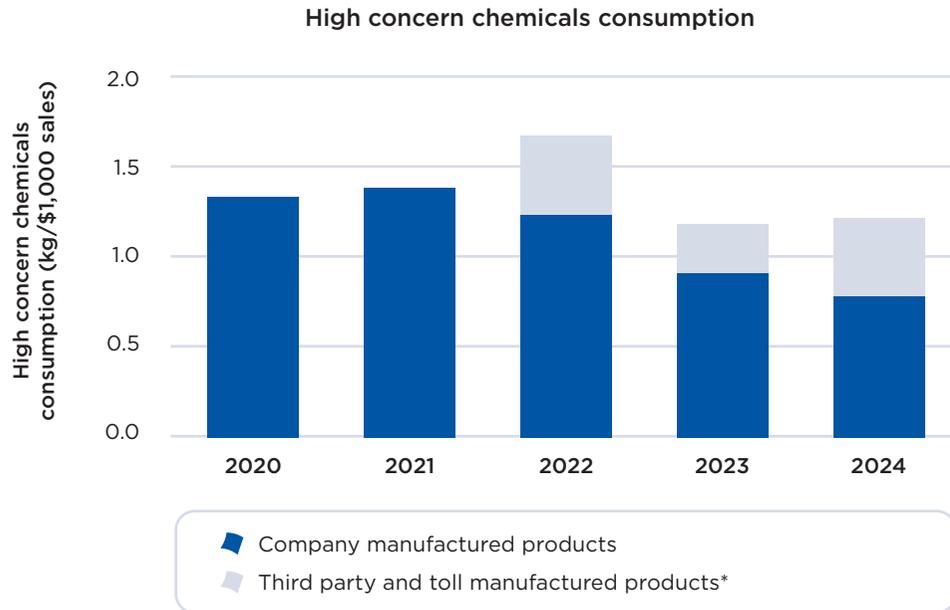
- Expanded coverage of Group Position Statements, now in place for 98% of all prohibited and high-concern chemical groupings.
- Implementation of 19 improvement actions, including many multi-year reformulation efforts to phase out high-concern chemicals.

- Product innovation to address chemicals of concern across multiple businesses, for example:
 - Yates’ development of organic, plant- and soap-based alternatives to conventional insecticides and herbicides. Refer to case study on page 20.
 - A water-based tintable system in the Avista range,
 - The Selleys Fireblock range, offering lower toxicity than traditional alternatives.
 - Continued efforts to identify and phase out raw materials containing alkyl phenol ethoxylate compounds, which are often not declared on supplier safety data sheets.
 - Ongoing monitoring of global regulatory developments and emerging social concerns, ensuring timely identification of new risks or classification changes.

In 2022, we began tracking high-concern chemical consumption associated with third-party finished goods and toll-manufactured products (see High Concern Chemicals Consumption chart below). In 2024, we enhanced our data capture processes for these product categories, resulting in an increase in reported consumption compared to previous years.

In contrast, consumption of high-concern chemicals in company-manufactured products continued to decline, demonstrating the effectiveness of our ongoing risk reduction efforts. In 2024, total consumption in these products decreased by 12% compared to 2023, reaching 0.8 kg per \$1,000 net sales.

However, total reported high-concern chemical usage across all product categories (including third-party and toll-manufactured goods) rose to 1.27 kg per \$1,000 net sales, driven by the improved reporting for third-party finished goods and toll-manufactured products described above.



*Reporting of use of high concern chemicals in third party and toll manufactured products first commenced in 2022.



Yates Organic Garden Pest Killer - A Plant-based Alternative for Pest-Control

- In 2024, Yates developed an exciting new sustainable product, which will be launched in Spring 2025.
- Yates Organic Garden Pest Killer is a new generation pest spray, containing active ingredients made from a plant extract of butterfly pea grown in regional areas of Australia.
- This product is safe for bees and gives gardeners an alternative to many commonly used insecticides which are classified as chemicals of concern.
- It controls some of the most common pests that damage vegetables and ornamental plants, including caterpillars, two-spotted mites, whitefly, mealybug and curl grub.
- Yates Organic Garden Pest Killer is approved for use in organic gardening and there's no withholding period.
- The bottle is made from 50% recycled plastic and it can be recycled.

Packaging

Reducing the environmental impact of product packaging remains a key priority for DuluxGroup. Over recent years, we've made strong progress in lowering packaging intensity and increasing the use of recycled content across plastic, paper, and cardboard formats. Our current target is to achieve 30% recycled content in all non-timber packaging by the end of 2025, up from a 20% 2020 baseline.

Despite challenges, such as limited availability of high-quality recycle, stringent packaging performance requirements, and restricted control over recycled content in tinsplate—which is largely influenced by steel demand and scrap supply—our average recycled content continues to improve.

Key achievements in packaging sustainability and innovation in 2024 include:

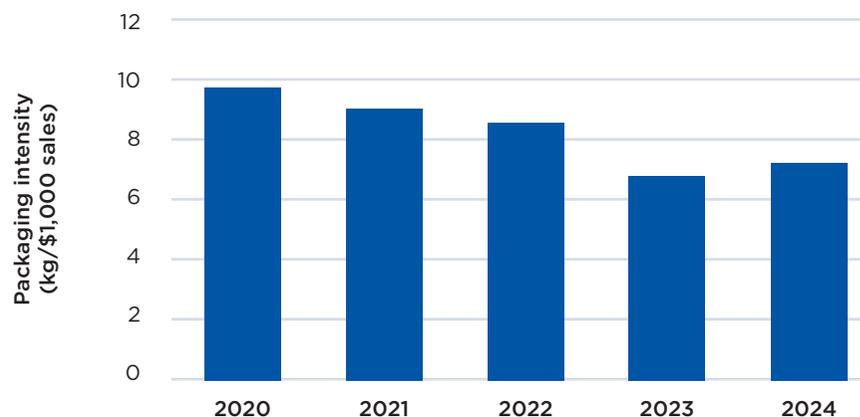
- Selleys transitioned its **Pointworks** packaging to a pail made with **30% recycled polypropylene**, reducing reliance on virgin plastics.
- **Dulux** expanded the use of **50% recycled content** in 15L trade brand pails, with 90% of trade market volume using recycle as of December 2024. Progress continues across retail brands, with the launch of new **British Paints** furniture pots containing **98% recycled content**, alongside sample pot boxes made from 100% recycled cardboard.
- **Yates** replaced PVC blisters with cardboard for two products and introduced **50% recycled content** in 2, 3 & 4L HDPE bottles. The brand also extended its use of **60% recycled content** in LDPE bags.
- The **Dulux Envirosolutions** program continued to expand, collecting used 15L plastic pails from building sites and recycling them into roller trays and paint stirrers.
- The **Cabot's EasyDeck™ Applicator**—the world's first self-contained “clean and coat” timber maintenance system—was a finalist in the Victorian Premier's Design Awards. Designed to simplify deck maintenance, it helps homeowners enjoy their outdoor spaces with less effort, less time, and less waste.

- The Yates business was **highly commended** at the 2024 PIDA Awards for its innovative packaging design for the **Zero Triple Strike Garden Weedkiller Concentrate** product. The design improves dosing accuracy and user safety. Its built-in measuring chamber allows excess liquid to return to the bottle, reducing waste and minimizing contact with the product.
- **Yates Dynamic Lifter Varietals** are now packaged in bags containing 60% recycled content.
- DuluxGroup completed its annual report and action plan for the Australian Packaging Covenant, maintaining its **Advanced performance rating**.

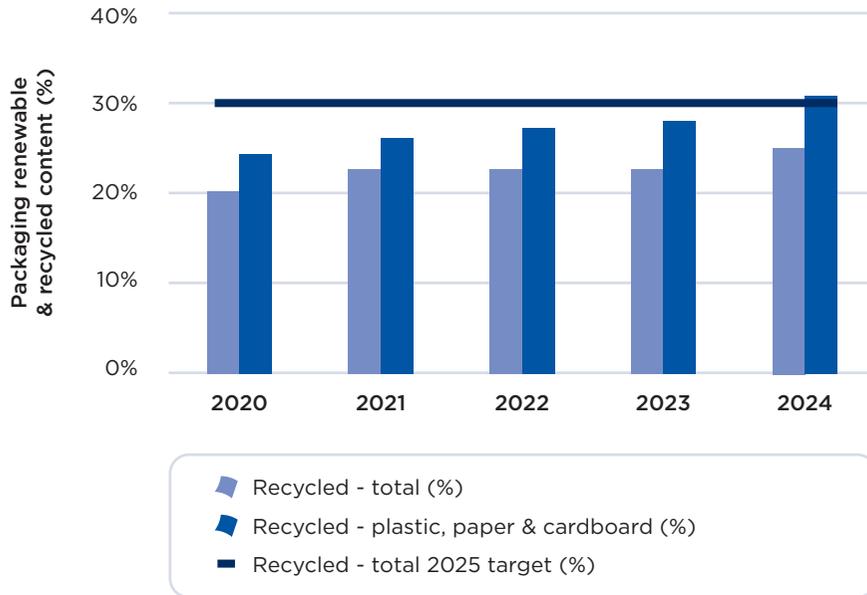
In 2024, total packaging intensity across the group increased to 7.4 kg per \$1,000 net sales. This rise was primarily driven by the inclusion of our newly acquired Seasol and Pental businesses, which have different packaging profiles compared to the rest of the group. Excluding Seasol and Pental, the underlying packaging intensity was 6.5 kg per \$1,000 net sales, representing an underlying 7% improvement in packaging efficiency across our existing operations.

Our recycled content of plastic, paper, and cardboard packaging increased for the fourth consecutive year to 31%.

Sustainable products - Packaging intensity



Products packaging - recycled content



Sustainable Products – Selleys Pointworks Moves to 30% Recycled Plastic Packaging

As part of the Selleys ongoing commitment to environmental responsibility, the business has transitioned the packaging of its Pointworks product from virgin polypropylene (PP) to a more sustainable solution. Pointworks 10L pails are now manufactured using 30% recycled PP content, reducing the reliance on virgin plastics and supporting a circular economy. This change maintains the same high standards of quality and performance while significantly lowering our environmental footprint.



Post consumer waste

Improving recovery and reuse of post-consumer wastes is a significant opportunity for our businesses to improve circularity outcomes and reduce the sustainability impacts associated with consumption of natural resources. A number of businesses have participated in recovery schemes for several years and this continued during 2024. Progress during the year included:

- Dulux New Zealand has continued its **Paint Take-Back** recovery program, which launched in 2009. In the 2023/24 year alone, the program **collected over 140,000 litres of paint and 233,500 plastic and steel containers**. The business is now using collected plastic in new paint packaging. On average, **30% post-consumer recycled plastic** is now incorporated into white plastic pails used to package our products.
- In Australia, **Dulux continues its partnership with Paintback**—Australia's national paint and packaging recovery scheme—focused on diverting unwanted materials from landfill and recovering valuable resources such as energy, water, plastic, and tinplate. In the 2023/24 financial year, **Paintback collected over 8.8 million kilograms of unwanted paint and packaging** through its national network of 169 permanent drop-off sites and 74 pop-up events. With 86% of the population having convenient access, the reach of the program continues to expand. To support its goal of 90% landfill diversion, Paintback has been progressing the development of PaCE HQ, a dedicated facility for paint and packaging recycling, which is scheduled for commissioning in 2025.
- **Organic Crop Protectants** continued its participation in the **voluntary product stewardship program, drumMUSTER**, enabling used plastic containers from their commercial products in Australia to be recovered for reprocessing into secondary products (e.g. rubbish bins).



Adapting to climate change and transitioning to a low-carbon future by managing climate-related risks and opportunities remains a critical sustainability priority. Our carbon footprint is predominantly driven by Scope 3 emissions, which account for 97% of total emissions—more than 75% of which stem from the sourcing of raw materials and procured goods and services. In contrast, Scope 1 and 2 emissions from direct operations represent just 3%. This highlights the importance of evolving our product portfolios through the development of more sustainable products and packaging as a key lever in our climate transition strategy. While Scope 3 emissions represent the vast majority of our carbon footprint and require collaboration across our value chain, we also recognise that Scope 1 and 2 emissions are more directly within our control. As such, we continue to prioritise reduction initiatives in our direct operations, while expanding our focus on Scope 3 mitigation efforts to support a broader climate transition.

Significant progress has been made in reducing Scope 1 and 2 emissions over recent years, largely through energy efficiency initiatives across our established operations. In 2021, we set ambitious targets based on 2020 baselines:

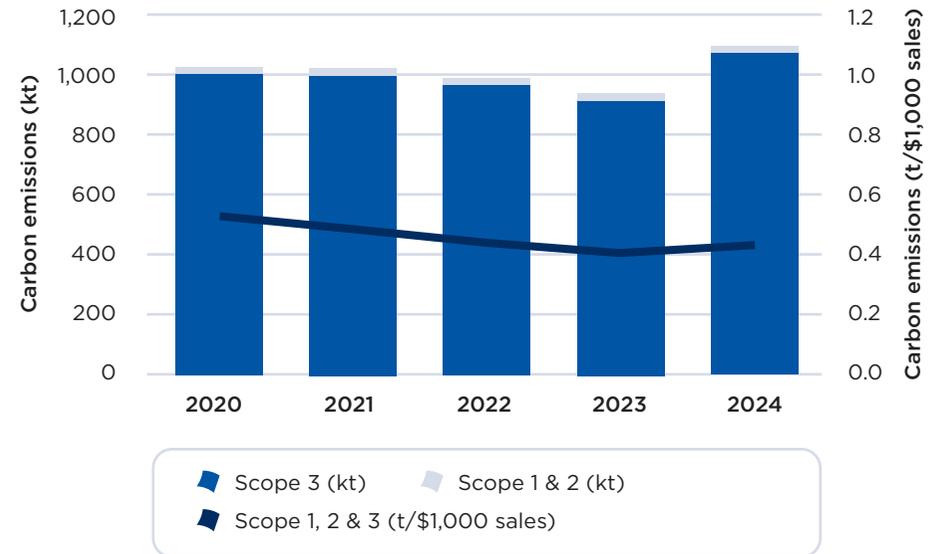
- 50% reduction in Scope 1 and 2 greenhouse gas emissions by 2030,
- Net zero emissions by 2050, and
- 50% renewable electricity consumption by 2030.

Detailed action plans to support these targets were finalised in 2022 and have continued to be implemented over the past two years. Further information is available in the Our Operations section of this report, on page 31.

We have been calculating our scope 3 carbon footprint for several years in accordance with the Greenhouse Gas (GHG) Protocol Corporate Value Chain Accounting and Reporting Standard, the internationally recognised standard for Scope 3 emissions accounting.

We are currently analysing potential reduction opportunities and targets, actively engaging with suppliers to understand their emissions reduction plans, and identifying internal opportunities to reduce Scope 3 through material efficiencies and new product design optimisation. The insights from this work will inform our business strategies and roadmaps for Scope 3 emissions reduction moving forward.

Carbon footprint - Scope 1, 2 & 3

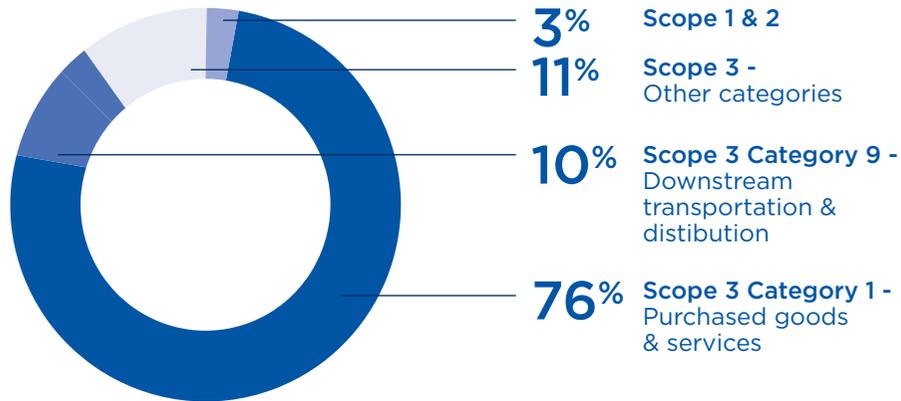


In 2024, our Scope 3 emissions increased by 16%, reaching 1,050 kilotonnes (kt), and bringing our total Scope 1, 2, and 3 emissions to 1,084 kt on a market basis, or 1,080 kt on a location basis. Correspondingly, our combined carbon emissions intensity rose by 9% to 0.43 tonnes per \$1,000 net sales (on a market basis).

This increase in Scope 3 emissions was driven by:

- The impact of newly acquired businesses with different emissions profiles,
- Improved availability of supplier-specific emissions data, which—on average—is higher than the generic library data previously used in Scope 3 calculations.

Carbon footprint 2024 - Scope 1, 2 & 3



Over recent years DuluxGroup has continued to develop and evolve its management of climate-related risks and opportunities. DuluxGroup is now actively working toward climate reporting as required under the Australian Sustainability Reporting Standards (ASRS). As part of the first wave of reporters, we will be preparing our report for the year ending 31 December 2025 in accordance with AASB S2 Climate-related Disclosures, which is the mandatory component of the ASRS that has been issued by the Australian Accounting Standards Board (AASB). The four pillars required in the report will include 1) Governance, 2) Strategy, 3) Risk Management and 4) Metrics & Targets.

Sustainable Products – A Life Cycle Lens on New Product Development



As part of the Wash & Wear relaunch, reformulation efforts have successfully lowered VOC levels in key products to very low VOC (5g/L)—a major step forward in improving indoor air quality.

The New Product Development team working on the reformulation, applied life-cycle assessment (LCA) modelling to evaluate and optimise the product's environmental performance. This helped identify and execute material reduction of the product's carbon footprint.

At our flagship Merrifield manufacturing site, production processes were refined to increase yield and reduce waste, enhancing both efficiency and sustainability.

In parallel, we implemented a structured approach to raw material and packaging transition management, led by a dedicated project team. This initiative has helped minimise write-offs, reducing both environmental and cost impacts.



Sourcing

Ensuring our sourcing of raw materials, products, and services is conducted in an ethical and responsible manner, and that any associated risks are actively identified and managed, has been a key improvement priority over recent years.

Our sustainable procurement policy and standard aims to ensure that environmental, health, safety, modern slavery, labour, human rights, fraud, bribery, and corruption considerations are fully embedded in our procurement evaluation and engagement processes. Our goal is to identify any potential non-compliances with our requirements and to only work with suppliers that are transparent and committed to improvement where required.

Our supplier evaluation process involves a structured assessment that begins with suppliers, who exceed spend thresholds, completing detailed questionnaires and providing supporting evidence. These submissions are then assessed by our procurement and safety and sustainability specialists to determine the need for further verification, such as site visits, and to prioritise any required improvements. Based on this review, suppliers are assigned an approval rating. Suppliers who are unwilling to address significant priority improvements within a reasonable timeframe are prohibited from supplying to the business.

Key improvement activities undertaken this year included:

- Continued application of our due- diligence process for suppliers.
- Completion of an audit of our modern slavery risk management processes, including supply chain management, by an independent third-party auditor.
- Published our annual modern slavery statement and risk assessment, which encompasses the relevant aspects of sourcing risk management, together with risk management for our people and operations.

62 new supplier evaluations were completed during the year, with 82% of significant spend suppliers now assessed and formally approved. This represents a decrease from 86% in 2023, primarily due to the addition of new suppliers following the acquisitions of Pentel and Seasol. Nineteen new improvement actions were identified during the year.





OUR OPERATIONS



Our progress at a glance



SAFETY - DISASTER PREVENTION

- Strong safety performance continued in 2024 with no major and one serious high potential near miss (high potential to cause major harm or fatality) compared to three in the prior year.
- More than 40 years without a major process safety event (an event involving major solvent fire and fatality).



ENERGY AND CARBON

- Energy performance continued to improve in 2024, with total energy consumption intensity decreasing by 9% to 0.84 gigajoules per tonne of production (GJ/t), and operating site energy intensity falling to 0.57 GJ/t—both representing our lowest levels on record.
- Scope 1 and 2 greenhouse gas emissions intensity (carbon dioxide equivalent) decreased 12% to 108 kilograms per tonne of production (kg/t) on a market basis, but absolute emissions increased 8% due to new acquisitions. On a location basis carbon intensity was 98 kilograms per tonne of production (kg/t) with absolute emissions totalling 31.1 (kt).
- The proportion of renewable electricity consumption also improved, rising from 4.5% in 2023 to 6.9% to 2024.



WASTE

- Waste generation intensity decreased by 32% and absolute waste generation fell by 17%.
- Waste recovery increased to 55% of total waste generated, the highest recovery rate in the last five years.



WATER AND ENVIRONMENT

- In 2024, water withdrawal intensity rose by 35% to 0.50 kilolitres per tonne of production (kL/t), while total water withdrawal increased by 66% to 159 megalitres (ML) compared to the previous year. Water consumption intensity also saw a significant rise of 87%, reaching 0.28 kL/t, with absolute consumption increasing by 129% to 90.6 ML. These increases are primarily attributed to the acquisition of the Pental and Seasol businesses, both of which have water-intensive operations due to their high proportion of water-based production.
- In 2024, our VOC emissions intensity (kilogram per tonne of production) decreased by 20%, while total emissions fell slightly by 1% to 100 tonnes. The reduction in emissions intensity is primarily driven by increased production from the newly acquired Pental and Seasol businesses, which do not generate significant VOC emissions.



Safety – Disaster prevention

Prevention of disasters such as a major fire or explosion from manufacturing process safety risks (flammable solvents, combustible dusts) and handling of dangerous goods remains our first safety priority, to ensure protection of our people, assets, and supply continuity. More than 40 years has elapsed since our last major process safety event (major solvent fire and fatality), however we know that continuous focus is required due to the regular occurrence of similar high consequence events around the world.

A key assurance activity in this area is our periodic hazard study process, conducted every five years at factories with process safety risks. This involves a comprehensive analysis to ensure that effective critical risk controls are identified and implemented. The process is supported by:

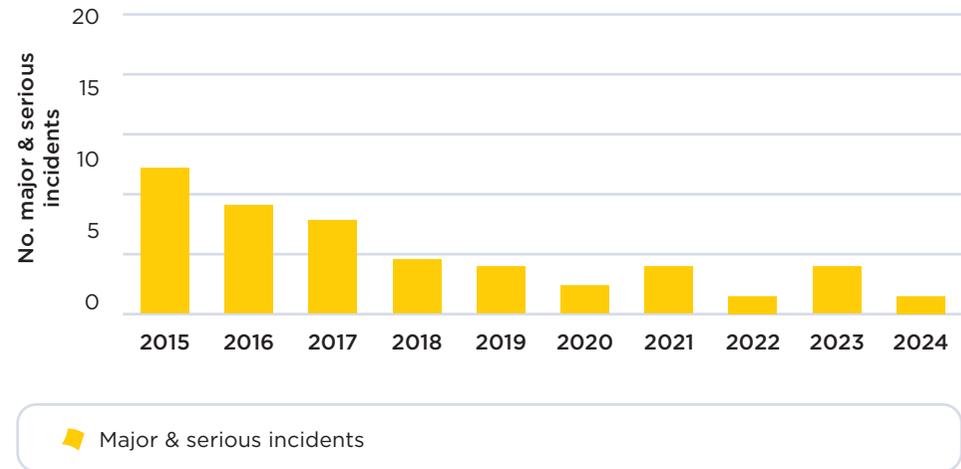
- Specialist reviews every six months, using a tailored process safety lead indicator scorecard
- Annual reviews against solvent and dust protocols, which define minimum basic risk controls and help maintain focus on critical controls.

Key improvement activities this year included:

- Completed new periodic hazard studies at Cabots/Protective Coatings and Dulux Rocklea, and continued implementation of improvement actions from prior year studies at other sites.
- Completed prevention protocol and lead indicator scorecard reviews and implemented improvements at each site with process safety risks.

Our performance remained relatively strong, with no major and one serious high potential incident (Category 4 and 3 respectively) involving process safety and/or dangerous goods risks, compared with three incidents in the prior year. The incident involved the smouldering of material built up around a chain mechanism of the robot outfeed conveyor. The equipment was immediately shut down and no fire or other harm occurred. A thorough investigation was completed to identify the root causes, learning insights, and required corrective actions to prevent a recurrence.

Disaster prevention



Energy & Carbon

Reducing non-renewable energy consumption and Scope 1 and 2 greenhouse gas emissions—currently accounting for 3% of our total carbon footprint—remains a key priority, with strong progress achieved in recent years.

Our long-term targets, set against a 2020 baseline, include:

- 50% reduction in Scope 1 and 2 emissions by 2030,
- Net zero emissions by 2050, and
- 50% renewable electricity consumption by 2030.

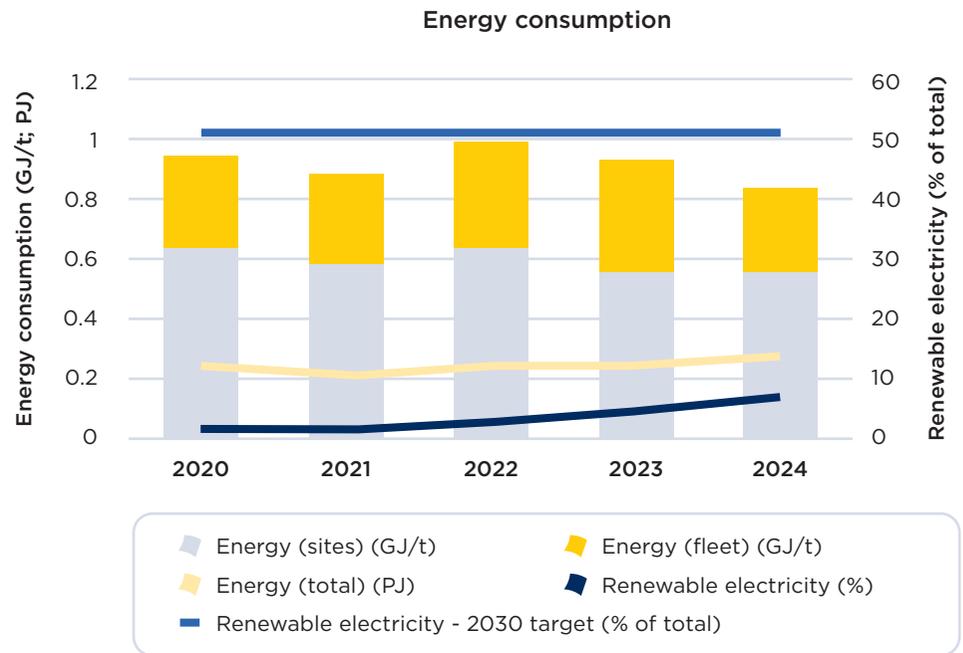
Detailed action plans to support these targets were finalised in 2022, encompassing initiatives such as energy efficiency improvements, solar installations, renewable power purchasing, and fleet electrification. While offsets may be required for less than 10% of emissions as we approach 2050, by this time emerging technologies may offer alternative solutions.

Implementation of our action plans continued throughout 2024, with a strong focus on site energy efficiency and solar expansion. Key achievements included:

- Completion of two additional solar installations at the Yates Mt Druitt factory and warehouse, increasing total group solar capacity to 4,700 kW, with an additional 500–1,000 kW in planning.
- Initiation of renewable electricity procurement for the Lincoln Sentry store network.
- Continued rollout of energy efficiency improvement plans across all operating sites.
- Ongoing transition to hybrid vehicles within the fleet.

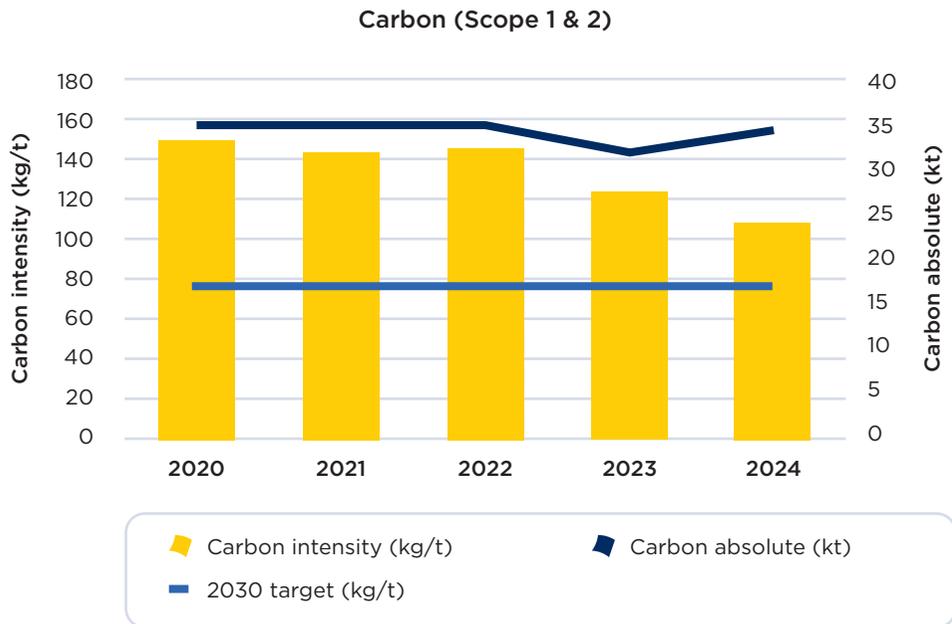
Once viable solar installation opportunities at our facilities have been exhausted, sourcing green power from the grid will be essential to meet our 2030 renewable electricity target. Identifying the most effective and commercially viable model for procuring this green power will be the next strategic priority for our business.

- Energy performance continued to improve in 2024, with total energy consumption intensity decreasing by 9% to 0.84 gigajoules per tonne of production (GJ/t), and operating site energy intensity falling to 0.57 GJ/t—both representing our lowest levels on record. Despite these efficiency gains, absolute energy consumption rose to 266 terajoules (TJ), up from 236 TJ in 2023, primarily due to increased usage from recently acquired businesses, Pental and Seasol, who began reporting in 2024. These results follow a notable spike in energy intensity in 2022, which was driven by the Dulux Rocklea site flood event. Excluding this event, and the impact of some new business acquisitions in 2023, there is a noticeable reduction in energy consumption intensity since 2020. The proportion of renewable electricity consumption also improved, rising from 4.5% in 2023 to 6.9% to 2024.



In 2024, our Scope 1 and 2 emissions increased by 8%, reaching 34.2 kilotonnes (kt) on a market calculation basis and 31.1 kt on a location basis. This increase was primarily driven by additional emissions associated with the acquisition of the Pental and Seasol businesses.

Despite the rise in absolute emissions, Scope 1 and 2 greenhouse gas emissions intensity (CO₂e) decreased by 12%, falling to 108 kilograms per tonne of production (kg/t) on a market basis and 98 kg/t on a location basis. This reduction in intensity reflects improvements in the emissions profile of the Australian electricity grid, as well as the impact of our energy efficiency initiatives, solar generation, and fleet transition efforts outlined above.



Merrifield Factory Boosts Energy Efficiency with Acoustic Imaging

Compressed air is one of the largest electricity consumers in our factories. Compressed air leaks are notoriously difficult to detect with traditional methods, often requiring time-consuming manual inspections. These leaks can lead to significant energy waste, increased operational costs, and unnecessary strain on equipment. The team at our Merrifield factory identified and invested in a Fluke ii900 Acoustic Imager, which enables detection of air leaks using sound imaging—even in noisy environments.

The tool enabled Merrifield to identify and address leaks efficiently, reducing electricity use but also improving system reliability and maintenance response times.

Following Merrifield’s success, our Cabot’s factory has adopted the imager, and it will soon tour our NSW sites to extend the benefits across our network.



Lincoln Sentry Renewable Electricity Purchase

Lincoln Sentry Group is committed to decarbonisation and actively contributing to DuluxGroup's Scope 1 and 2 greenhouse gas emissions reduction and renewable electricity targets. However, the business faced a significant challenge: the majority of its retail stores are leased under timeframes that do not support the installation of solar systems, limiting its ability to generate on-site renewable energy.

To overcome this barrier, Lincoln Sentry took proactive steps by procuring certified GreenPower to supply its store network with renewable electricity. This strategic move enables the business to contribute meaningfully to the

Group's renewable electricity target, despite the limitations of its leased property portfolio. In 2024, GreenPower represented approximately 20% of Lincoln Sentry's total electricity consumption contributing around 0.5% toward DuluxGroup's 2030 renewable electricity goal.

In addition to its renewable energy efforts, Lincoln Sentry became the first DuluxGroup business to transition its vehicle fleet to hybrid technology, rolling out Toyota RAV4 hybrids across its operations. This fleet upgrade supports both emissions reduction and fuel efficiency, reinforcing the business's commitment to environmental responsibility.



Waste

Improving operational circularity through waste reduction, resource recovery, and reuse is a material sustainability priority for our business. Over recent years, we have seen steady improvements in waste generation, recovery (including reuse and recycling), and landfill diversion. However, this positive trend was disrupted in 2022 due to a major flooding event and the associated cleanup at our Dulux Rocklea site.

Solid waste accounts for more than 80% of our total waste generation, with the largest stream comprising filter media and sludges from wastewater treatment. Other significant waste streams include raw material packaging and water and solvent wash wastes from equipment cleaning.

Recognising that landfill disposal is the least preferred outcome, we have set a target to reduce landfill waste by 50% by 2030, using 2020 as the baseline. To support this goal, we have developed detailed roadmaps and action plans and are actively working to implement them across our operations.

In 2023, we established the Waste Efficiency Forum to foster collaboration, share knowledge, and support the delivery of site-specific waste action plans. This forum continued throughout 2024, maintaining momentum and focus across the business.

A number of step-change projects were progressed during the year to address our most significant waste streams:

- At Dulux Merrifield, we continued work to reduce wastewater and filter media—the largest contributor to landfill waste—through improved reuse of wash water in production and enhanced treatment plant efficiency.
- A major upgrade at the Selleys Padstow facility was advanced, aimed at significantly improving production efficiency and reducing waste generation.
- Ongoing initiatives at Dandenong South focused on the recycling of powder fines, supporting circularity in manufacturing processes.

These efforts contributed to measurable improvements with 17 of the 23 sites participating in the waste efficiency initiative achieving reductions in waste to landfill, including a 50% reduction at the Dulux Rocklea factory.



In 2024, we achieved significant improvements in waste performance across our operations. Waste generation intensity decreased by 32%, reaching 39 kilograms per tonne of production (kg/t), while absolute waste generation fell by 17% to 12.2 kilotonnes (kt). Waste recovery increased to 55% of total waste generated, the highest recovery rate in the last 5 years, and landfill disposal decreased by 25% to 14.6 kg/t, or 9% in absolute terms to 4.6 kt.

While part of this improvement reflects the inclusion of recently acquired businesses, Pental and Seacol, in our reporting there is also a clear underlying improvement in performance. When these businesses are excluded from the metrics, landfill waste intensity still shows a 12% reduction, reaching 17 kg/t—highlighting the effectiveness of our waste reduction program.

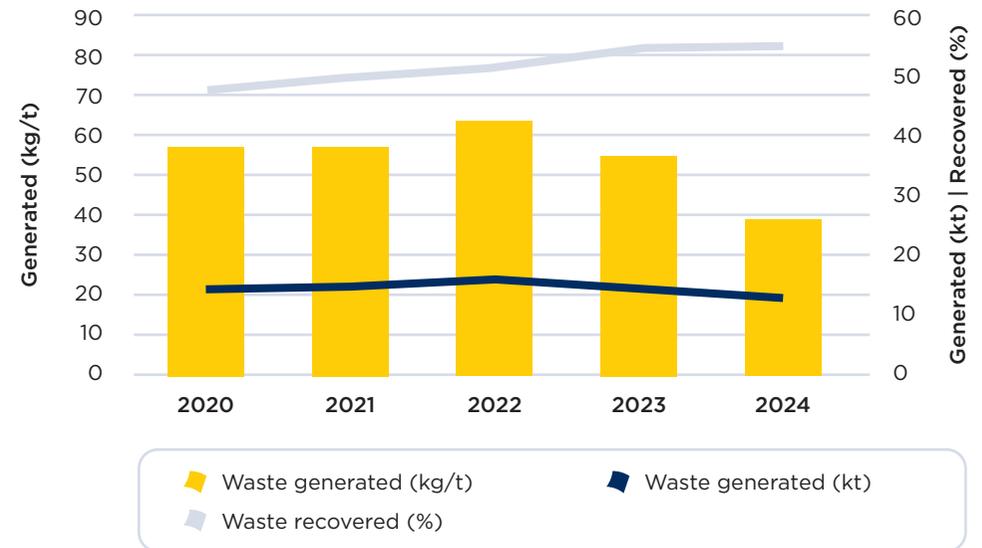
Rocklea Factory Cuts Landfill Waste by 50% with Steel Packaging Recycling Initiative

At our Rocklea factory, contaminated steel packaging was identified as the second-largest waste stream by volume, primarily due to residual paint preventing recycling. In response, the team developed a metal can drainage system that allows operators to minimise paint residues before disposal.

This simple yet effective solution enabled previously unrecyclable cans to be diverted to a metal recycling facility, resulting in a 50% reduction in waste to landfill.



Waste generation & recovery



Waste to landfill

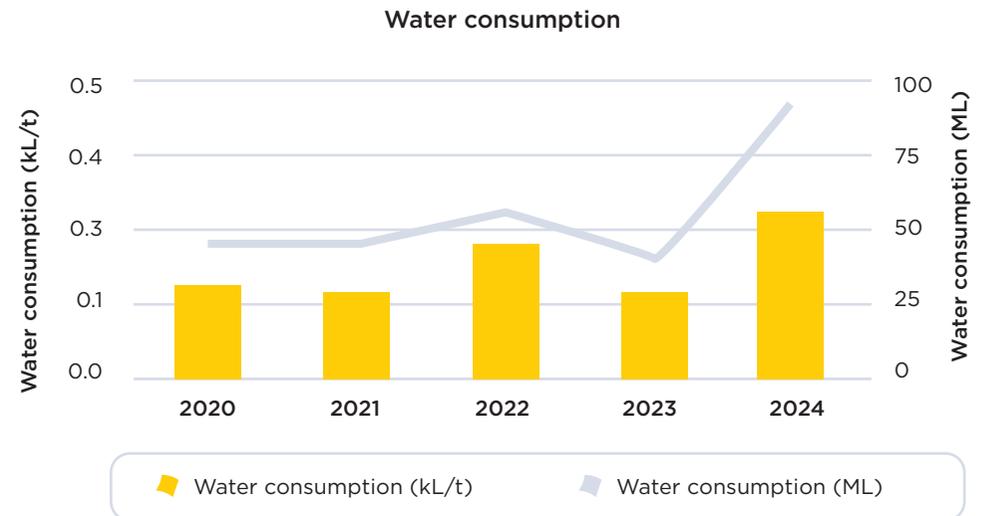
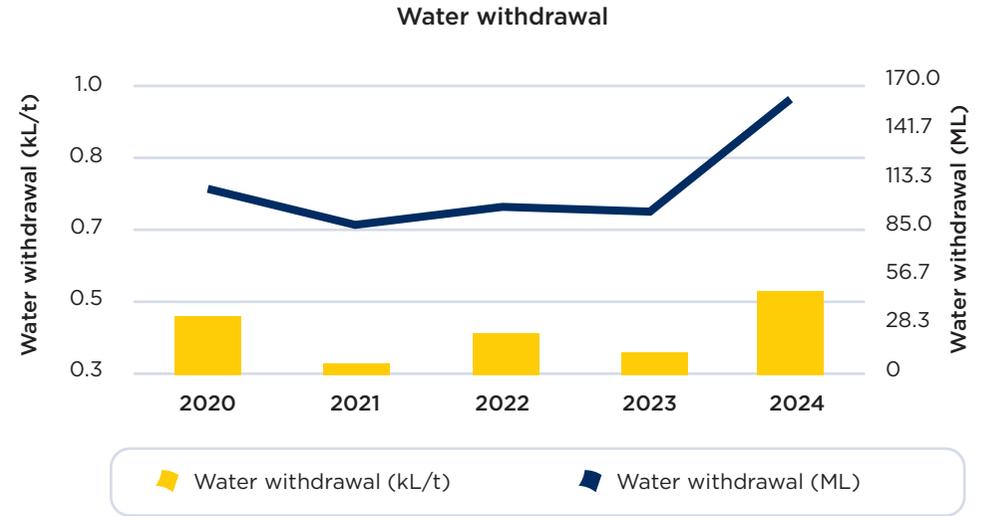


Water & Environment

Water use across our operations continues to be influenced by both environmental events and business growth. In 2022, our water metrics were negatively impacted by the major flooding event at the Dulux Rocklea site, where significant volumes of water were used in clean-up activities. More recently, increased water use has been driven by the inclusion of newly acquired businesses in our reporting as well as the continued growth in production of water-based products, which supports our transition away from solvent-based formulations.

Currently, over 35% of our total water withdrawal and more than 32% of our water consumption occurs in regions classified as high or extremely high water stress. With climate change expected to intensify water scarcity in many areas, ensuring sustainable water withdrawal and consumption will be a critical improvement priority moving forward.

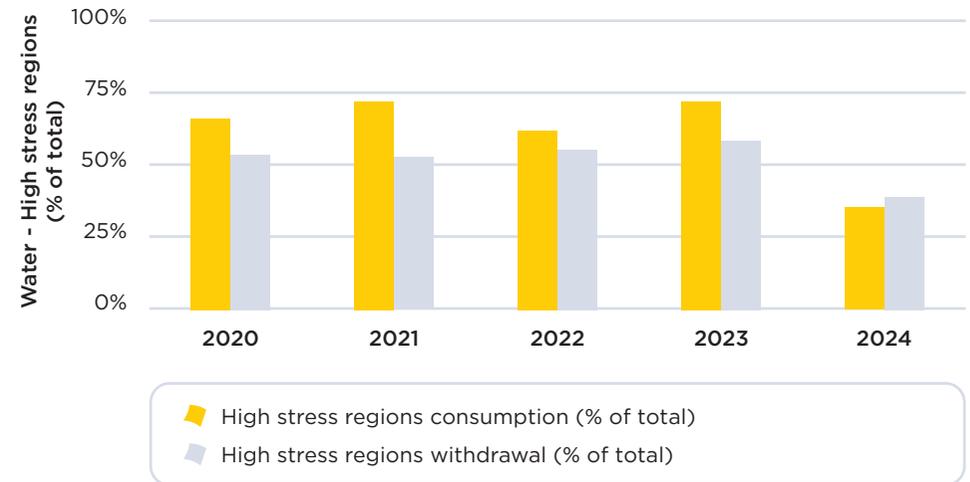
In 2024, water withdrawal intensity rose by 35% to 0.50 kilolitres per tonne of production (kL/t), while total water withdrawal increased by 66% to 159 megalitres (ML) compared to the previous year. Water consumption intensity also saw a significant rise of 87%, reaching 0.28 kL/t, with absolute consumption increasing by 129% to 90.6 ML. These substantial increases are primarily attributed to the acquisition of the Pental and Seasol businesses, both of which have water-intensive operations due to their high proportion of water-based production.



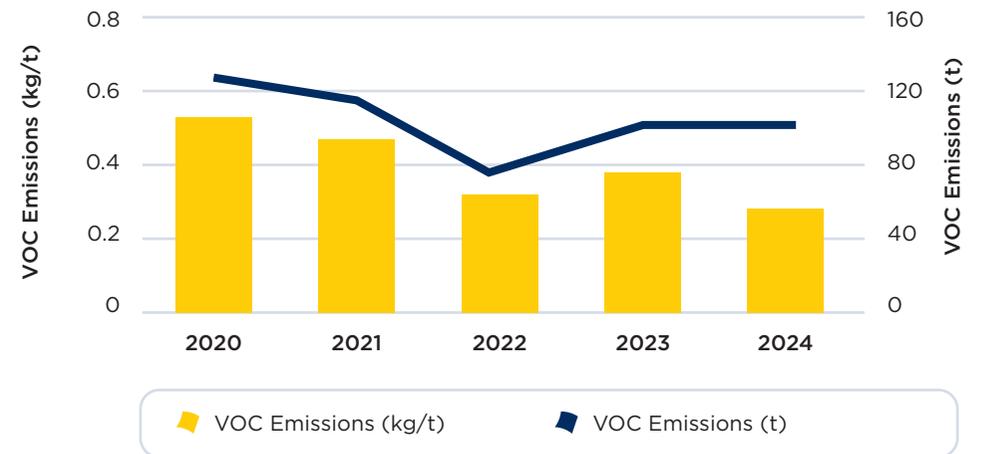
Volatile Organic Compound (VOC) emissions from our operating sites have continued to decline in recent years, driven by the expansion of water-based product portfolios and the proactive elimination of chemicals of concern, including ongoing innovation in the development of water-based and low-VOC formulations. In 2024, VOC emissions intensity decreased by 20% to 0.31 kilograms per tonne of production (kg/t), while total emissions fell slightly by 1% to 100 tonnes (t). The reduction in emissions intensity in 2024 is primarily driven by increased production from the newly acquired Pental and Seacol businesses, which do not generate significant VOC emissions. Note that the low VOC emissions result reported in 2022 was due to reduced production at Dulux Rocklea following a flood event.

There were no significant environmental impacts associated with our operating sites during the year. Ongoing routine soil and groundwater monitoring and management actions for historic contamination contained within sites was completed, and no new significant contamination issues with off-site impacts requiring current intervention or remediation works were identified. There were also no major or serious (Category 4 and 3) community or environmental incidents during the year, consistent with the prior seven years.

Water withdrawal & consumption - High stress



VOC Emissions

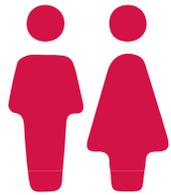




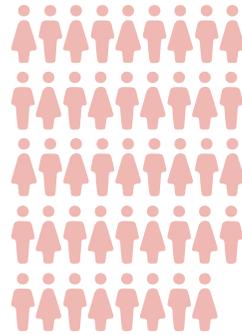
OUR PEOPLE



2024 at a glance



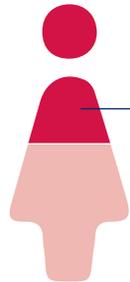
668
new employees
welcomed



44
graduates in
three-year program
during 2024



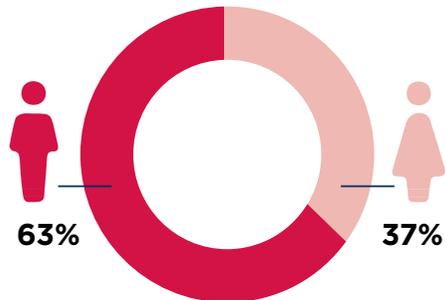
30 years'
fatality free



36%
of Top 200
Leaders
are women

41%

of ANZ business leadership
team members are women



63%

37%

4,256
employees

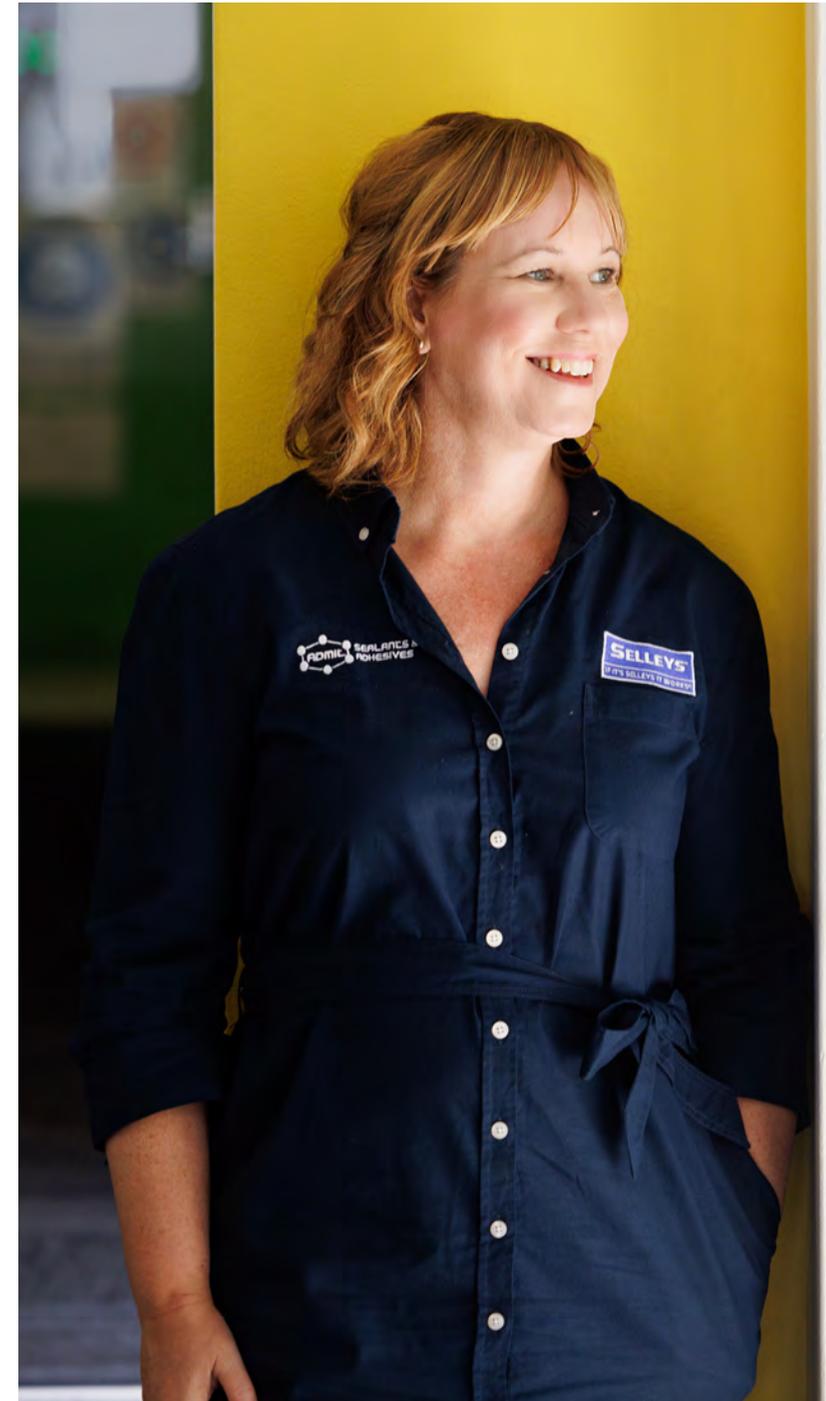
Length of Service

1,323
with more than
10 years' service

More than
495
employees with over
20 years' service

52.11yrs
Longest serving

8.52yrs
Average tenure



It's who we are

Our Values and Behaviours underpin *how* we operate.

We are a business built on diverse expertise, experience and skills across a range of professional disciplines. We span geographies, cultural backgrounds and life experiences but we are united by a shared set of Values and Behaviours. These principles guide how we meet our strategic objectives and, ultimately, deliver our core purpose – in the right way. Driven by these Values, we continue to find smarter, market leading solutions to delight and inspire consumers and our retail and professional trade customers.



Be consumer driven, customer focused.

- Walk in the shoes of our consumers & customers
- Ask, listen, learn and act
- Help your customers win
- Use and understand our products
- Think like tomorrow's consumer



Unleash your imagination.

- Challenge the status quo – imagine 'what if'
- Seek, encourage and support new ideas
- Fight for good ideas and don't give up
- Embrace change and get on board
- Be brave – make it happen



Value people, work safely and respect the environment.

- Protect yourself and others - work safe, home safe
- Work as a team, win as a team for DuluxGroup
- Behave with respect and integrity, embrace diversity
- Lead, recognise, help others succeed
- Strive to leave our environment better than we found it
- Participate in our communities



Run the business as your own.

- Know your role, be accountable & deliver
- Take a responsible approach to costs
- Plan for tomorrow, act today
- Build partnerships that add value
- Be decisive

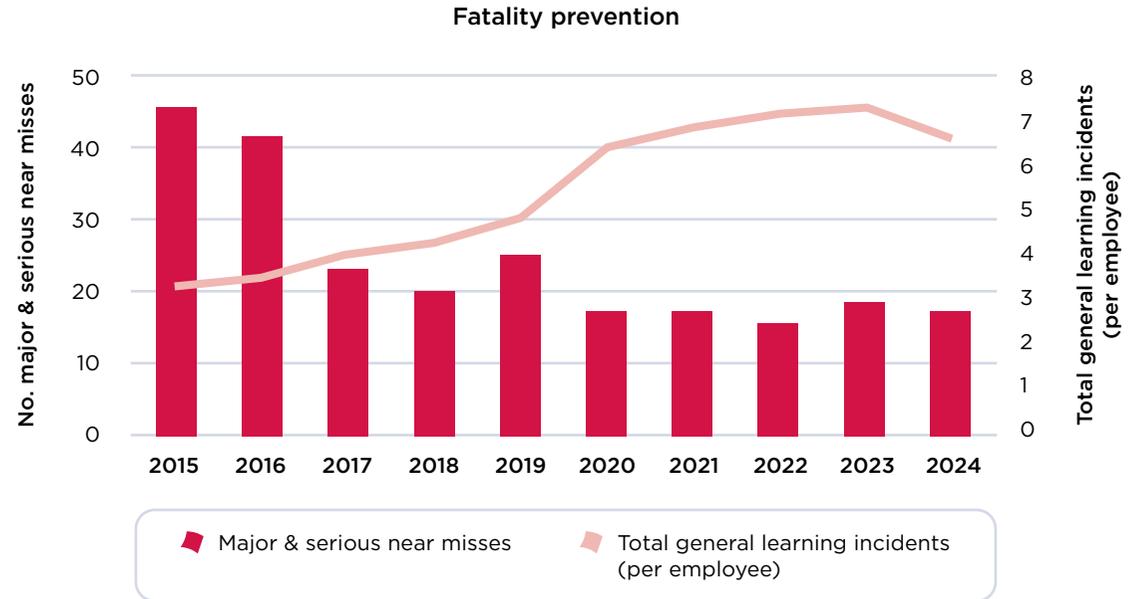
Safety – Fatality and injury prevention

We have been fatality-free for over 30 years, however we know that constant focus is required to ensure that fatality risks (e.g. forklifts, work at heights, driving) are effectively controlled. Our prevention approach is based on hazard and near miss reporting, significant risk audits, risk management basics (e.g. permit to work), and standards that prescribe minimum mandatory risk controls. Hazard and near miss reporting is a foundation of our approach and in recent years we have seen an increase in reporting while our serious near miss (high potential) incidents have declined.

Key improvement activities during the year included:

- Completed fatality risk lead indicator scorecard reviews at all factories and warehouses and implemented improvements to ensure that critical controls are effective and sustained.
- Completed significant risk audits and implemented targeted integration plans for recent acquisitions, with a particular focus on improved disaster and fatality risk controls.

Major and serious near miss, or high potential, incidents involving fatality risks decreased in 2024 after we saw an increase in 2023 from our lowest level on record in 2022. None of the incidents were classified as major, marking our fourth consecutive year without a significant near-miss event. Our levels of total hazard and near miss reporting (Total General Learning Incidents) decreased 10% from a record high of 7.2 per employee in 2023 to 6.5 per employee in 2024.



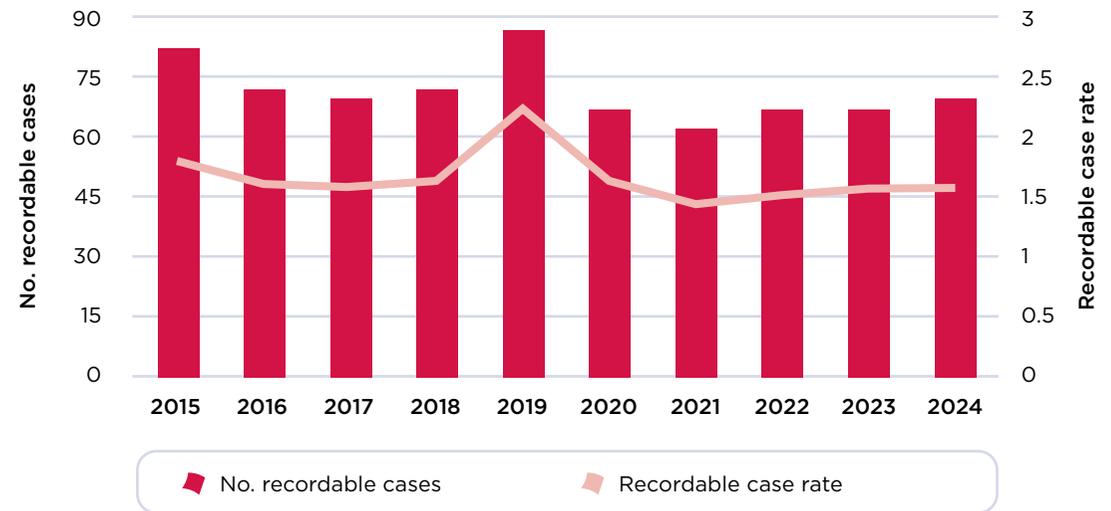
Our injuries and illnesses almost universally involve non-fatal safety risks such as strains from manual handling, cuts, slips and trips, and chemical exposures. Our management approach continues to include risk reduction via changes to workplace and equipment design, risk assessments and training in standard operating procedures, health assessments and monitoring, hazard reporting, and early injury management intervention.

Key improvement activities during the year included:

- A submission for a Self-Insurance Licence in NSW to enhance our employee experience when claiming Workers Compensation, fast track employee access to treatment and to enable us to better manage our own risks and costs.
- Continued a review of best practice risk management for hazardous manual handling tasks to be integrated into revised standards.
- Continued to deliver a range of health and well-being initiatives, such as mental health awareness, women's health initiatives, influenza vaccinations, and promotion of wellbeing events.
- Commenced implementation of psychosocial risk management and improvement plan.
- Piloted Random Drug & Alcohol testing at 3 major sites to test potential safety risk, obtain feedback from employees and make recommendations for expansion of the program.

Our Recordable Case Rate, or total number of employee and contractor injuries and illnesses requiring time off work, restricted duties, or medical treatment (per 200,000 hours), decreased slightly 0.7% to 1.53 (representing 68 recordable cases). Recent acquisitions accounted for 6% of the total cases.

Injury prevention



Safety culture improvement remains a critical enabler for success in our differentiated focus on disaster, fatality, and injury risk reduction and management. This has been a key focus since 2012 when we first introduced an externally facilitated safety and sustainability (S&S) leadership development program for senior leaders and an internally facilitated S&S risk management development program for leaders across all organisational levels. We continue to deliver these development programs annually, while in more recent years we have also introduced specialist safety culture assessment tools. These tools provide insights for our individual sites and businesses relative to global best practice, enabling implementation of targeted safety culture development and improvement programs. During 2024 this included the ongoing delivery of B&D's Care program and the Dulux, Selleys, Yates, and Lincoln Sentry distribution centres' Safe Care Culture program along with a trial of Human and Organisational Performance at Christchurch.

Safety Risk Management - Human and Organisational Performance

In 2024, B&D Christchurch ran a pilot program applying Human and Organizational Performance (HOP) principles to address several operational challenges. The pilot aimed to better understand how work is actually done and to design systems that support safer, more efficient, and more sustainable outcomes.

Through this approach, the site achieved notable improvements:

- A learning team explored how steel coils are stored and managed at a third-party facility, resulting in reduced scrap and stock overflow, improved delivery coordination, and enhanced stock control.
- The introduction of visual parts picking prevented incorrect parts from being shipped, reducing waste and rework.
- A second learning team investigated a problem with window alignment in panel doors, identifying systemic improvements to the manufacturing process that reduced errors, minimised material waste and boosted production efficiency.
- Another team examined the use of safety knives, leading to an initiative to replace them with task-based tools, promoting safer and more efficient practices.

This pilot demonstrates how applying HOP principles can lead to practical, measurable improvements in both operational performance and sustainability. By focusing on system design and learning from everyday work, B&D Christchurch has laid a strong foundation for ongoing improvement and cultural resilience.

Event Learning Brief

EVENT SUMMARY Safe as can 

What happened and how?

In a shared tunnel area used for product storage and movement, the absence of defined markings led to inconsistent placement of goods. This created risks for employees due to the lack of clear forklift/pedestrian separation. A cross functional team came together to explore how to better manage this shared space and reduce exposure to traffic related hazards.

Title: Improving Traffic Management
Date: November 2024
Location: Christchurch
Reference:



Safety Risk Management - Acquisitions

Several business acquisitions have been completed over recent years and have included factories, warehouses, and stores. A key priority post-acquisition is to establish a targeted safety audit and improvement program to ensure effective management of significant risks and share best practice. The program involves completion of significant risk audits and development of prioritised improvement action plans, with a primary focus on high-consequence disaster and fatality risks. During the year, this audit and improvement program included the new acquisition Pentall Shepperton site.



A great place to work

Our long-serving employees are a testament to the culture at DuluxGroup.

Our long-serving team members thrive in an environment that values collaboration, innovation, and mutual respect, making DuluxGroup a truly exceptional place to build a career.

With more than **1,300 employees boasting over 10 years of experience** and **495 employees with more than 20 years** of dedication, it's clear that DuluxGroup fosters a supportive and fulfilling work environment. Our team's loyalty and commitment highlight the strong sense of community and opportunity for growth that DuluxGroup offers.



52.11yrs

Longest serving



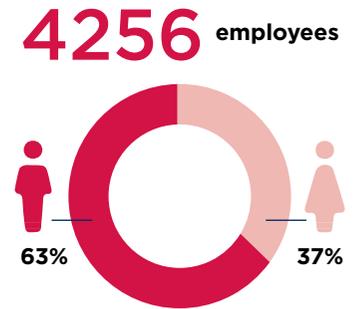
8.52yrs

Average tenure

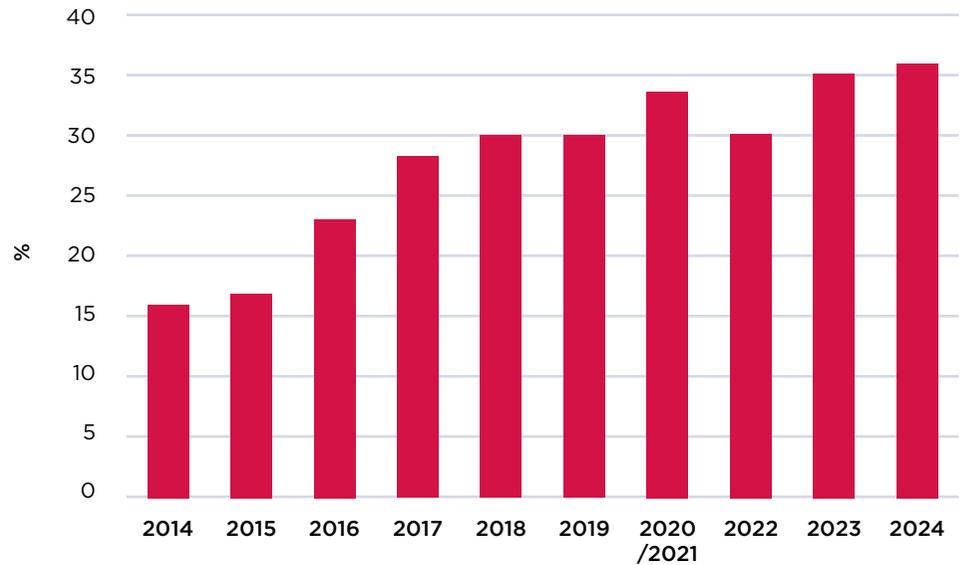
DEI

Gender equity

We have continued our focus and effort to recruit and develop talented women and increase female representation at all levels of the business. Through our steadfast commitment we increased the number of women in our Top 200 to 36%, compared with 16% ten years ago.



Percentage of women in DuluxGroup Top 200



We aspire to achieve a 40:40:20 gender balance (40% women; 40% men; 20% any gender), particularly in leadership roles, and we are making steady progress towards this.

We released our Towards Gender Balance report showcasing our progress towards gender balance over the past ten years and our four key priorities that will keep us focused on achieving a more inclusive and equitable workplace for everyone. This was launched during a special company wide live stream, in recognition of International Women's Day.

To read the report, [click here](#).



DEI Finalists

We work with a wide variety of industry partners to both profile the great work our leaders are doing to attract women into our business and support the broader sector. During the year we were recognised by **Chemistry Australia as a finalist in their inaugural Diversity, Equity and Inclusion** awards. Following from this we worked with Jobsbank to [publish an article](#) and short video highlighting our efforts in promoting gender equality and create an inclusive environment where everyone can thrive.

[Watch here](#).



Investing in inclusive leadership

This year, we piloted our first ever Inclusive Habits for leaders program in conjunction with one of our key partners NAWO. The program took 20 of our leaders across the business and over a ten week period exposed them to the 6 inclusive habits of a leader. They were required to undertake short online modules and develop their own test cases in the workplace to demonstrate how their learning can be applied. The results of the program were phenomenal with over 100 inclusive test cases being completed that had an impact on our people.

To find out more about the impact this session had, visit the [NAWO case study here](#).



Key partners

Through our partnership with NAWO we also profiled our Bayswater Distribution Centre where we have a diverse range of people and through the implementation of flexible work programs have been able to increase female representation to 21%.

[Read the case study here.](#)



NAWO × Case Studies

DuluxGroup:
Flexible and family-friendly
shifts in operations

NAWO **DuluxGroup**

Graduate program

The DuluxGroup Graduate Program is designed to build the future leaders of our business. Our graduates are hired into real roles with real accountability, and throughout their time on the program undertake a comprehensive learning curriculum to build their business acumen, professional skills, and leadership and commercial acumen. They also undertake annual rotations in different parts of the business to broaden their understanding and develop the skills needed for future leadership roles.

We have consistently been ranked as a top 100 graduate employer, and in 2024, our program recognised for its excellence by achieving the #5 ranking in Retail/FMCG category by GradConnection. This award highlights our commitment to accelerating early careers talent and providing our graduates with meaningful career development opportunities.



Focus on developing our people

We provide a broad range of offerings to support our people to develop and thrive in their current and future roles.

These include, but are not limited to:

A library of development resources to support employees in thinking about their career growth, including career resources & workbooks, as well as detailed capability frameworks.



On-demand learning content, including e-learning modules, articles, short videos, and a library of over 100 full-length learning session recordings.



Annual large-scale learning events (see below for an overview of our DGx event in 2024).



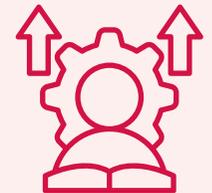
Internally and externally-delivered training sessions on an array of professional skills topics, from project management to negotiation.



Function-specific learning pathways - for example, our comprehensive sales capability curriculum.



Learning & career exhibitions highlighting the offerings we have available for our employees.



Leadership programs

At DuluxGroup we offer leadership development programs at all levels, including for Graduates, frontline leaders, mid-level leaders, senior leaders and executives.

During 2024 we delivered leadership development to many new and existing leaders through our **flagship programs**.

Leading with Purpose is a program for mid-level leaders. This program focuses on leaders stepping into their roles as leaders to set the agenda, deliver through others and build capability.

Topics covered include the impact of leaders on culture, coaching, having difficult conversations, inclusion, and storytelling. Each leader in the program commits to a leadership purpose which is unique to them, declaring this purpose before their peers and their senior leaders.



Following the program, the learning continues with regular follow up webinars, the Adaptive Leadership Lab, where the groups re-convene and re-connect with their peers. They share experiences and the group continues to learn from each other.

Executive development and education

To ensure our experienced executives remain current and continue to develop their skills and knowledge, we offer the opportunity for senior leaders to participate in external programs.

During 2024, selected executives participated in the INSEAD executive leadership program in Paris, and the Australian based Williamson Community Leadership program. These external programs provide new thinking and a critical external perspective to our experienced senior leaders. We also sponsored a number of employee through MBA programs.



Events

Benefits showcase

The People, Culture and Change team hosted the first ever “Unlock your Benefits” event, putting a spotlight on some of the benefits and perks of working at DuluxGroup.

The work that we do, the people we work with and the culture all contribute to making DuluxGroup a great place to work, but there are also some amazing benefits and perks that come with the job.

The event brought to life the full suite of benefits, with 17 stalls on site from health & wellbeing, flexibility, learning & development, product discounts, community initiatives, recognition awards and more. The DuluxGroup community fully embraced this event with an amazing turnout on the livestream and in-person event at Clayton. The energy was contagious as everyone had the opportunity to learn more about the benefits available and enjoy some fun with multiple giveaways.



DGx

We continue to evolve our highly successful Learning Festival, where we offer broad learning topics to a company wide audience through live streaming and webinars. In 2024, we delivered a one-day program (called DGx), based loosely on a TedX format. The whole event was delivered from a cinema venue near to the DuluxGroup head office, which gave us the opportunity to engage a live audience for the program.

Across three themes (Era of Growth, Era of Discovery, and Era of Belonging), fifteen individual speakers presented on topics as varied as Universal Basic Income, how we take inspiration from biology for coatings, and the value of connection. Chairman and CEO Pat Houlihan opened the program, talking about how he thinks about growth and our ambition as a company.

In keeping with the TedX format, we featured two artistic performances which underlined our innovative approach. Along with the 150 people in the cinema, we attracted over 600 employees online for the day.



World Environment Day



On World Environment Day, our teams got together to celebrate all the achievements our businesses and brands at DuluxGroup have made with regards to sustainable operations and products.

The day began with an entertaining live DuluxGroup News show. The live stream highlighted the sustainable achievements of

our brands and concluded with a live cross to our roving reporter who was at the **DuluxGroup World Environment Day Expo**.

The expo allowed our employees to witness first hand our commitment to creating **a future without harm** while enjoying a sustainable morning tea.

We were delighted to have various guests at the expo, including community partners Paintback, AFLW North Melbourne FC and the beloved Dulux Dog.

We are proud to be on track to reaching our ambitious group sustainability targets, but acknowledge there is always more we can do to achieve a future without harm.



Dulux®

Worth doing, worth Dulux.



OUR COMMUNITIES



2024 at a glance



More than

\$375,000

in **cash contributions** including direct donations, employee fundraising and targeted program funding.

More than

\$760,000

in **products donated** (paint, accessories, garden & other products).



Approx.

400 days

of employee volunteering.



More than

28,000

litres of paint **donated**.



More than

300

community projects undertaken.



DuluxGroup aims to be a welcome and positive participant in all of the communities in which we operate. This includes creating products and services in a sustainable way to help our consumers to *'Imagine a Better Place'* and contributing to our local communities by:

- donating products, funds and employee volunteer hours;
- manufacturing locally, employing thousands of local people and supporting thousands of local businesses throughout our operations and supply chain;
- contributing positively to public policy debate to best represent the interests of our customers, employees and the broader community;
- supporting the development of science and innovation through collaboration and investment; and
- paying our fair share of taxes in all regions in which we operate.



View our video of our community involvement in 2024 by clicking here.

2024 Performance

During 2024, our businesses and employees at our sites around the world helped more than 300 local community organisations, schools and charities across Australia, New Zealand and Papua New Guinea through fundraising, volunteering, provision of products, direct donations and sponsorships.

Some of the organisations that benefited during the year were:

- Surf Life Saving Australia
- Surf Life Saving New Zealand
- Men's Shed
- The Inclusion Foundation
- Camp Quality
- Headspace
- One Tree per Child New Zealand
- Trees for Survival New Zealand
- Schools, Universities, TAFEs and community sports clubs
- Community gardens, local horticultural societies and garden clubs.

Strong community partnerships

Alongside supporting the tremendous community work that our employees are encouraged and empowered to undertake at their own initiative, DuluxGroup's businesses have formal partnerships to support community organisations. These include:

- The **Dulux Colour Awards**, which celebrate the most creative and considered use of colour in residential, commercial and student architecture and interior design. Over 39 years these highly coveted awards have grown in prestige.
- The **Dulux Study Tour**, which supports Australia's next generation of talented architects.
- Dulux is helping to paint **every Surf Life Saving Club in Australia and New Zealand** - helping to protect the assets that protect and support our community. [View our video here](#).
- The **Dulux 'Colour your Club'** initiative partnered with the Geelong Cats and North Melbourne Kangaroos AFL Clubs to reach out to local sports clubs and help them with a repaint and refresh of their clubrooms.
- Yates is partnered with **Headspace National Youth Mental Health Foundation** to fund research into mental health and help to create garden spaces at Headspace locations.
- Dulux provides paint to help the **National Gallery of Victoria** showcase permanent and temporary exhibitions in colour perfect surroundings.
- Dulux New Zealand sponsors the **Department of Conservation walking trail huts throughout New Zealand**, ensuring they are restored and protected in Dulux Weathershield using the 'Colours of New Zealand' colour range.
- Every year Yates donates a generous amount of growing media and seeds to **hundreds of community gardening clubs** throughout Australia and New Zealand, to support community greening.
- For more than 15 years Yates has partnered with **'Trees for Survival'** in New Zealand, supplying it with seeds, fertilisers and other products to support its work with 150 schools and communities to grow & plant native trees alongside waterways and on erosion prone hillsides.





DuluxGroup in the community

Dulux Community Donations program

During the year Dulux **donated more than 28,000 litres of paint to community projects across Australia and New Zealand**, through its Dulux Community Donations program. Recipients included schools, emergency services organisations, not-for-profit community groups, emergency housing, surf lifesaving clubs and individual community members affected experiencing hardship. Here are just some of those.



The Dulux Protective Coatings team helps transform the outdoor area at Ronald McDonald House in Adelaide, including a mural to brighten the space for Children and families living with cancer.





The stunning colours of Africa have provided a striking mural and backdrop for the garden where local community can sit, prepare food from the work of the vegetable garden and connect.

The transformation of a St Kilda property into a “Cocoon” by not-for-profit organisation Bridge It with the support of Dulux is providing a temporary home for 16 women aged 17-21 who have experienced homelessness or the out-of-home care system.

[Click here to view the video](#)



FairShare operates charity kitchens where professional chefs and dedicated volunteers work together to prepare nutritious meals for people facing food insecurity, aiming to provide more than 2.5 million meals a year. Protective Coatings helped support FairShare's incredible efforts by donating paints, time and labour to assist with necessary repairs and coatings for FairShare's Melbourne warehouse floor.



Warraroo Primary School Celebrates Naidoc week with an Indigenous mural and totem poles to represent its Koorie heritage.

[▶ Click here to view the video](#)



Michael 'Mick' Slocum has taken it upon himself to restore the Australia Post pillar post boxes across Victoria using Dulux products. So far, he has successfully painted 55 post boxes and has 150 until he finishes.

[▶ Click here to view the video](#)



Australia's beloved street art festival, Wall to Wall, hit the vibrant streets of Mordi Village in Mordialloc in Melbourne with an explosion of creativity courtesy of Artist Kyle Brightside and Dulux.

[Click here to view the video](#)



Dulux volunteers support the RSPCA's 'Million Paws Walk' in Brisbane.



[Click here to view the video](#)

Dulux supports Edithvale CFA in Melbourne as part of its Community Donations program.



Another stunning community project was made possible using Dulux NZ. The 'Extinct: Legendary Birds' mural was created by artist Paulina Barry to highlight some of Aotearoa's beautiful historic bird life. Located at the University of Otago, this mural will now be enjoyed by students and community members for years to come.



Variety Victoria's headquarters gets an upgrade supported by Dulux.

[Click here to view the video](#)

Protecting our treasured community assets

The New Zealand Department of Conservation manages a network of more than 950 huts of all shapes and sizes, many are more than a century old. They provide unique places to stay, refuge from bad weather, or rest and recover for people out exploring the outdoors. Dulux and the Department of Conservation Te Papa Atawhai have been working together to protect backcountry DOC huts, historic buildings and other facilities for future generations to enjoy. The partnership has been going strong for more than 10 years. In 2024, Dulux donated 5,500 litres of paint.



The Whare Kiore (biosecurity building) is the first building the 20,000 yearly visitors to Mātū/Somes Island encounter and must pass through before exploring the rest of the island. As first impressions are important, it was time for a refresh courtesy of Dulux, which for more than a decade has been donating all of the paint for upkeep of the DOC huts and other NZ heritage buildings. *Photo credit: Robert Ashe, DOC.*



The new Pouākai Hut on Taranaki Maunga which will be officially opened in August 2025. Department of Conservation collaborated with Ngā Mahanga a Tairi and architects on this new design and it marks a major milestone in the Taranaki Crossing Project. *Photographer: Matt Quérée.*

Dulux 'Colour your Club'

Commencing in 2023, the Dulux 'Colour your Club' initiative, sees Dulux partner with the Geelong Cats and North Melbourne AFL Clubs to support local community sporting clubs to upgrade club rooms and facilities, through the donation of Dulux paints. Thousands of suburban and regional sporting clubs throughout Australia rely on volunteers, donations and fundraising to keep going. Dulux is lending a hand by offering up to 100 litres of paint to eligible clubs so they can upgrade facilities, to benefit their local community for years to come.

In 2024, Dulux 'Colour your Club' helped 37 local sporting clubs put a fresh look on their club rooms.

 [For more information on Dulux, Colour Your Club, click here](#)



The Western Eagles Football, Netball, Cricket Club rooms get a fresh new look, with help from Dulux and Geelong Cats AFLW players.





Yates supports One Tree Per Child

Yates Australia and New Zealand has partnered with One Tree Per Child to plant native trees to support local communities and improve climate resilience. One Tree Per Child is a not-for-profit organisation established by Olivia Newton-John and Jon Dee that has seen hundreds-of-thousands of trees planted in ten countries. One Tree Per Child aims to have every child planting one tree as part of a primary school activity.



The Yates team joined volunteers and the Araluen Botanic Park team in Western Australia to plant bulbs in preparation for 'Springtime at Araluen'. The Yates team planted more than 2,000 tulip bulbs along with Dynamic Lifter to feed the beds in preparation for planting.

Students from Patumāhoe Primary School in Auckland planting 'one tree per child'.



Dulux Papua New Guinea

Dulux has been operating in Papua New Guinea since 1968 and has long been active in supporting local communities. During the year, female leaders from Dulux's business in Lae delivered a number of community support projects including:

- book donations to a local school;
- donating household items to Haus of Ruth, a women's care centre;
- paint donations to upgrade local schools; and
- travelling to a coastal village to help the local community plant vetiver grass, which helps to prevent further sand erosion



Selleys & Yates step up to 'Clean up Australia'

Now in its 35th year, 'Clean Up Australia Day' is a nationwide community event that encourages Australians to volunteer their time to clean up local areas, waterways, and bushland. For a number of years, the DuluxGroup teams from Selleys and Yates in Padstow NSW have used the Day to clean up the local area, including nearby Saltpan Creek.



For more than 10 years the Selleys and Yates teams have supported 'Clean up Australia Day' in the area surrounding their Padstow site in Sydney.

Selleys gets behind Australia's tradies

Selleys is helping Australia's tradies in the early stages of their career with the aim of motivating and support them in completing their apprenticeship. Helping to address the high drop-out rate amongst apprentices, Selleys has partnered with Carpentry Australia and Melbourne Polytechnic TAFE to help build a sustainable pipeline of qualified trades people for the construction industry for decades to come.



Supporting Australian and New Zealand science and innovation

Staying at the forefront of technology and innovation is fundamental to building a sustainable business. DuluxGroup takes fundamental enabling science and, through marketing and innovation, develops it into market leading brands, products and services.

DuluxGroup employs more than 130 scientists and technologists across its operations in the Pacific, and a number of our businesses, including Dulux, Yates and Selleys have ongoing collaboration with a range of tertiary institutions, including Melbourne University and Monash University.



DuluxGroup employs more than 130 scientists and technologists across its businesses and is one of Australia's largest employers of industrial chemists. DuluxGroup currently employs a steady intake of graduates in science, engineering and information technology as part of its three-year graduate program. In addition to its formal graduate program, DuluxGroup has long-standing collaborations to support university students through industry projects, placements, guest lectures and scholarships.



In 2024, DuluxGroup opened the new Te Ngutuihe laboratory at its Dulux Paints & Coatings facility in Wellington, New Zealand, where Dulux has been manufacturing since 1939. The \$4.5M AUD facility was inaugurated with a traditional blessing by the local Te Ati Awa tribe, who gifted the facility's name 'Te Ngutuihe,' meaning 'the beak of the bird' in Māori.

The Dulux Chemistry Prize

Each year Dulux funds a monetary scholarship awarded to the best third year chemistry student at the University of Melbourne to help support them in their post-graduate studies. In 2024 the prize was awarded to Master of Science (Chemistry) student William Smith, who is working on the synthesis and analysis of chiral and fluorescent metal-organic frameworks for enantioselective sensing of small chiral molecules.



University of Melbourne 2024 Dulux Chemistry Prize winner William Smith (right) with Dulux Polymer Research and Analytical Team Leader Dr Tim Davey. Dulux has sponsored the award since 1987, to foster academic excellence in chemistry.

Witnessing world's leading architecture first-hand

The Dulux Study Tour, in partnership with the Australian Institute of Architects, fosters the next generation of architectural talent. Founded in 2008, the annual tour offers a once-in-a-lifetime opportunity for five emerging practitioners to participate in a ten-day international expedition across three countries, immersing themselves in world-leading architectural practices and cultures. The Tour includes exclusive visits to acclaimed studios, innovative projects and landmark buildings, with winners also playing a role in shaping the itinerary.

This year's winners were chosen from a very competitive field of applicants to participate in the 16th Australian Institute of Architects' Dulux Study Tour, with the ten day study tour taking them to Tokyo, Berlin and Madrid.



The 2024 Dulux Study Tour saw (L-R) Simona Falvo, Mike Sneyd, Flynn Carr, Jamileh Jahangiri and Emma Chrisp embark on a 10-day journey through Tokyo, Berlin and Madrid.

Dulux Colour Awards

Celebrating architectural and design excellence

The annual Dulux Colour Awards celebrate design excellence and the most innovative, refined and transformative use of colour in our built environment. Now in their 38th year, these highly coveted awards attracted more than 80 entries from across Australia & New Zealand in 2024. Congratulations to Lachlan Seegers Architect as the Dulux Colour Awards 2024 Australian Grand Prix winner. The practice was recognised as best-in-class in Australia for its design of Alexandria House in Alexandria, NSW. Lachlan Seegers Architect also won in the Residential Interior category for Alexandria House.



Architect Lachlan Seegers (left), winner of the Dulux Colour Awards 2024 Australian Grand Prix award for 'Alexandria House' with DuluxGroup Chairman and CEO Patrick Houlihan.

Recognising our valued partners

DuluxGroup and its businesses partner with thousands of suppliers throughout our supply chain, and approximately sixty per cent of expenditure on raw materials is with local Australian suppliers, with all of DuluxGroup's packaging locally sourced. Each year, we celebrate the very best of our valued supply chain partners at the Annual **DuluxGroup Supplier of the Year Awards**. Now in their 33rd year, the awards are highly regarded. This year's overall winner was Tronox, which supplies essential materials to Dulux.

(L-R) DuluxGroup Chairman and CEO Patrick Houlihan with Tronox's Steve Forrest, Irene Buhrfeindt and Richard Wodhams, alongside DuluxGroup Head of Procurement Ian Griffith and Dulux Chief Operating Officer Patrick Jones.



imagine
a better place

DuluxGroup 