

# Build for Living

TOWARDS **2025**  
Brickworks Sustainability Strategy



**BRICKWORKS**  
LIMITED

# Contents

Sustainability at Brickworks .....	01
Building resilient, safe and sustainable cities .....	03
Meeting the sustainability challenge .....	05
Our commitments .....	08
Responsible business .....	11
Environment: sustainable manufacturing .....	13
Our people and community .....	15

## Sustainability at Brickworks

Brickworks is one of the world's leading manufacturers of quality building products. Our purpose has sustainability at our core – to create beautiful products that last forever.

As one of the most diverse building products manufacturers, Brickworks employs over 2,100 people across Australia and North America. We manufacture products from bricks to precast concrete panels, pavers and roof tiles. Brickworks offers a full suite of high quality building products.

The built environment is the fabric of our cities and our lives and Brickworks' products form part of this ever-changing fabric. Our products are integrated into thousands of homes, apartments, commercial buildings, landscapes and infrastructure projects built each year.

Brickworks' sustainability strategy, "Build for Living: Towards 2025", recognises the substantial environmental and social impacts of the built environment, and the role our products play in creating sustainable developments. We understand our responsibilities, and the impact and influence we have on the environment, our customers, employees, communities, and shareholders.

Our sustainability strategy focuses on the opportunity to make buildings and cities safe, resilient and sustainable. Design that incorporates sustainability brings greater energy and resource efficiency over the operational lifetime of a building. Our strategy is to manufacture products in a sustainable way, with strong governance and a culture of care for our community.





# Building resilient, safe and sustainable cities

The built environment forms the fabric of our cities and our lives, and contributes to substantial environmental and social impacts.

Cities around the world are adapting to be more resilient.

In an unpredictable world, those living in cities must be creative and adapt in order to withstand the shocks and stresses that this century is predicted to bring. Brickworks' building products support the core planning principles of resilience:

- ▶ **Adapt:** Reduce our exposure to future shocks and stresses.
- ▶ **Survive:** Withstand shocks with durability and bounce back better than before.
- ▶ **Thrive:** Improve quality of life.
- ▶ **Embed:** Combine resilience thinking into design thinking.

Our bricks and concrete products are manufactured to provide resilience. They are durable, fire-proof, contain thermal mass for energy efficient design, excellent acoustic properties and no indoor air emissions (VOCs); and our clay bricks hold a 100-year guarantee.

These attributes of our products help our cities contribute to goals such as the United Nations' Sustainable Development Goal 11: "Make cities and human settlements inclusive, safe, resilient and sustainable".

## 10 reasons why bricks are better

- |  |   |   |  |  |
|--|---|---|--|--|
| <p><b>1</b><br/>Bricks last forever</p>  | <p><b>2</b><br/>Bricks can be reused or recycled</p>  | <p><b>3</b><br/>Bricks are maintenance free, they don't fade, rot or rust</p> | <p><b>4</b><br/>Bricks are fireproof, unlike glass &amp; fibre cement that shatter and fail</p>                              | <p><b>5</b><br/>Bricks are known for their outstanding durability and colourfastness for life</p>  |
| <p><b>6</b><br/>Bricks are a thermal battery keeping your home cooler in summer and warmer in winter</p> | <p><b>7</b><br/>Brick homes are more energy efficient than those constructed with lightweight materials</p> | <p><b>8</b><br/>Bricks have excellent sound reducing qualities</p>            | <p><b>9</b><br/>Bricks are the natural healthy choice as they breathe and allow moisture to escape. Bricks emit no VOC's</p> | <p><b>10</b><br/>Only Austral Bricks are guaranteed for 100 years</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;"> <p><b>100 Year</b><br/>PRODUCT WARRANTY</p> </div> |

Lindsay Partridge AM  
Managing Director



# Meeting the sustainability challenge

## Build for Living: Towards 2025, Brickworks Sustainability Strategy

During financial year 2019, Brickworks engaged with internal and external stakeholders, to understand what issues matter the most to them. We have launched a new sustainability strategy, “Build for Living: Towards 2025” to help us deliver a positive impact for our stakeholders.

Our strategy sets a clear pathway from FY19, with measurable commitments, to ensure we continue to have a positive environmental and social impact, with strong governance and a culture of care for our community.

At the heart of our strategy is our sustainability framework, with three pillars: Responsible Business, Environment and Our People and Community. Within these pillars, we focus on three core objectives, where we know we can deliver positive outcomes for our stakeholders:

- ▶ Responsible Business: Leading Building Design - Safe, Resilient, Sustainable
- ▶ Environment: Sustainable Manufacturing
- ▶ Our People and Community: Diversity and Strong Culture of Care for Community

Under these objectives, we are committed to delivering on 15 targets by 2025 with the baseline year of FY19 except where otherwise noted. The commitments made in “Build for Living: Towards 2025” follow on from the great work that our team has achieved since we launched our first “Build for Living” strategy in 2012.

Our early strategic focus was on the areas of “Make, Move, Use and Reuse”. By following the principles of our 2012 sustainability strategy, we have achieved sustainable building products and design.

We are proud of our leading industry research and innovation, that has resulted in many industry awards, strong case studies and increased sustainable manufacturing. These efforts will be continued and enhanced through our “Build for Living: Towards 2025” sustainability strategy, which extends Brickworks’ ongoing commitment to our employees and the community.

I would like to record my thanks to my team and the Brickworks Board for their involvement in the development of our sustainability strategy, “Build for Living: Towards 2025”.

LINDSAY PARTRIDGE AM  
Managing Director

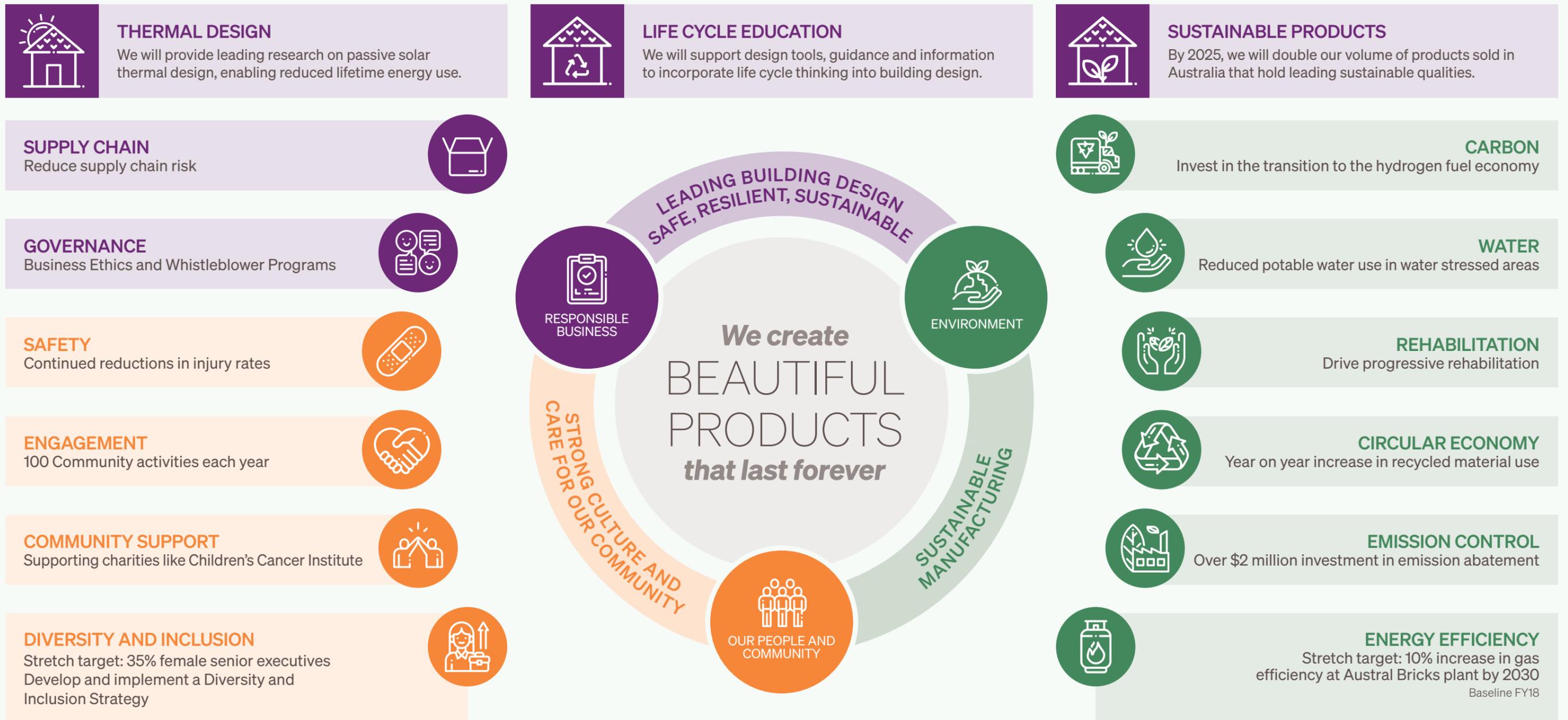
# Our commitments

# TOWARDS 2025

## Brickworks Sustainability Strategy

Brickworks is one of the world's leading manufacturers of quality building products. Our purpose has sustainability at our core – to create beautiful products that last forever.

The built environment is the fabric of our cities and our lives and Brickworks' products form part of this ever-changing fabric. Our sustainability strategy focuses on the opportunity to make buildings and cities safe, resilient and sustainable. It demonstrates our approach to sustainable manufacturing, incorporating sustainability into buildings to create greater efficiency during their operation. We do this with strong governance and a culture of care for our community.





# Responsible business

## Leading Building Design – Safe, Resilient, Sustainable

We will drive innovation in sustainable buildings with our three key 2025 targets:

### Thermal design

We will provide research on passive solar thermal design, enabling reduced lifetime energy use.

### Life cycle education

We will support design tools, guidance and information to incorporate life cycle thinking into building design.

### Sustainable products

By 2025, we will double our volume of products sold in Australia that hold leading sustainable qualities.

The built environment has substantial environmental and social impacts. Sustainable building design offers greater energy and resource efficiency over the operational lifetime of a building. Building product companies have an important role to facilitate innovation through providing durable and naturally sustainable products.

Brickworks is proud of its innovative product accomplishments. We were the first Company in Australia to provide Climate Active Certified Carbon Neutral Bricks to national and international markets. Our research and innovation has led the way to realising the thermal benefits of bricks, in partnership with the University of Newcastle.





# Environment: sustainable manufacturing

## Energy and Carbon

Greenhouse gas emissions from our Australian operations are on a downward trend. In 2019, our emissions were 27% lower than our baseline in 2006, reflecting a step change in our manufacturing efficiencies.

From its very earliest days, Brickworks Building Products has committed to investing in the latest manufacturing technologies to contain costs and improve productivity and product quality. Today, that same commitment is applied to lowering the carbon intensity of our operations and building a sustainable future. We are doing this by implementing energy efficiency opportunities and exploring the use of hydrogen fuel in our kilns.

### Energy efficiency

Stretch Target: 10% increase in gas efficiency at Austral Bricks plant by 2030.

Baseline FY18

### Carbon

Invest in the transition to the hydrogen fuel economy.

Brickworks is aligning its greenhouse gas reduction strategy with the recognised standard of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, including risk management disclosures, metrics and targets. Through this process, we are exploring long term carbon management strategies and working to include our North American business into long term targets. These future goals are underpinned by our overarching target to achieve a 10% improvement in gas efficiency for the Austral Bricks business by 2030, based on 2018 levels.



# Our people and community

## Strong Culture and Care for our Community

### Community support and engagement

Brickworks is committed to making a valued contribution to our industry and communities and we target to undertake 100 events per year that relate to maintaining community relationships.

We will provide ongoing support to our long-standing charity partner, the Children's Cancer Institute and other organisations that align with our strategy and purpose.

#### Community support

Supporting charities like Children's Cancer Institute.

#### Engagement

100 Community activities each year.

### Diversity and Inclusion

We will drive an inclusive culture where all employees are valued for their contributions, diverse backgrounds, experience and perspectives with our key 2025 targets in this area:

#### Diversity

Stretch target: 35% female senior executives.

#### Diversity and inclusion

Develop and implement a Diversity and Inclusion Strategy.

Brickworks recognises the benefits associated with diverse teams. International research suggests diverse teams, and gender diversity at a leadership level, are associated with greater innovative capacity for an organisation.

Brickworks has an established Diversity Council, led by the Managing Director, with a core function to drive our Diversity and Inclusion Strategy, and focus on mentoring and professional development programs. Our Diversity and Equal Employment Opportunity Policies guide our recruitment process.

Building on our success to improve gender diversity in the executive team, our stretch target (27% to 35% by 2025) aligns with leading companies and global initiatives.

We will develop and present a new Diversity and Inclusion Strategy and detailed implementation plan to the Board by July 2021. It will set a baseline and long-term targets for all aspects of Diversity & Inclusion to meet the future needs of the business. By accepting and valuing the differences that our people bring to our business and community, everyone will thrive in the workplace.

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