



G. JAMES

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S T A T E M E N T



Progress with Purpose

G.James is proud to be a fully Australian, privately owned, and operated group of companies with over 105 years of industry involvement. Our rich history has been one of great enterprise, diversification, and vision.

Sustained and considered growth over several decades has seen the business expand from a single glass factory in Fortitude Valley (Brisbane, QLD) to having over 2000 employees operating from 30 locations nationally.

My vision for the G.James Group is to be a financially sustainable, family-owned business that provides an industry-leading experience to our customers with the timely supply, delivery, and installation of quality products and services. We value continuous improvement and knowledge to drive the growth of our people and business.

For this vision to be realised and maintained, we recognise the need to address global challenges such as climate change, waste reduction and resource management, while attaching great significance to the fulfillment of our social responsibilities and governance standards.

As an industry leader, we acknowledge our role in conducting business within a circular economy focusing on the principles of reusing, recycling, and resource efficiency to ensure a more sustainable future for all.

We are unwavering in our social responsibility to bring economic value and employment opportunities to the communities we serve. Finally, we commit to a high standard of corporate governance by advocating a culture of integrity, accountability and diversity.

I am pleased to provide the G.James Environmental, Social, Governance (ESG) statement to outline our 'Progress with Purpose' approach to our business.

Going forward, we will continue to explore and develop our position as a sustainable company as we actively seek ways to improve and associate with strategies that align with our ESG goals and aspirations.

Lewis

Lewis Saragossi
MANAGING DIRECTOR &
CHAIRMAN OF THE BOARD



Introduction

Group of Companies

All references to “G.James” refer to the following entities which form the G.James Group of Companies. In preparing this statement, each entity has been duly consulted for information and comment.

- G.James Pty Ltd: ABN 25 009 696 404
- G.James Australia Pty Ltd: ABN 47 010 823 542
- G.James Engineering Services Pty Ltd: ABN 91 057 404 485
- G.James Extrusion Co Pty Ltd: ABN 95 010 828 234
- G.James Glass & Aluminium Pty Ltd: ABN 23 010 828 369
- G.James Glass & Aluminium (Qld) Pty Ltd: ABN 53 010 828 056
- G.James Remelt Pty Ltd: ABN 38 056 371 076
- G.James Safety Glass Pty Ltd: ABN 86 001 230 039
- G.James Safety Glass (Qld) Pty Ltd: ABN 55 010 828 065
- Cheras Industries Pty Ltd: ABN 45 009 674 677
- Contract Glass & Aluminium Pty Ltd: ABN 51 010 828 047

Disclaimer

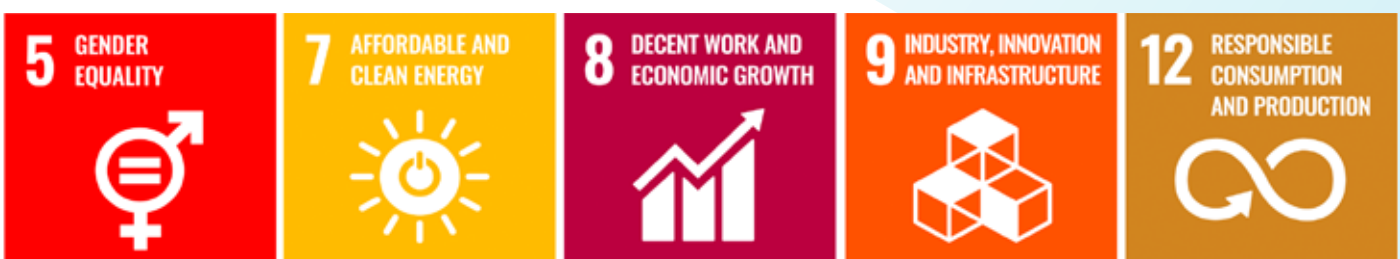
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G.James has been careful and diligent to ensure the accuracy of all the information within this statement but to the extent of the law, G.James accepts no responsibility for any inaccuracies and reserves the right to add, alter, or delete any information contained in this statement.

UN Sustainable Development Goals (SDG)

As a responsible member of the Australian business community, G.James has identified five SDG’s that align with our purpose, vision, and operational ethos.

These are :



Objectives



G. James is committed to minimising our environmental impact by implementing a range of considered practices and policies.

Our Objectives

1. To enhance the energy efficiency of our manufacturing processes while utilizing innovative technologies to reduce energy consumption and greenhouse gas emissions.
2. To optimise resources by utilising recycled materials and reducing waste throughout our production processes.
3. To prioritise the longevity and durability of our products as we promote a circular economy and reduce public consumption.
4. To advocate the responsible sourcing of materials, partnering with suppliers who share our commitment to ethical and sustainable practices.
5. To progress our standing as a reputable corporate citizen who values the qualities of integrity, fairness, and equal opportunity.

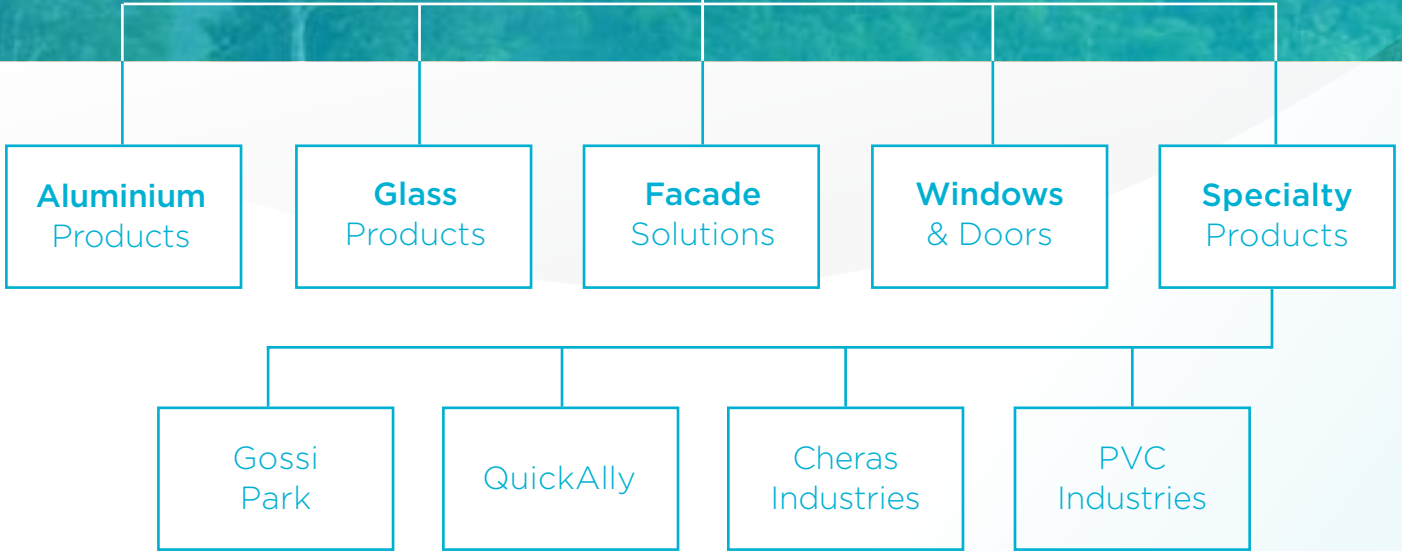
OUR PROGRESS WITH PURPOSE policy represents our commitment to integrating sustainable practices into our operations, working towards a more environmentally friendly, socially responsible, and economically viable future.

Through the adoption of measured strategies and engagement of our directors, employees, and suppliers, we will contribute to the wellbeing of our planet and communities while achieving long-term success as a responsible and sustainable Group of Companies.

“ Through these objectives, we aim to meet and, where possible, exceed industry standards, setting a precedent for responsible business practice in the glass and aluminium sector while also contributing to a more environmentally friendly and socially aware future. “



G.JAMES GROUP



Environmental

Reduce - Streamline our production processes and encourage a culture of preservation to minimise wastage and promote resource efficiency.

Recycle - Collection of discarded raw materials with the objective of renewing and re-purposing thereby contributing conservation of energy and resources.

Review - Continuously revise our sustainability goals, work methods, and purchasing practices to improve our environmental performance and response to the changing environmental landscape.



Social

Safety - Place the highest priority on the implementation safe workplace practices while promoting a culture of awareness and responsibility among all staff members.

Respect - Foster a harmonious and inclusive atmosphere by treating individuals with consideration, empathy, and courtesy.

Community - Strive to actively engage with our community through the support of programs that contribute to its well-being, growth, and development..



Governance

Accountability - Be responsible with our decisions and actions, ensuring our stakeholders are held answerable for their roles and obligations.

Policy - Pursue a set of guidelines, rules, and principles that direct our decision-making and actions, fostering consistency and alignment with our corporate objectives

Regulation - Adopt the establishment and enforcement of specific rules and standards to ensure compliance, fairness, and ethical conduct.

Environmental



G. James is committed to supporting sustainable practices and environmental stewardship within the glass and aluminium industry. Where possible, we invest in state-of-the-art technologies and equipment to minimise waste generation and optimise our output. Emphasising the actions of Reduce, Recycle and Review, we will continuously strive to improve our production methods and raw material consumption to reduce our overall environmental impact and preserve our natural resources for future generations.



Achievements & Product Offerings

Aluminium Products Division (Brisbane)

- Customers can nominate RenewAl™ (low carbon emission, ie. $4tCO_2/tAl$) or EcoAL8 (lower carbon emission, ie. $8tCO_2/tAl$) billet in preference to standard billet. EcoAL8 billet is produced using hydro, solar, or wind generated power.
- Commissioning two 'next-generation' extrusion presses that require 26% less power.
- All aluminium waste and off-cuts are recycled in either of two ways:
 1. In-house at the G. James remelt facility to produce GreenCast ingot or,
 2. Externally via 3rd party (European-based recyclers) who recast into usable billet using a mix of natural gas and renewable energy sources.
- Offers the supply of extrusions for use in the fabrication of thermally improved aluminium windows and door products.
- Ageing ovens and aluminium remelt furnaces have been upgraded to operate on less energy.
- Limited water recycling within the Anodising plant.





Environmental

Glass Products Division

(Brisbane, Sydney & Melbourne)

- Large-scale investment in automated, high-efficiency manufacturing centres to reduce our total carbon footprint (Melbourne completed 2023).
- Systematic electrification of our production facilities.
- Recycled water used in glass electrification processing equipment. All water-to-waste is treated and filtered prior to discharge.
- Polyvinyl Butyral (PVB) interlayer (used in laminated glass) is collected and returned to supplier for recycling.
- Glass cullet (broken glass) is collected and returned to Oceania for use in the production of float glass.
- The use of reusable transport frames and recyclable packaging materials (paper and cardboard).
- Supplying only lead and heavy metal-free glass products.

Window & Doors and Facade Solutions Divisions (National)

- Delivery pallets and baskets are reused.
- Aluminium off-cuts and saw swarf are collected and sent to the G.James remelt facility.
- Factory roof panels replaced with light panels to allow more natural daylight and reduce the reliance on electric lighting.
- Recycling of cardboard, paper, and soft plastics.
- Integration of tablets in the factory environment to reduce paper usage.

Speciality Products Division

(Brisbane)

- Gossi Park: End-of-life collection (for recycling) service for Gossi products available to councils upon request.
- Cheras Industries: GreenCast ingot (produced from 100% recycled aluminium waste) is used in the casting process of all Cheras products.
- PVC Industries: Approx. 90% of PVC compound scrap is returned to the original material supplier for recycling into usable pellets. These pellets are cycled back to us for conversion into flyscreen spline and other selected profiles.



General / Other:

(National)

- High-efficiency, LED lighting installed throughout all factories/distribution centres.
- Digitisation of manufacturing processes to reduce paper usage.
- A program of preventative maintenance has been implemented company-wide to extend the service life of machinery.



Environmental

Let the numbers tell our story

Note: All numbers quoted in this section are as of 15th September 2023. These figures will vary depending on the level of business activity within the Group.

- Solar Installations

G.James Location	Unit Size kWp	Power Generated (kWh Per Annum)	Carbon Reduction (Tonnes Per Annum)
Adelaide - Edinburgh	80	121,560	70
Sydney - Smithfield	956	1,322,920	849
Brisbane - Narangba	650	800,000	600
Total		2,244,480	1519

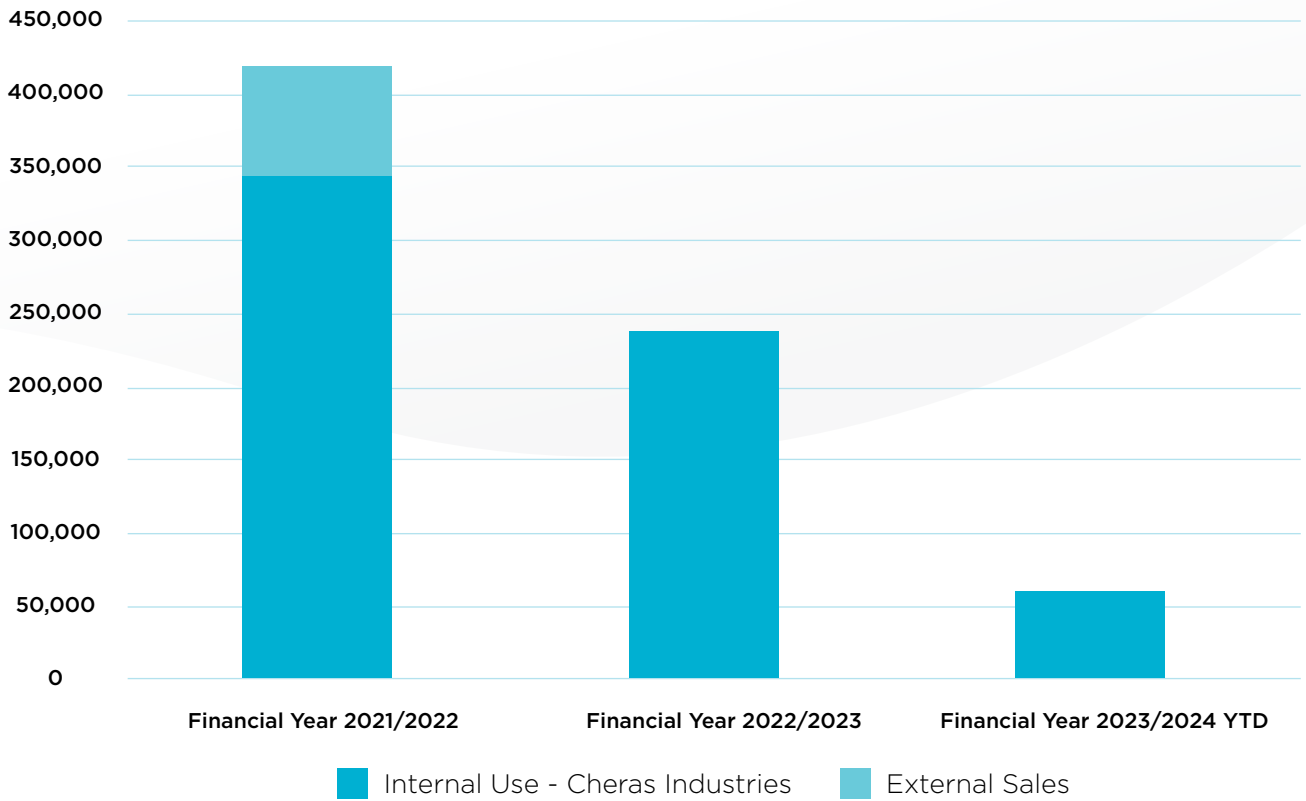
- LED Lights Replacement Project: To date a total of 1,114 mercury vapor lights have been exchanged with LED Lights across our Brisbane sites, resulting in 80% less energy consumption per annum and a carbon reduction of 1,496 tonnes per annum.
- Sydney and Melbourne sites running on LED lights.
- Hot water systems in Smithfield (NSW) site converted to ECOGENICA 215L heat pumps (8 units) for a carbon **reduction of ≈20 tonnes** per annum.

Usage Reduction – Trial Programs in Progress

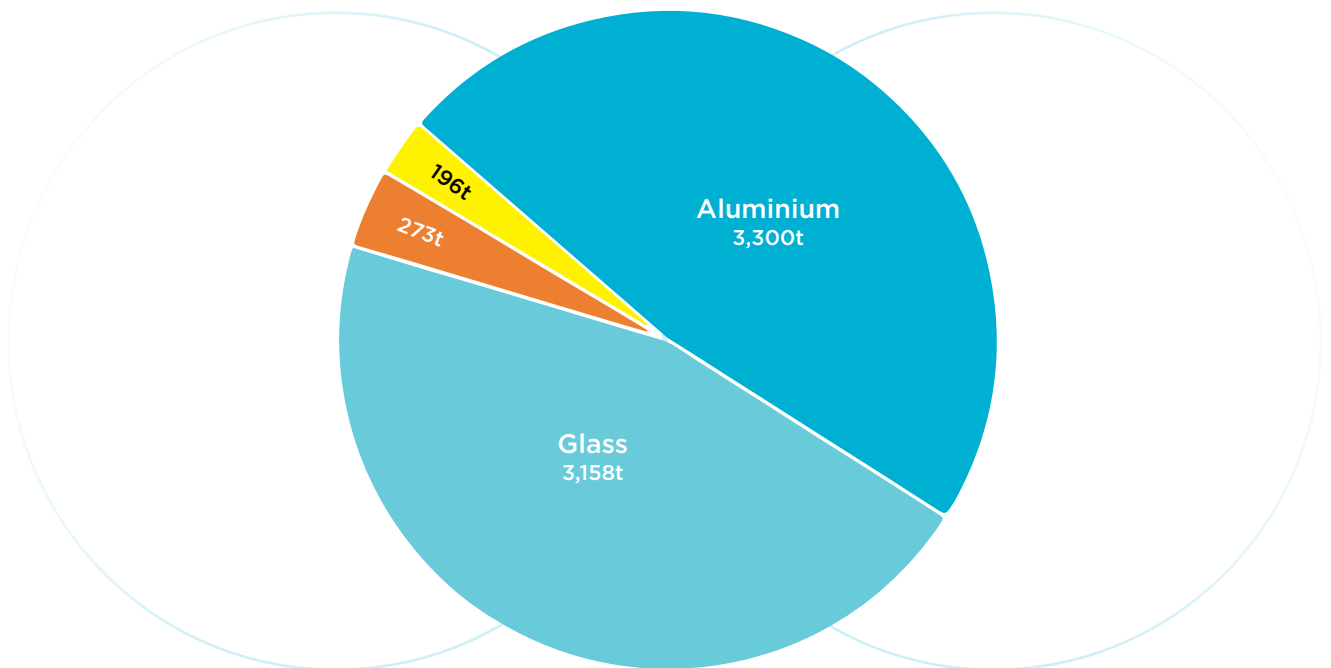
(undertaken by Aluminium Products Division)

- **Trial 1 Goal** - 25% reduction in plastic usage by lowering the centrefold packing film thickness from 40um to 35um. Trial successful, now trialing 30um for a further 25% reduction.
- **Trial 2 Goal** - 25% reduction on Blue SWS Sheet by moving to 30um thickness. Trial in progress.
- **Trial 3 Goal** - 11% reduction in plastic usage for lowering the bundle plastic wrap gauge from 45um to 40um. Trial in progress.

G.James In-house Recycling to Ingot Volume



Recycling our Waste Streams via External Parties



- Aluminium (3,300 tonne)
- Glass (3,158 tonne)
- Cardboard & Paper (273 tonne)
- Timber (196 tonne)
- Other (not shown above)
- PVC (9,800 kg)
- Stainless Steel Mesh (4,000 kg)
- Plastics (200 kg)



Environmental

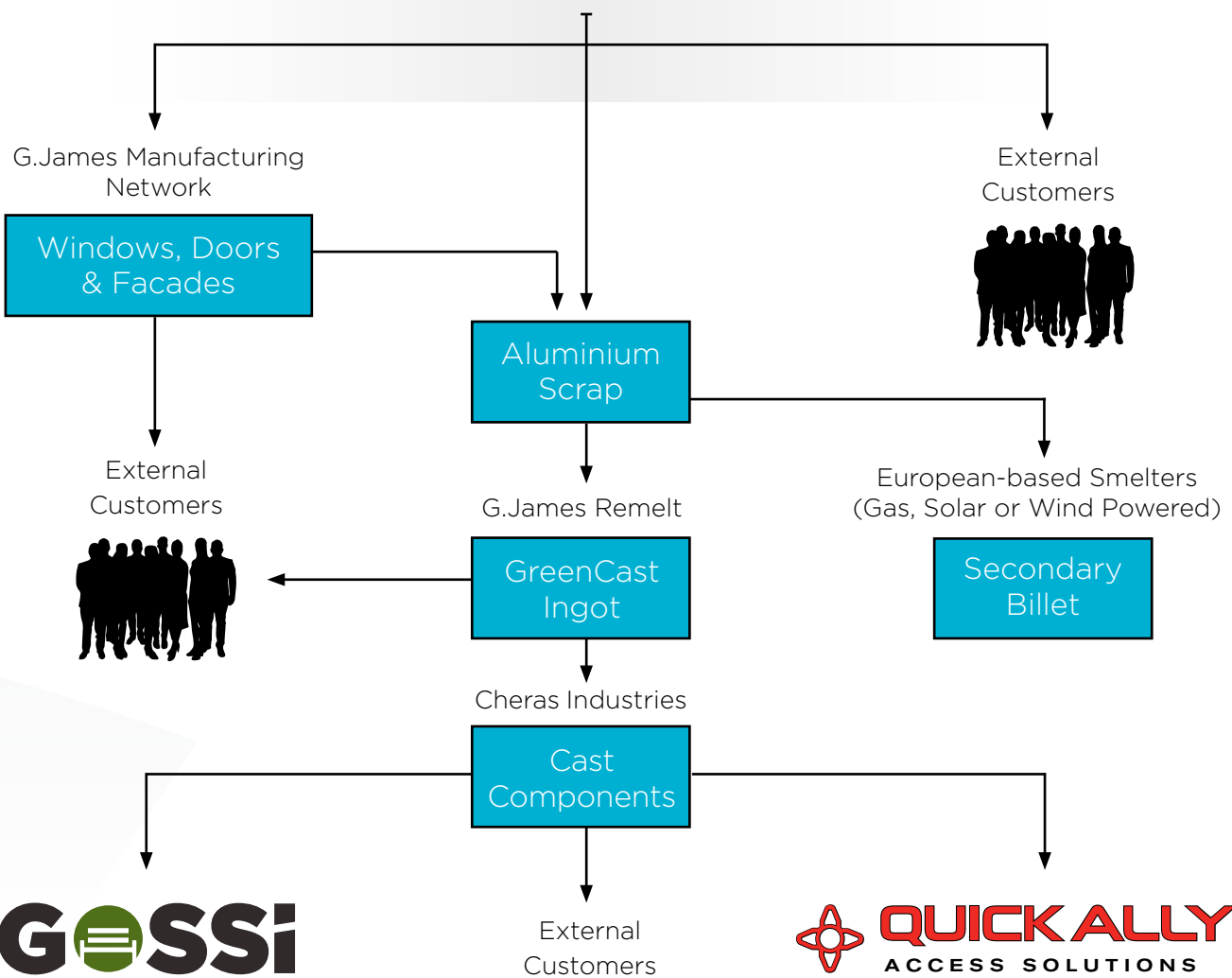
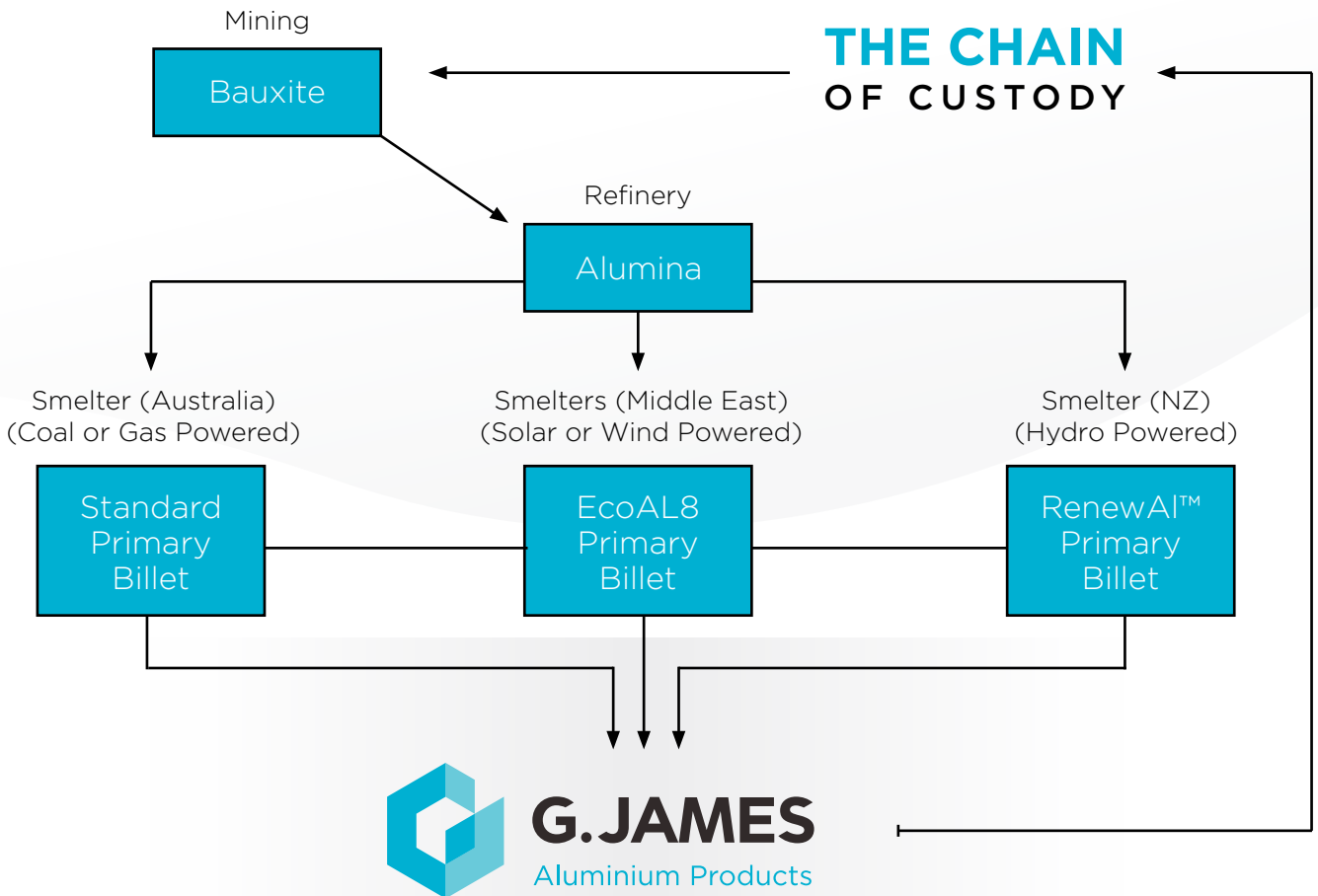
“It’s surely our responsibility to do everything within our power to create a planet that provides a home not just for us, but for all life on Earth.”

Sir David Attenborough

Biologist & Broadcaster



THE CHAIN OF CUSTODY



Social



In today's interconnected and constantly evolving world, companies are recognising that success is not defined solely by financial performance.

Increasingly, corporate success is also being determined by our impact on society – our employees, the communities we serve and the broader fabric that sustains us.

This recognition lies at the heart of the 'Social' component within the G. James Environmental, Social and Governance (ESG) framework.

A more human-centric approach

For G. James, the 'Social' aspect of the ESG trilogy embraces a more human-centric approach; creating workplaces where safety, diversity and inclusion are first and foremost, where every employee's well-being is a priority. We also understand our role in supporting local economies, fostering community goodwill, and championing ethical supply chains.

These values are not simply aspirations; they are integral to our identity and prominent role within the glass and aluminium sector.

As an employer, the G. James Group offers an impressive scope of employment opportunities from entry-level vocational positions to executive roles.

The extensive employment and development pathways (e.g., upskilling, re-skilling, and cross-skilling) we provide allow us to grow and mentor both new and existing talent. Leveraging and retaining exceptional talent within our business is a core priority for G. James, a fact evidenced by our industry-leading average employment tenure of over 13 years.





Social

Achievements & Actions

(As a Group)

- An overarching commitment to ensuring a safe workplace.
- Introduction of the G.James 'Values in Action' program.
- Daily, weekly and/or monthly 'Toolbox Talks' conducted with team members to engage, inform, and reinforce.
- Support of various community organisations, charities and selected projects.
- Sponsorship of various sporting clubs/events (employee requested).
- Long term sponsor of Reading Radio 1296AM (since 1989).
- Actively involved in the drafting of Australian and ISO Standards (Glass Products Division).
- Founding member of the Australian Glass & Windows Association (AGWA) and provide a number of representatives for the association's various committees. This association directs compliance and the drafting of industry codes, standards, and regulations.
- Strong proponent of locally sourced products where possible, and, where unavailable, diligently audit offshore suppliers for alignment with the G.James Modern Slavery Transparency Statement (see Appendix 1) and Ethical Sourcing Policy (see Appendix 2).
- Regular engagement with, and recognition of our team members through company-sponsored BBQ's or lunch buy-ins to celebrate safety milestones, branch achievements, and other days as decided. Similarly, RUOK Day is acknowledged company wide.





Social

G.James introduced our Values In Action (VIA) Program in 2023 to foster improved and on-going engagement with our employees. The program focused on six pillars, namely:

- Safety • Integrity • Our People • Product Excellence
- Customer Focus • Investment

These form the foundation of our business and employee's values. An explanation of and set initiatives for each pillar was delivered at three-week intervals in a group format, followed by an open discussion to encourage employee comment.



G.James Values In Action Program

Our VIA Program will continue to be an important part of the G.James Social framework as it effectively reinforces our values, progresses the development of all our team members and gathers feedback for progress and improvement.





Social

G. James Values In Action

Safety

Think & Act

Ensure the safety of our people.

Integrity

Honest & Reliable

Maintain our reputation for fairness, honesty, and reliability by delivering on our commitments and responsibilities.

Our People

Care & Grow

Continue to develop a skilled workforce in a positive and supportive environment.

Product Excellence

Quality & Value

Offer a comprehensive range of compliant products manufactured to the highest standard by leveraging our knowledge & experience.

Customer Focus

Trust & Experience

Value our customers by being a full-service solutions provider supported by a tradition of strong business relationships.

Investment

Adapt & Improve

Strive for continuous improvement to maintain a sustainable and dynamic business underpinned by our internal supply chain advantage.



Social

Employee Safety

G.James prioritise the health and safety of our workforce above all else. We maintain rigorous safety protocols and provide continuous information and training to ensure a conducive working environment that safeguards the physical and mental well-being of every employee.

Safety consultation is a collaborative process between G.James managers and team members. Employee involvement in the decision-making process is encouraged through regular communication, information sharing, and the welcomed expression of views and raising of issues.

Safety Engagements

G.James has implemented the following safety engagement methods for the purposes of identification, communication, education, and governance.

We work collaboratively with our workers, health and safety representatives, supervisors, and leaders in our shared responsibilities to ensure our team members can attend work each day, perform their work and return home safely.

Identification Methods

- Annual safety audits (in-person inspection, documentation, and/or competency testing).
- Branch/division reporting (documentation, site investigation, and in-person interviews as required).

Communication Methods

- Safety alerts, newsletters, and branch safety noticeboards (posters and email).
- Daily/weekly prestart meetings and Toolbox talks (in-person).
- Values In Action Program (in-person, posters, employee pocket card, and dedicated intranet portal).

Education & Information Methods

- Safety inductions (in-person).
- Training and assessment in safe work practices (instruction manual and in-person).
- Dedicated Well-being and R U OK? portals (G.James Intranet).

Governance Methods

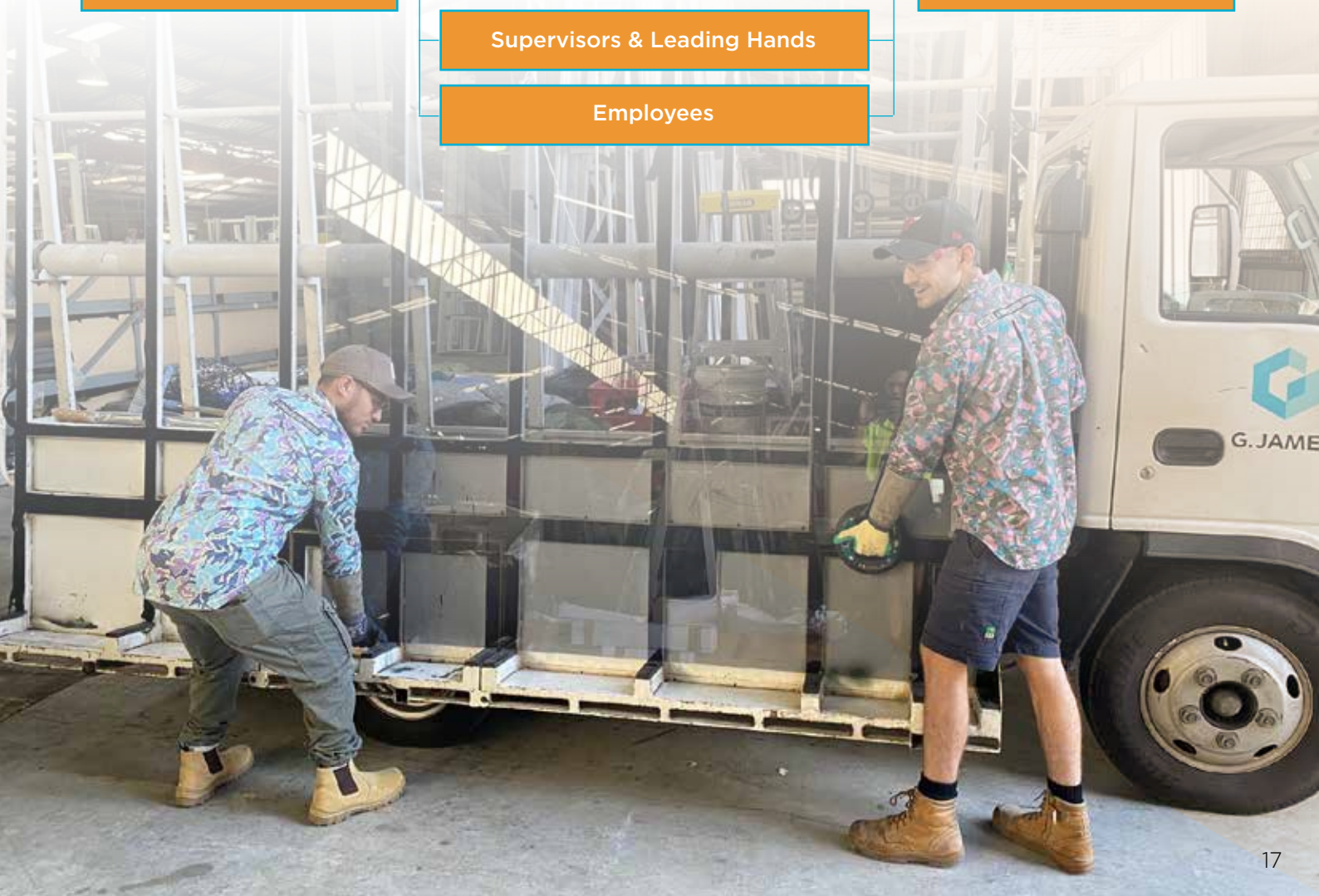
- Workplace health and safety committee at each branch/division (via in-person and documentation).
- Measured investigation into identified hazards, near misses and injuries to assess and direct corrective and preventative actions (documentation, consultation and in-person interviews as required).
- Compliance with various State work, health, and safety laws (consultation and implementation).





Social

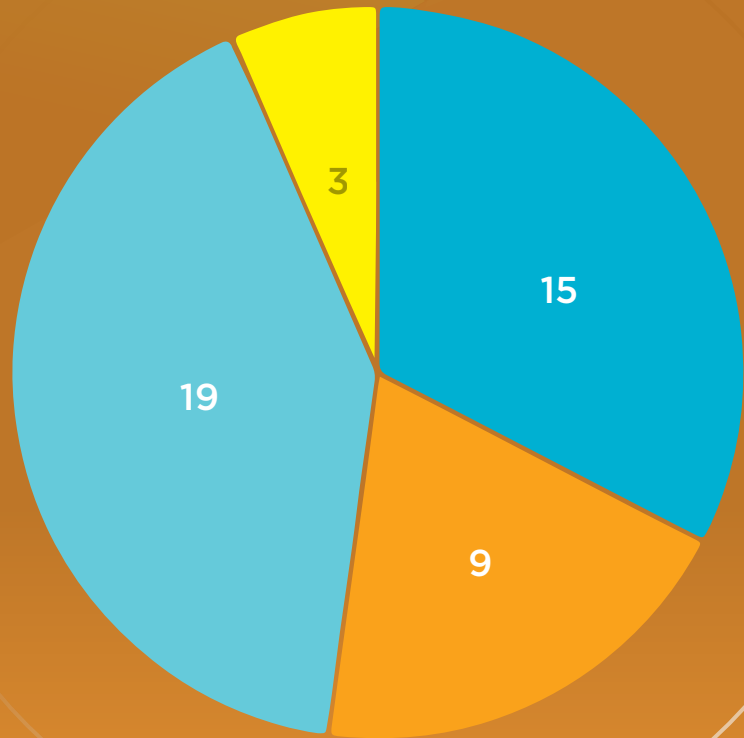
G. James Safety Reporting Structure





Social

Apprenticeships (Yr. 2023)



G.James is about providing opportunity and fostering a skilled workforce from within, and apprenticeships are one way this is achieved.

We believe apprentices are an important avenue for the passing on of valuable knowledge while also bridging the gap between theory and practice.

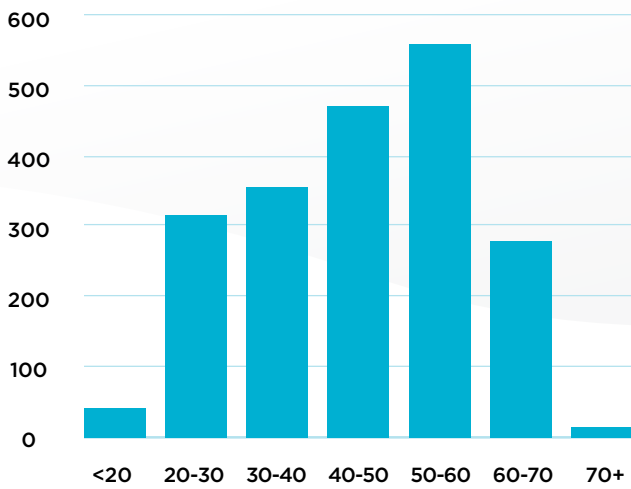
Over recent years, the quality of our apprentices have been recognised by numerous industry awards at both state and national levels.

Employee Demographics

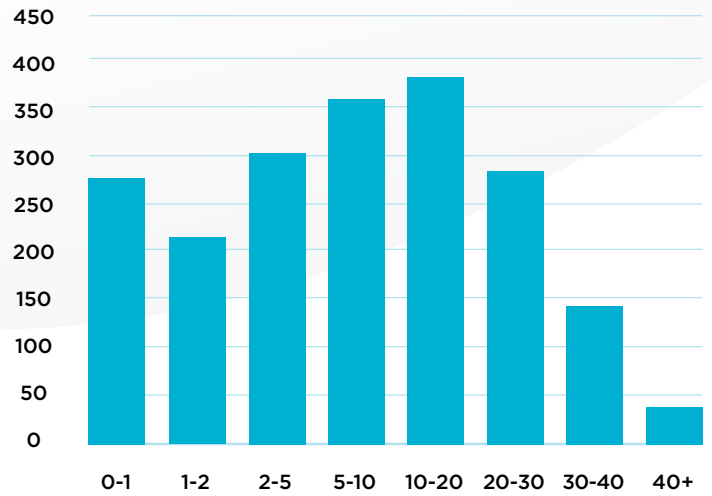
Understanding our employee demographics helps us recognise the diversity within the G.James workforce, enabling tailored strategies to promote inclusivity, equal opportunities, and a thriving workplace where every employee feels valued and empowered.

Analysing such data ensures we have the most appropriate mix of youth and experience, while also guiding our future resource planning.

Employees by Age & Years of Service

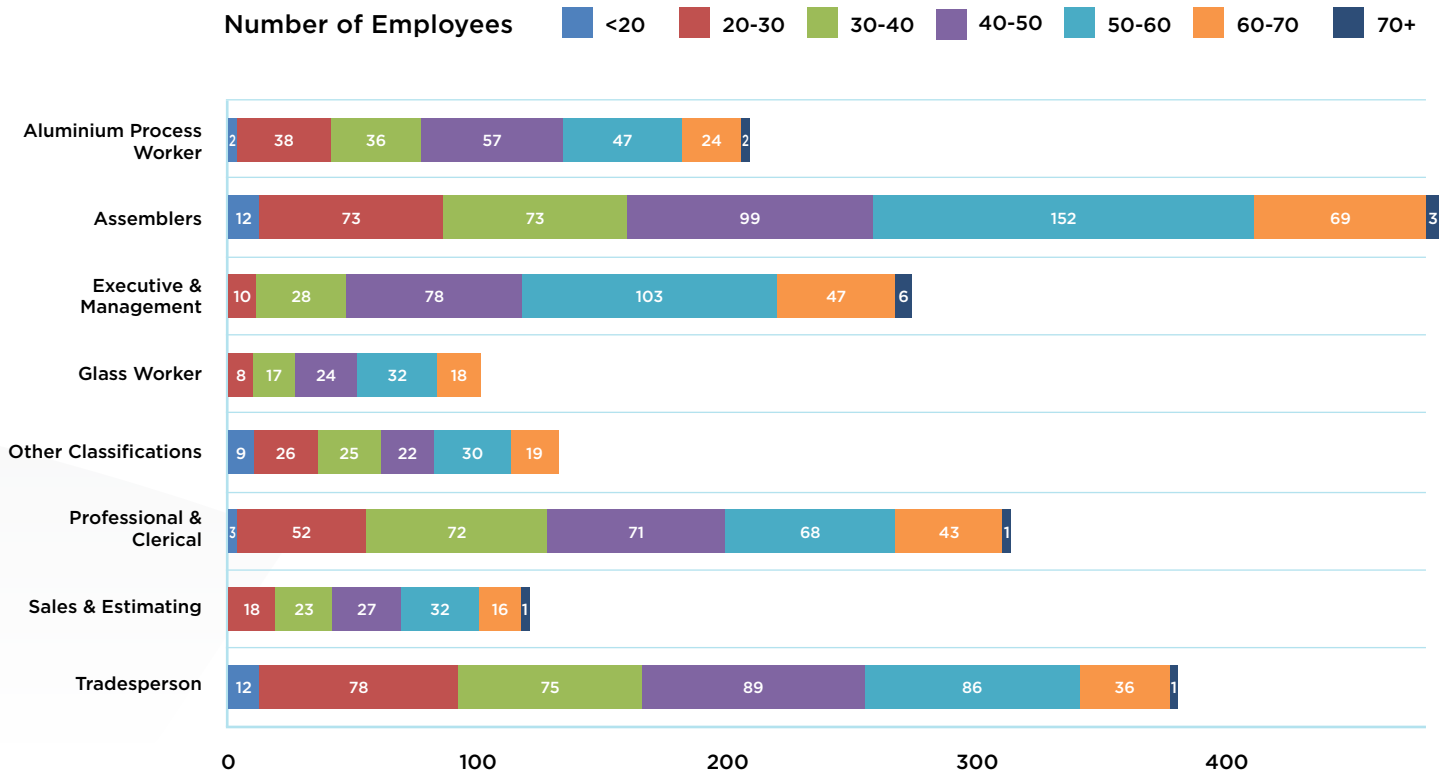


Employees by Age



Employees by Years of Service

Employees by Job Classification & Age





Social

Respect

Respect is at the core of our corporate culture and our ESG commitment. We hold the belief that every individual deserves to be treated with dignity and fairness, regardless of their background or role within or outside our company.

Within our company, we foster a level of respect that values diversity and promotes inclusivity. We recognise that our employees are our most valuable asset, and are committed to providing a safe, equitable and empowering workplace.

This entails ensuring equal opportunities for growth and development, fair compensation, and a harassment-free environment.

G.James actively seeks to listen to and understand the unique perspectives and needs of our workforce, promoting open communication and mutual respect.

Beyond our corporate walls, respect extends to our interactions with suppliers, customers, and the broader communities we touch.

Ethical Sourcing

At G.James, we consider ethical sourcing as a fundamental constant in our business. We recognize that the origins of our raw materials and supply chain practices have an impact not only on our operations but on society and the environment as well.

We are steadfast in our approach to sourcing materials and conducting business in an ethical and responsible manner.

This undertaking encompasses regular reviews of our suppliers, emphasizing adherence to stringent standards regarding labour conditions, environmental sustainability, and human rights. We collaborate closely with our supply chain partners to ensure they share our ethical values and uphold these principles.

By prioritising ethical sourcing, we mitigate environmental risks, promote fair labour practices, and undermine the activities of corruption and mistreatment.

G.James' commitment to ethical sourcing is unwavering, and we continually strive to make responsible choices that resonate with our values, benefiting not only our business but also the broader global community.



Social

Community Engagement

We firmly believe that our success is intertwined with the communities in which we operate. By sourcing materials and services locally, collaborating with local businesses and employing locally, we foster economic growth and positivity at the grassroots level. Outside of Australia's capital and major metropolitan cities, G.James operates within, and services twelve (12) regional cities and towns as we understand that thriving local economies are the backbone of viable, thriving societies.

Through continual engagement, investment, and opportunity, G.James will continue to advance and maintain strong community relationships while helping to drive sustainable social value and growth within our supporting communities.

By incorporating the four principles outlined in this section of our ESG statement, we are acknowledging the impact our actions have on our employees, their families, and the communities they call home.

We accept our adherence to these principles as they contribute to G.James' reputation, positive change, and long-term sustainability. Finally, we are resolute in our mantra of Think Safe, Act Safe and that driving a culture of safety is everyone's responsibility.





Governance

We uphold that good governance is not just a regulatory requirement; it is the ethical compass that frames our decision making, defines our corporate philosophy and underpins our ESG commitment. Indeed, the G.James value of Integrity instills a culture of accountability, adherence to policy & regulation and responsible leadership.

Board of Directors

Our board of directors plays a pivotal role in ensuring the G.James Group operates ethically and with integrity. They oversee our ESG initiatives, offer guidance and provide direction for driving positive change within the company.

G.James maintains a balanced board with a mix of skills, backgrounds, and experiences within the framework of a family-owned business. Currently the board comprises Chairman of the Board (third generation family), two family executive directors (fourth generation) and nine executive directors and one non-executive director. The involvement of family conveys a deep-seated commitment to the company's history, core values and sustainability. Their continued involvement reinforces the company's identity and sense of purpose and, when required, ensures a seamless transition of leadership.

Ethical Conduct and Corporate Culture

We have a stringent code of ethics and conduct that guides the behaviour of our employees and board members.

Our commitment to ethics goes beyond mere compliance with laws and regulations – it importantly reflects our core values.

G.James promotes a culture where integrity, honesty, and respect for all is non-negotiable. We encourage open and honest communication, empowering employees to speak up about safety, ethical and personal concerns without fear of judgement. Within a business framework, ethical conduct extends to our interactions with customers, suppliers, and the broader community, ensuring we maintain the highest ethical standards throughout our operations.

Quality Management System

The following companies operate a Quality Management System which complies with the requirements of ISO9001:

- **G.James Glass & Aluminium Pty Ltd.** Certificate No. QEC2153, Sites: 1007 Kingsford Smith Dr Eagle Farm QLD; 303 Fison Ave East Eagle Farm QLD; and 876 Kingsford Smith Dr Eagle Farm QLD.
- **G.James Extrusion Co Pty Ltd.** Certificate No: QEC0079, Site: 1082 Kingsford Smith Dr, Eagle Farm QLD.
- **G.James Safety Glass Pty Ltd.** Certificate No: QEC7280, Sites: Old Gympie Rd Narangba QLD & Shed 23, 2 Schneider Rd, Eagle Farm QLD.





Governance

Risk Management and Compliance

Effective risk management is critical to our long-term success. We have extensive risk management processes in place to identify, assess and mitigate risks across our group of companies. These include environmental, social, and governance risks, as well as financial and operational risks.

G.James is intent on complying with all applicable laws and regulations in each of the jurisdictions we conduct business. We continuously monitor changes in regulatory landscapes and industry standards to establish practices and policies that remain in alignment with evolving governance requirements.

Industry Memberships

G.James is currently a financial member of the following industry bodies:



Policy Statements

G.James has established and implemented the following policies:

- Alcohol & Drug
- Chain of Responsibility
- Company Vehicle Use
- Cybersecurity
- Environmental
- Ethical Sourcing
- External Supplier Provider
- Health & Safety
- Joint Modern Slavery Statement
- Mobile Phone Use
- NHVAS
- Procurement
- Quality
- Travel
- Workplace Rehabilitation
- Workplace Surveillance

For G.James, governance serves as the cornerstone upon which responsible and accountable business practices are built. The significance of strong and enforced governance in ESG strategies becomes increasingly clear. It not only safeguards against risks and unethical behaviour but also permeates trust among our customers, employees, and suppliers. We acknowledge that effective governance is not only a moral imperative but a strategic necessity for businesses wanting to thrive and contribute positively to society.



G.James Group of Companies 2023