



**Working towards a  
more sustainable  
future.**

Winc's Social Agenda  
July 2023 Progress Update



## Introduction from Peter Kelly.

In September this year it will be two years since we first created and published the goals and targets that make up our Winc Social Agenda. In this, our third published progress report, we document the real and meaningful progress we have made against all six priority areas and 16 targets as at 30 June 2023.

I'm very pleased to report that we have already met or exceeded eight of our 16 annual targets and are on track or working hard against the remaining eight before the end of 2023.

We continue to reduce our impact on the environment by implementing more efficient and more sustainable ways of working. This is serving to drive down carbon emissions (both Scope 1 and Scope 2) while reducing waste and increasing diversion from landfill to be recycled. We also continue to drive more value creation for our stakeholders in the areas of First Nations economic and social empowerment, safety and gender equality.

Transparency and accountability lie at the heart of our commitment to social responsibility. This report serves to publicly document our commitments, programs and performance as we work to build a more sustainable future.

Thank you to the large cross-functional team who has worked hard over the last two years to make this progress possible. I look forward to updating you on our performance again in February 2024.

Peter Kelly  
CEO, Winc Australia Pty Ltd

## About this progress update.

Winc's Social Agenda was first developed in September 2021. We aligned our priorities and commitments with the UN Sustainable Development Goals (SDGs) and we are committed to reporting our progress on a bi-annual basis. Our 2023 targets seek to accelerate our progress in the areas of carbon emission reductions, the minimisation of waste, the introduction of more sustainable packaging and the economic and social empowerment of First Nations Peoples.

This is our third progress report and outlines the progress that has been made up until the end of June 2023.

If you have any questions or comments about Winc's Social Agenda, please email us at [csr@winc.com.au](mailto:csr@winc.com.au).

## Six areas where Winc can make a difference.

	Pillar		Our Commitment
01	<b>Safe Work Practices</b>		Be proactive to keep our people safe ensuring they go home unharmed, every day
02	<b>First Nations Peoples Support &amp; Empowerment</b>		Take action to address the imbalance in opportunity for First Nations Peoples
03	<b>Climate Change</b>		Reduce carbon emissions from Winc's business activities
04	<b>Responsible Packaging / Management of Waste</b>		Improve the sustainability of our Own Brand packaging Improve Winc's recycling rates and reduce waste to landfill Make deliveries of our 45,000 Winc boxes every working day more efficient in the amount of cardboard used Facilitate the move away from single use plastic products
05	<b>Gender Equality</b>		Ensure inclusiveness and equality is expected and valued at Winc
06	<b>Ethical Sourcing</b>		Trade ethically and take action to protect human rights in the supply chain

# Safe Work Practices.

Be proactive to keep our people safe ensuring they go home unharmed, every day.

At Winc, our people’s physical safety and mental health are our top priorities. Establishing safe work practices where everyone goes home unharmed starts with an uncompromising, organisation-wide commitment to safety and wellbeing.

## Total Recordable Injury Frequency Rate (TRIFR)

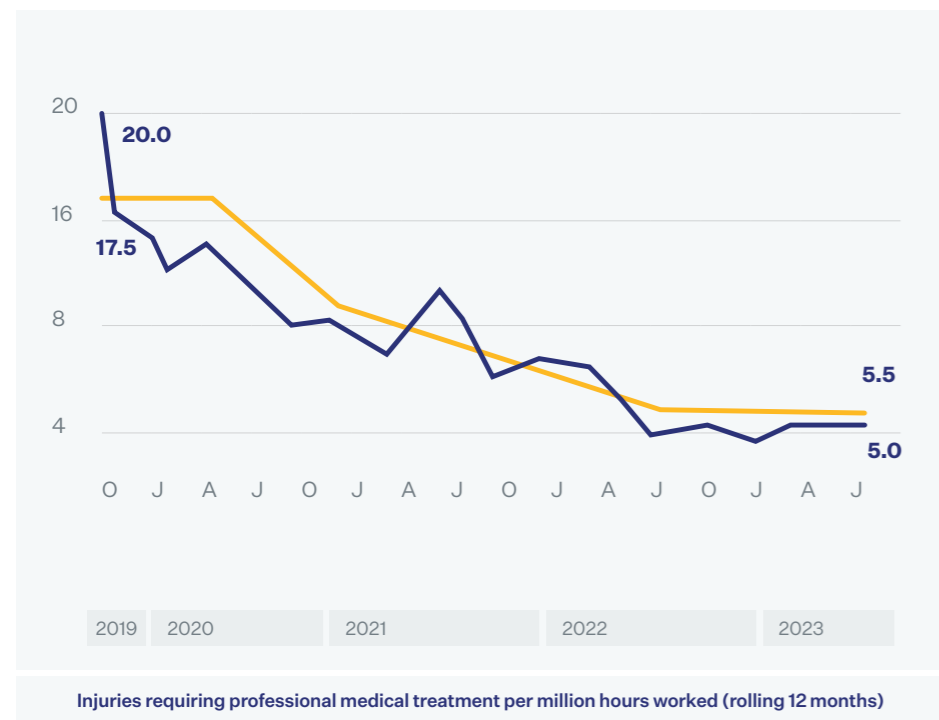
### Target 1 2023

Our target for 2023 is a Total Recordable Injury Frequency Rate (TRIFR) of 5.0 or less. This is a 17% reduction in our target versus 2022.

\*TRIFR: Injuries requiring professional medical treatment per million hours worked (rolling 12-month calculation)

### Progress to Date

As of June 2023, we have achieved our TRIFR target of 5.0, which puts Winc in best practice territory for our industry peer group. This is a reduction from 20 in October 2019. We remain vigilant in our focus on safety ensuring the Winc team is well supported with training, that they are clear on our Lifesaving Rules and that feedback and reporting mechanisms are in place to maintain open lines of communication and corrective action to address hazards.



Our TRIFR target for 2023 is **5.0 or less**.

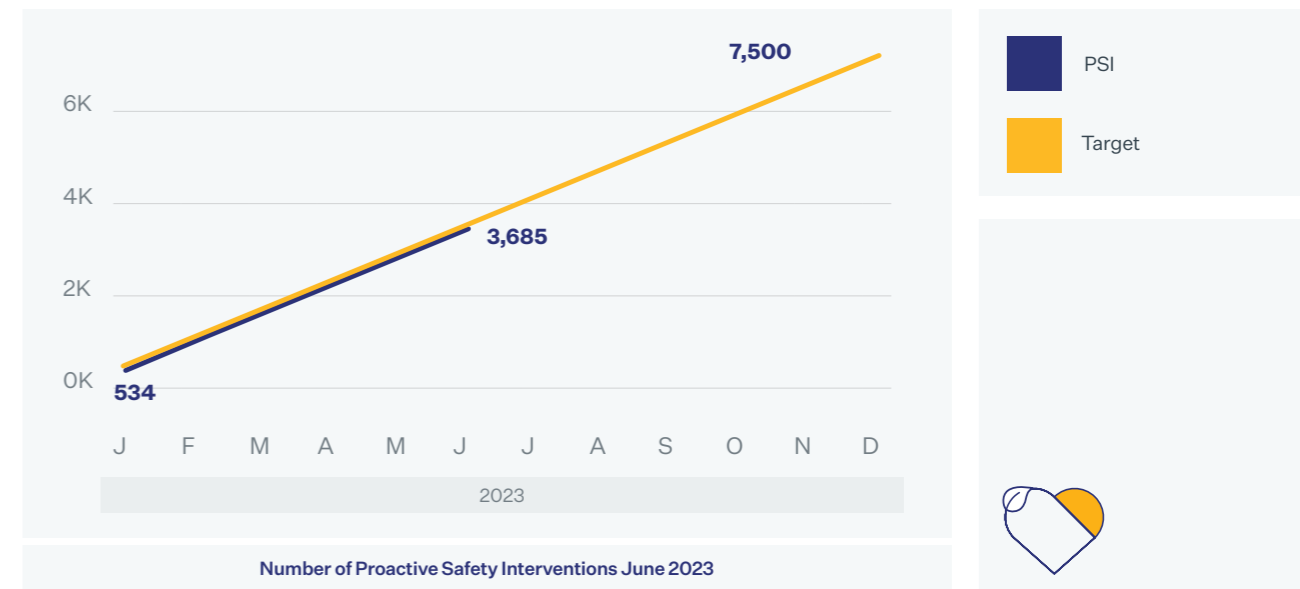
## Proactive Safety Interactions (PSIs)

### Target 2 2023

Deliver at least 7,500 high quality Proactive Safety Interactions to embed a strong safety culture at Winc. This covers activities that build awareness and skills to reduce the risk of injury such as toolbox talks, safety committee meetings and safety walks.

### Progress to Date

On track. As of June 2023, 3,685 Proactive Safety Interactions have been conducted year to date at Winc. This is a good sign that our Winc Team remain vigilant and are working together to embed our strong safety culture.



**2,510** hours of safety and wellbeing training hours already delivered as of June 2023.



According to Winc’s latest employee engagement survey, **85% of team members** believe Winc’s commitment to employee wellbeing is real and genuine.

Safety and Wellbeing Training Hours

Target 3 2023

Deliver at least 4,500 hours of safety and wellbeing training hours in the calendar year. This will include Mental Health Mastery for all Winc people leaders.

Progress to Date

In 2023 year to date there have been 2,510 safety and wellbeing training hours delivered, equipping both leaders and their

people with the skills and knowledge they need to ensure everyone at Winc goes home safely.

As of June 2023, 34 Winc leaders have undertaken Mental Health Mastery Training. This is in addition to the 192 Winc people leaders already trained in Mental Health Mastery across 2021 and 2022. This has equipped these leaders with the skills to recognise and support team members experiencing mental health issues and to create and promote psychological safety at Winc.



Other proactive steps Winc has progressed to improve our safety culture:

1. 139 random and for cause Drug & Alcohol tests have been conducted across our sites year to date with a zero-tolerance approach. This is in addition to pre-employment testing conducted for all new warehouse operations team members and casuals.
2. The development and implementation of a new National Manual Handling Equipment (MHE) Framework which has been rolled out to all Winc sites with 14 MHE operators trained as Authorised MHE Trainers.
3. Free flu vaccinations offered onsite in five locations during the month of March with vaccination vouchers offered to all other employees. In all 335 free flu vaccinations were facilitated.
4. During our biannual employee engagement surveys, we test the impact of our efforts. Our people consistently rate Safety and Psychological Safety as being key drivers of positive engagement for them at Winc.

New National Manual Handling Equipment Framework

We know that Manual Handling Equipment (MHE) is one of the most high-risk activities carried out in our Distribution Centres. At the beginning of the year, we developed a new National MHE Framework to standardise our approach to MHE training. This new framework consists of an induction and Verification of Competency for each type of MHE used, as well as yearly refreshers and post incident re-assessments, including a wellbeing check. All MHE training participants receive standardised training guides and logbooks to record training hours.

In support of the new framework, 14 MHE operators from across our distribution network have participated in external training to become Authorised MHE Trainers. This group meets quarterly to discuss their progress, ensuring a consistent approach to MHE training at Winc.

Health & Safety Committees

At Winc, our site-based Health & Safety Committees are focused on increasing communication and awareness of safe behaviours while also improving capability to increase near miss and hazard reporting. Both actions lead to fewer injuries. Pictured here is our Queensland Health & Safety Committee. They have recently introduced a Look Up Site Safety Program where once a month each committee member goes out on the floor and “owns a zone”. They check for wrapping and stability of pallets. This includes office areas (nothing on top of cupboards or shelving that can fall from height). By looking up to check for potentially unsafe items including pallets, hazards are identified and the risk of goods falling from height is reduced.



Meet some of our MHE Trainers



Chirag Patel  
Victoria Distribution Centre

Chirag started at Winc in 2017 as a casual forklift operator and now works as a Team Manager looking after both Receiving and Replenishment. Here’s what Chirag has to say about our new National MHE Framework:

“Throughout my career at Winc, I’ve been involved in training new machine operators and this new standardised approach to training is helping to improve the induction process, ensuring all new starters are competent when working in high-risk areas.”



Moh Jaamil  
Western Australia Distribution Centre

Moh has been at Winc for 25 years and is part of our Outbound Team. He enjoys line operator picking and forklift work throughout the day. Here’s what Moh has to say about his experience of being an MHE Trainer:

“It’s great to be part of something that will benefit the safety aspects of MHE. The training is informative and covers the key points of warehousing, which even with my experience, I found beneficial as a refresher.”



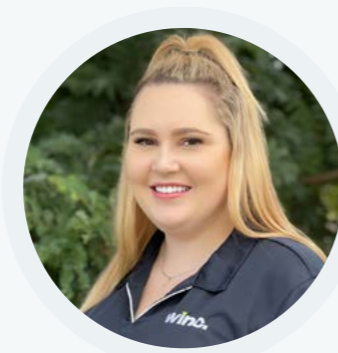
### Meet Lyndall Archer

Warehouse Officer, Lyndall Archer, is an active member of our NSW Distribution Centre Health & Safety Committee. While on the watch out for hazards, Lyndall noticed sub-optimal plastic pallet wrapping in some areas of the warehouse. Lyndall worked her way through the Distribution Centre to remove the sub-optimal wrapping and replace it with pallet collars.

A pallet collar is made from wooden boards designed to hold or cup pallets made of mixed loads or where pallet wrapping alone is deemed not sufficient to ensure containment. Using more pallet collars in the NSW Distribution Centre has removed the hazard of unwanted plastic making it safer for pickers to retrieve goods at height.

While Winc has a lifesaving rule that keeps people well clear of areas when goods are being moved in and out of a location, pallet collars also help reduce the risk of goods falling from height.

The use of pallet collars is increasing across the Winc distribution network with more to come. In the second half of 2023 we expect to have a further 3,280 in use across our sites.



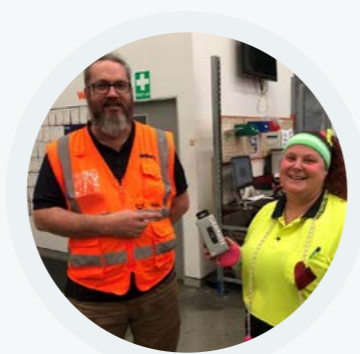
Meet Lorinda Belmonte,  
Mental Health First Aider

### Mental Health First Aiders

Winc's Mental Health First Aid Course is delivered by Fleur Heazlewood from the Blueberry Institute and focuses on providing knowledge and strategies to improve the confidence and skills to offer help to someone showing the signs and symptoms of a developing mental health problem or a mental health crisis. This includes connecting people needing assistance to existing workplace support and external professional help. When participants successfully complete the training, they become qualified mental health first aiders and are awarded a formal Mental Health First Aid qualification.

Lorinda Belmonte, Senior Account Manager based in our Northern Territory office, is one of our 36 accredited Mental Health First Aiders at Winc.

“Far too often we see signs and symptoms of declining mental health, but many of us are unsure how to approach the situation or what to say. Becoming a trained Mental Health First Aider has given me the confidence to start a conversation. Being able to provide assistance to a colleague who may be in a vulnerable state means I have the opportunity to make a difference to someone else when they need it most.”



### Heart Week

Our Queensland team marked Heart Week with a heart healthy breakfast, Heart Foundation materials, exercises and fancy dress. Suzanne Elliott took out first prize and was rewarded with a fitness tracker.

02

## First Nations Peoples Support and Empowerment.

Take action to address the imbalance in opportunity for First Nations Peoples.

Winc is committed to the First Nations reconciliation effort in Australia and believes that the economic advancement of First Nations Peoples is critical to creating positive social change and equality for First Nations communities. We look to achieve this by becoming an employer of choice for First Nations Peoples, supporting the growth and development of First Nations businesses, and making investments in First Nations mental health, employment and education activities.

### Economic Success of Mandura

#### Target 1 2023

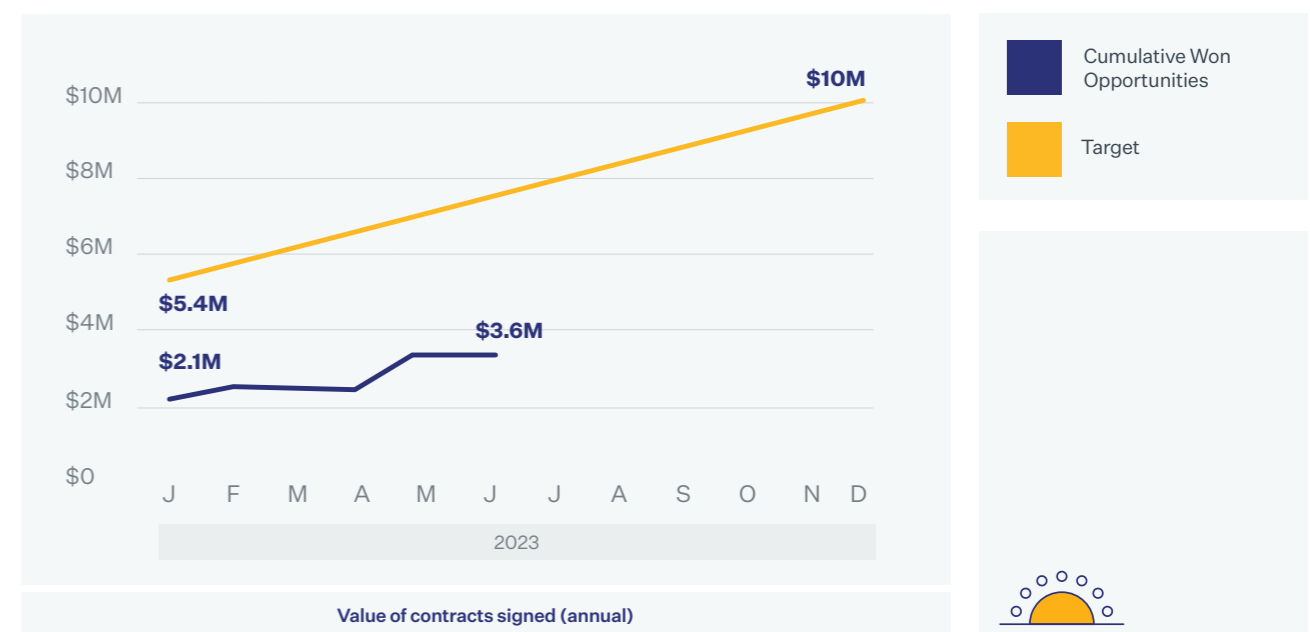
Build the economic success of Mandura, a First Nations majority owned workplace supplies company, by winning customers contracts totalling at least \$10 million by the end of 2023.

Mandura, which translates as 'trading place' in the Jaithmathang Nation language, commenced trading in late September 2021. As a separate, self-determining organisation, Mandura is led by Jaithmathang Senior Elder Roderick McLeod (Chairman) and Scott Allen. Scott Allen is a descendant from

the Awabakai Worimi Nations and a non-executive board member of the NSW Indigenous Chamber of Commerce. Mandura is a Supply Nation certified joint venture with Winc.

#### Progress to date

Mandura has formally signed contracts to the value of \$3.6M and continues to experience week on week revenue growth as new customers onboard. Mandura has a strong pipeline of prospective accounts to close out in 2023 and is confident of a strong year despite the tough economic conditions forecast.





Mandura continues to grow supported by an impressive list of trading customers. In 2023, Mandura won its biggest customer yet, CSR, who joined Western Sydney Airport and Clayton Utz in the Mandura Founding Customer Program. Other important customers won by Mandura in the first half of 2023 include DXC Technology, Australian Ethical and Roberts Co.

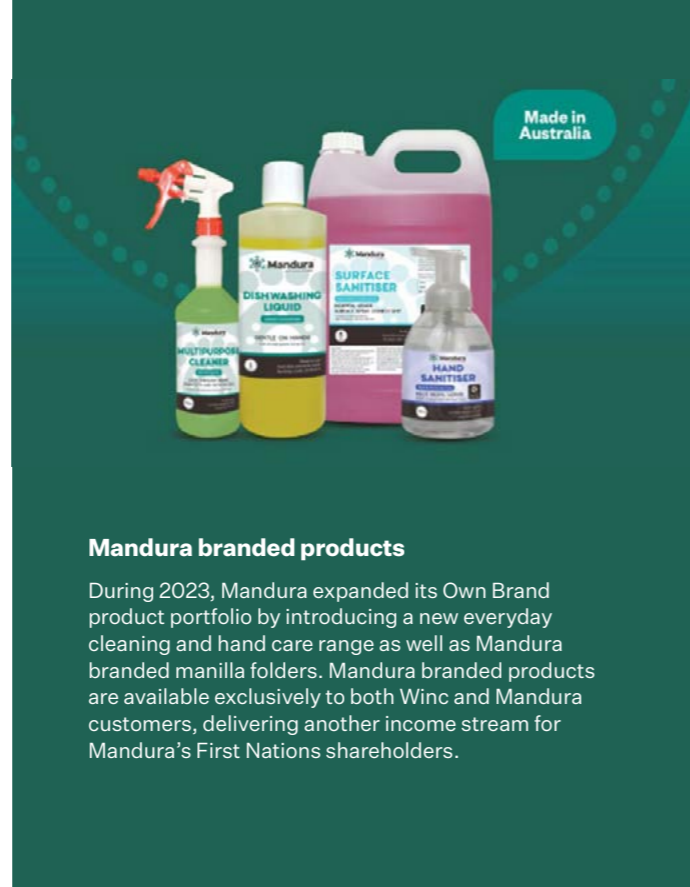
By partnering with Mandura, organisations have an opportunity to become part of the evolution of a genuinely different and innovative workplace supplies company. The Mandura Founding Customer Program was established to recognise organisations committed to First Nations reconciliation and partnering with Mandura to achieve meaningful change. There are only a handful of places on the Mandura Founding Customer Program.

Here's what Scott Allen, Mandura CEO, had to say about CSR joining the Mandura Founding Customer Program.

“CSR is all about building a better future. One way the business is achieving this is through their commitment to direct 5% of all indirect spending to social enterprises including First Nations businesses by 2030. Already CSR is investing \$1 million a year with First Nations enterprises. We're delighted to welcome CSR as our latest Mandura Founding Customer and look forward to working together for future generations.”



Mandura notebooks at CSR's Sydney offices.



### Mandura branded products

During 2023, Mandura expanded its Own Brand product portfolio by introducing a new everyday cleaning and hand care range as well as Mandura branded manilla folders. Mandura branded products are available exclusively to both Winc and Mandura customers, delivering another income stream for Mandura's First Nations shareholders.

### About Mandura's everyday cleaning and hand care range

From the washroom, to the kitchen, to the office and the laundry, Mandura's everyday cleaning essentials cover almost every cleaning need. All 16 high-performance products are sustainably produced in Australia on Awabakal country (NSW Central Coast). Rainwater is stored and used for machine testing and chemical production, and 377 solar panels help power the production facility.



Here's Scott Allen and David Penfold, Mandura's CFO meeting Sue Saunders from Sirron Holdings.

## 02

### Pauline E. McLeod Foundation

#### Target 2 2023

Deliver tangible support and change for young First Nations Australians by donating 20% of profits from Mandura to the Pauline E. McLeod Foundation. The donation target for 2023 is \$170,000.

#### Progress to Date

As of June 2023, \$35,000 has been directly donated to the Pauline E. McLeod Foundation while Mandura works towards building its business and contracting new customers. The total amount donated to the Pauline E. McLeod Foundation since September 2021 is \$67,000.



#### Meet Daniel McDougall

Daniel McDougall is the very first psychology scholarship recipient funded by the Pauline E. McLeod Foundation. During this reporting period, we provided our second year of scholarship funding for Daniel with the support of Avery Products. In the time we have supported Daniel's scholarship, he has successfully completed his undergraduate degree at Swinburne University. Daniel is now undertaking his Honours in Psychological Sciences. In addition, Daniel has recently taken up a new position as Associate Lecturer – Aboriginal and Torres Strait Islander Specialisation at the University of Canberra.

Daniel has a young family but manages to juggle his studies and university commitments with the support of his partner and this scholarship. Without this support it would take him twice as long to achieve registration.





### About the Westerman Jilya Institute

Dr Tracy Westerman launched the Westerman Jilya Institute for Indigenous Mental Health in October 2019 to address the significant gap between the needs of Aboriginal & Torres Strait Islander communities and access to clinical and culturally skilled psychologists.

This innovative program provides eligible psychology students with scholarships to help with study, living and transport costs, affording vital financial assistance at any stage of their undergraduate or postgraduate degree.

By eliminating the very real financial barrier for Aboriginal & Torres Strait Islander students to study, Dr Westerman's scholarship program aims to facilitate the training of more psychologists skilled in Indigenous-specific mental health, suicide prevention and intervention programs, ultimately taking their experience back to the most disadvantaged, high-risk communities to facilitate real change.

The Pauline E. McLeod Foundation is proud to support the Westerman Jilya Institute for Indigenous Mental Health.

### Mandura's historic first profit donation

In April 2023, Mandura reached a very important milestone by making its first profit donation to the Pauline E. McLeod Foundation. This milestone is significant because despite the tough economic conditions, Mandura was able to make a profit in its first full year of operation. The Pauline E. McLeod Foundation Board, chaired by Roderick McLeod, agreed that these well-earned funds would be channelled through to the Clontarf Foundation. These funds were used by Clontarf to cover the costs associated with two boys attending the Dunheved Academy, based at the Dunheved Campus of Chifley College (Mt Druitt, NSW). In addition, a range of back to school supplies were donated to the same academy to ensure a smooth start to the new school year.



### Winc Workplace Giving

In March 2023, Daniel McDougall was our special guest at a Winc Learning Lab where he shared first-hand about the positive impact that partnerships, like the one between the Pauline E McLeod Foundation and the Westerman Jilya Institute, are having on First Nations Mental Health. Over 700 Winc team members have viewed the session.

The Winc Workplace Giving Program encourages employees to make one-off or ongoing pre-tax donations with the goal to 'sponsor another Daniel'. As at the end of June 2023, more than half the money has been raised.

We are pleased to report that based on what has been raised to date, along with anticipated donations in quarter 3 2023, the Pauline E. McLeod Foundation is on track to be supporting two additional psychology students by the end of 2023.

### Furniture donations

In March 2023, Winc delivered an in-kind donation of much needed furniture to Mandura on behalf of the Pauline E. McLeod Foundation worth \$11,362. These items were used to fit out a number of meeting rooms and workstations in Mandura's new Brookvale offices.



### About The Clontarf Foundation

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young First Nations men, and by doing so, equips them with the foundation to transition into meaningful employment and achieve better life outcomes.

Using the existing passion these boys have for sport allows Clontarf to encourage them to attend school, and then keep them coming. The Foundation partners with schools and communities to create Clontarf Academies which are embedded within the school grounds and education program. Full time Clontarf staff counsel and mentor students while the school caters for their education needs. Academy activities are planned within the focus areas of education, leadership, employment, wellbeing, life skills and sport.

The Clontarf Foundation commenced in 2,000 with a single academy located at the Clontarf Aboriginal College in Waterford, WA. The program catered for 25 students. More than 20 years on, the Foundation operates 140 Academies and supports more than 10,000 participants.



### Clontarf work experience

In June 2023, Scott Allen and David Penfold, Mandura's Chief Financial Officer, were able to participate in a Clontarf work experience day with three fellows from the Clontarf Academy at Toronto High School (near Newcastle, NSW). It was a shard learning opportunity where the boys got to observe life at Sirron Holding's innovative manufacturing business and Scott and David got to learn more about how the Clontarf program is making a difference to young lives.



### Nescafé Blend 43 Mandura Instant Coffee

The Nescafé Blend 43 Mandura limited edition products feature a Mandura-commissioned artwork by First Nations artist Murray Murrajuaie Belford. Murray is a PITTA-PITTA man from the Channel Country surrounding the Boulia district. The artwork tells the story of Mandura and the future generations whose lives the Pauline E. McLeod Foundation seeks to positively influence. Nestlé Professional donates a percentage of the cost of goods sold to the Pauline E. McLeod Foundation to help create opportunities for the next generation. The Foundation's focus areas include First Nations mental health, entrepreneurship and education as well as positive employment opportunities for First Nations Australians.





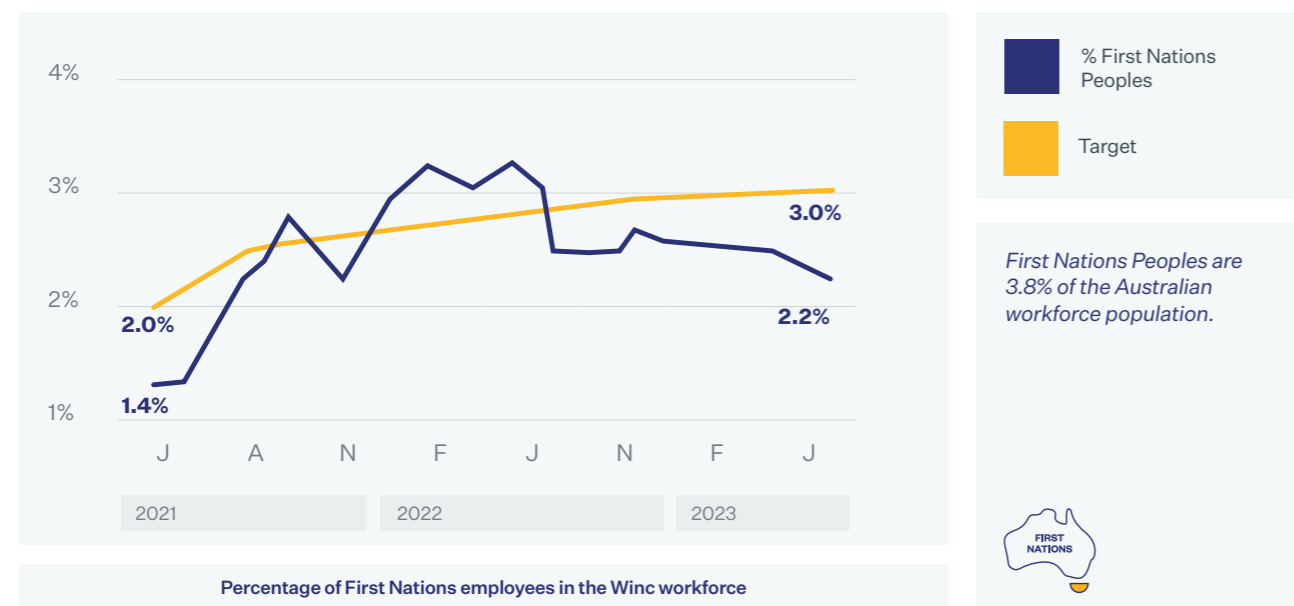
## First Nations Employees

### Target 3 2023

Make Winc a great place to work for First Nations Australians. Achieve and maintain First Nations representation in the Winc workforce at 3%. Continue to support career development through mentoring and coaching and foster a culture of inclusion and respect through ongoing cultural competency training.

### Progress to Date

As of the end of June 2023, First Nations representation in the Winc workforce is 2.5%. At Winc we believe that empowerment at support for First Nations team members extends beyond their career with our company. We have been proud to support some of our First Nations team members who have been headhunted to continue their career journey outside of Winc. We remain focused on creating new opportunities for more First Nations Peoples to join our organisation, where they will have access to the training, coaching and internal support to progress with careers and reach their full potential.

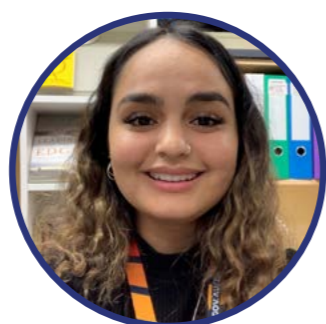


### Meet just some of the team.



**Amanda Hampton**  
Customer Experience Agent

Palawa mob



**Ta'Kura Madsen**  
Customer Experience Agent

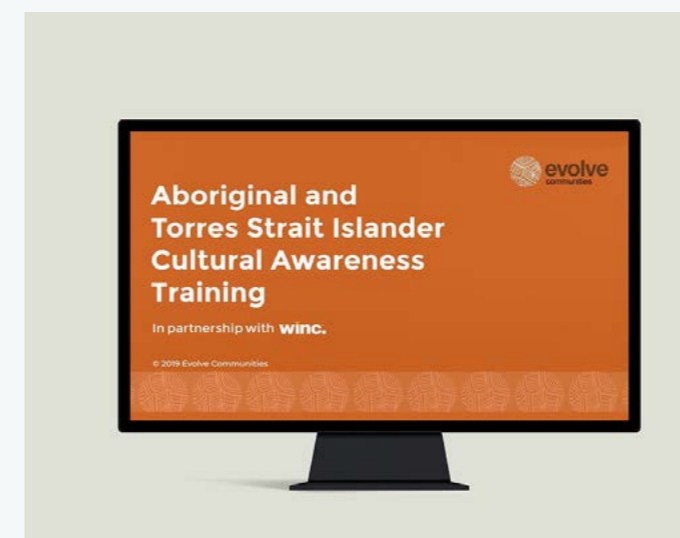
Kuku Yalanji mob



Sydney-based members of the Winc Yarning Circle.

### Other proactive steps Winc has taken to deliver First Nations Peoples Support and Empowerment:

- To create employment and education pathways for more First Nations Peoples, Winc has partnered with MEGT, an Australian not for profit business and Australia's only national Apprenticeship Network Provider, to offer four trainee placements to First Nations candidates. These traineeships combine paid on-the-job training and formal study with a Registered Training Organisation. Recruitment is currently underway. Once these positions are filled, these traineeships will take between 12 and 24 months to complete depending on the qualification, however, these numbers will not be included in our reporting as they will be employed through MEGT for the duration of their traineeship.
- To support the career development of First Nations team members, a mentoring program was established in June 2023 with six team members now enrolled in the program with assigned mentors.
- So far in 2023, 988 hours of cultural awareness training has been delivered against a target of 2,000 hours every year. This includes cultural awareness which is part of the induction program at Winc.
- A networking and support group for First Nations team members called the Yarning Circle meets monthly and provides advocacy and practical support for its current 26 members.



### Cultural Awareness

Winc's cultural awareness online training was produced by Aunty Munya and Carla Rogers from Evolve Communities and funded by Winc. To support the economic development of this First Nations business, Winc encouraged Evolve Communities to sell the online course to other organisations. This has been a huge success. Aunty Munya and Carla's 7 Steps Approach to Reconciliation and Allyship™ has now been viewed by an estimated 100,000 people, supporting Evolve's aspiration to inspire ten million Allies to create a kinder, more inclusive Australia.

# Climate Change.

Reduce carbon emissions from Winc’s business activities.

Climate change is now affecting every country on every continent. It is disrupting national economies and affecting lives through changing weather patterns, rising sea levels and more extreme weather events such as bushfires and floods. The carbon emissions from human activities are driving climate change and continue to rise. Winc is at the beginning of its journey to reduce carbon emissions and we are committed to improving our efforts. These are our priorities and progress to date for Climate Change at Winc.

## Tonnes of Carbon Dioxide Emissions

### Target 1 2023

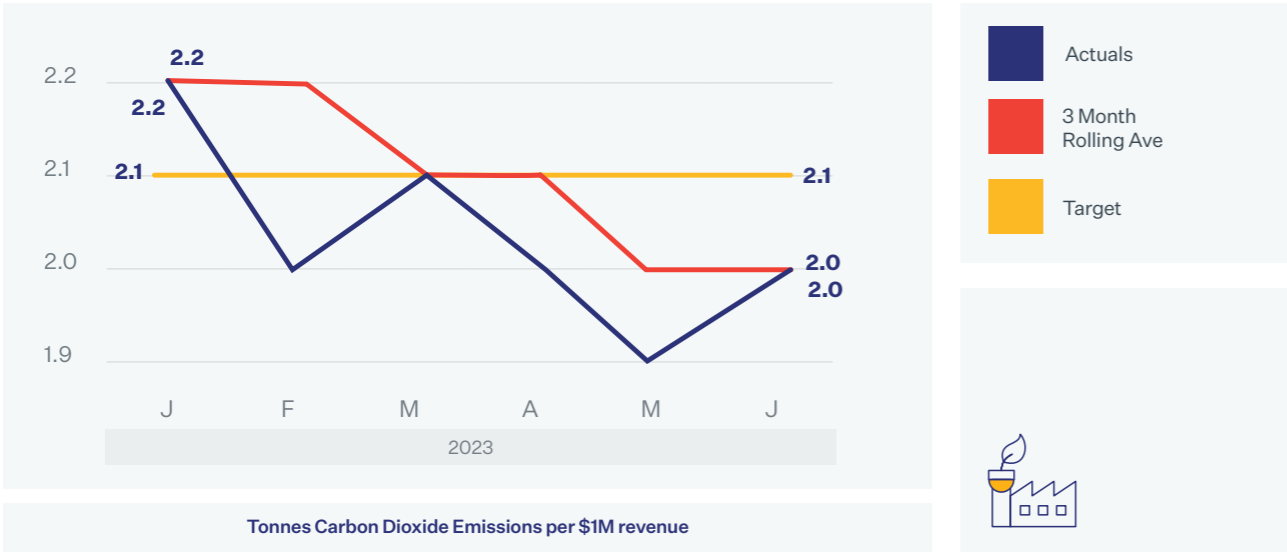
Reduce our Scope 1 direct carbon emission by improving the efficiency of our distribution activities. Our target is to reduce the tonnes of CO2 emitted per million dollars of revenue by 5% by the end of 2023 achieving 2.1 tonnes or less.

*\*Winc’s CO2 emissions are calculated from Scope 1 truck fleet emissions in metro areas. From 1 April 2022, Data from Winc’s Mobile Data Terminals (MDTs) is used report kilometres travelled. CO2 emissions produced by each delivery vehicle varies based on a vehicle’s fuel and fuel economy. We have used data for a standard two tonne van for these variables which is normal in our fleet.*

### Progress to Date

Achieved and ongoing. As of June 2023, the tonnes of Scope 1 CO2 emissions emitted per million dollars of revenue as a rolling three-month average has reduced to 1.96 tonnes. The result for June was 1.95 tonnes. This represents a reduction of 7%.

Greater efficiencies in the Winc order distribution process have been achieved from the introduction of new cartonisation technology at our NSW Distribution Centre which cuts boxes down to size, resulting in more efficient use of space and less ‘air’ being shipped. With more boxes carried on each truck, less CO2 emissions are produced. Winc boxes will continue to be made from 100% recycled paper and cardboard.





Winc customers are now ordering more sustainably. Small orders have reduced from **29% in December 2022** to **27% in June 2023**.

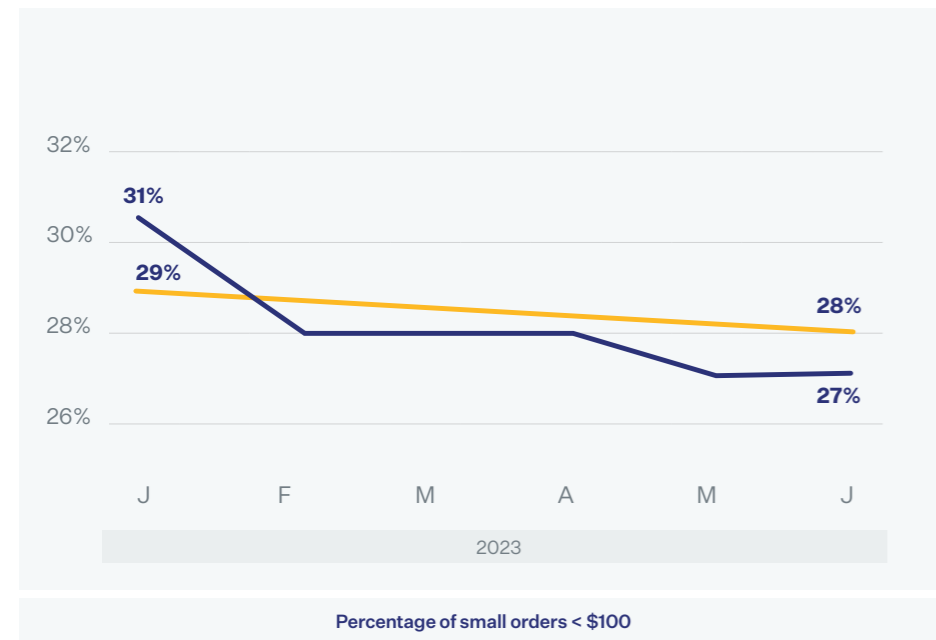
## Small Orders

### Target 2 2023

Reduce small orders placed during 2023 from 29% to 27% of our overall sales mix which is the equivalent of a 7% reduction to small orders.

### Progress to Date

Achieved and ongoing. As at the end of June, small orders represented 27% of all Winc orders, down from 29% in December last year. Winc customers are now ordering more sustainably and we will continue to proactively encourage order consolidation to reduce carbon emissions and packaging waste. We will now set a target for a further reduction of small orders to 25%.



Small Order %

Target



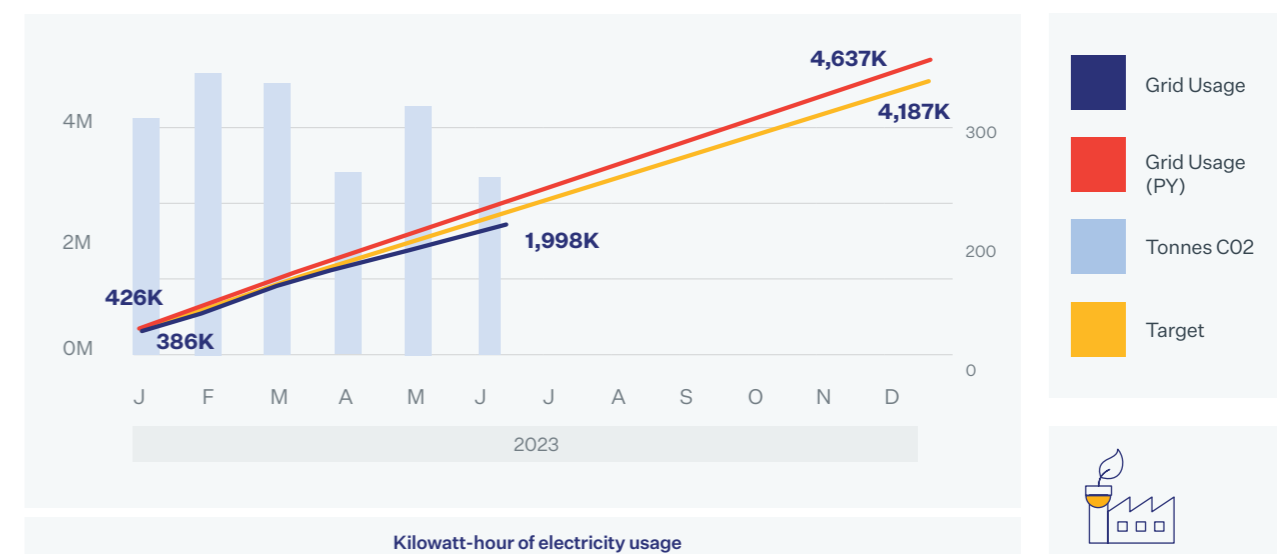
## Electricity Usage

### Target 3 2023

Reduce Scope 2 CO2 emissions by reducing usage of grid electricity by 450 megawatts resulting in a reduction in CO2 emissions of 355 tonnes.

### Progress to Date

On track to exceed target. As of the end of June, usage of grid electricity has already reduced by 355 megawatts, which represents a reduction in Scope 2 CO2 emissions of 280 tonnes.



In September 2022, a 288-kilowatt system made up of 538 solar panels on the roof of Winc's NSW Distribution Centre began helping to power the site, reducing Winc's reliance of grid electricity.

Installation of a 150-kilowatt system consisting of 450 solar panels on the roof of our Victorian Distribution Centre has commenced and will start generating energy in quarter 3.

Winc will continue to improve operational efficiency by installing solar across suitable sites and converting to green energy usage where practical.

Solar panels on the roof of our Port Melbourne Distribution Centre.

## Responsible Packaging / Management of Waste.

Winc has made commitments under the Australian Packaging Covenant Organisation membership, in four areas;

1. Make our Winc Own Brand packaging more sustainable
2. Reduce the waste generated by Winc and increasingly recycle so that less goes to landfill
3. Make deliveries of our 45,000 Winc boxes every working day more efficient in the amount of cardboard used
4. Assist our customers to eliminate their use of single use plastics ahead of legislative enforcement

Our approach to responsible packaging and the management of waste is guided by these principles.

### Winc Own Brand Packaging

#### Target 1 2023

Redesign the packaging of a further 5% Winc Own Brand products to be more sustainable in 2023 to achieve a total of 10% of all Own Brand SKUs to be converted to more sustainable packaging.

#### Progress to Date

On track. As at the end of June 2023, the packaging of 156 SKUs has been redesigned to be more sustainable, which represents 7.5% of all Own Brand SKUs.

Improvements have included:

- Plastic shrink wrap was removed from individual Winc Manilla Document Wallets.
- Removing individual polybags from Winc Display Books and Clipboards while adding a 100% recyclable sticker barcode.
- Removing individual plastic polybags from Winc Document Wallets and where applicable, replacing with a 100% recyclable paper belly band.
- Switching from packaging made from virgin material to FSC® certified material (Winc Batteries and Winc Laminating Pouches).
- Replacing virgin plastic polybags from Winc Manilla Dividers and replaced with 30% post-consumer recycled polybag.

New packaging for 88 of these SKUs is now in market. The remaining will roll over as we sell through existing stock to minimise any further waste.



The packaging of **156** Winc Own Brand SKUs has now been redesigned to be more sustainable.



Before



After



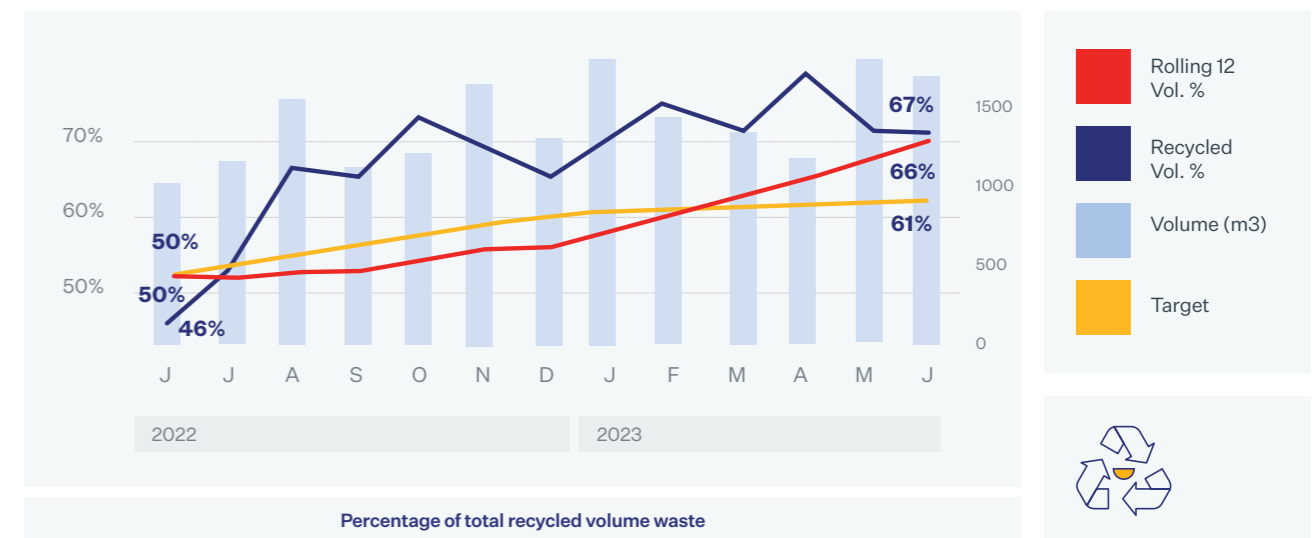
### Total Recycled Waste

#### Target 2 2023

In Winc Operations increase the percentage of total waste that is diverted from landfill for recycling to 65% by the end of 2023 by volume.

#### Progress to Date

Achieved and ongoing. As of the end of June 2023, the volume of waste diverted from landfill for recycling at Winc's Distribution Centres was 67.3% (or 1,799 cubic metres) for the month, or 66% for the rolling 12-month average (all time high).



To make it easier to recycle, all Winc Distribution Centres and attached offices have separate Paper and Cardboard, Soft Plastics, Co-Mingling Recycling and General Waste. Winc is implementing a standardised approach to ensure that we have

bins where the waste happens. They are clearly marked and colour coded and we have trained site ambassadors to support our progress and continuous improvement.



Ongoing education programs help ensure the clean sorting of recyclable waste. Regular bin audits are also conducted to check for the accuracy of Winc's recycling efforts and to reduce the possibility of contamination. Here is our Group Human Resources Director Sally Dickson conducting a bin audit at our NSW Distribution Centre.

# Landfill Waste

## Target 3 2023

Reduce the tonnes of waste going to landfill by a further 5% (from 796 tonnes as at December 2022 to 726.8 tonnes) by the end of 2023 as a rolling 12-month average.

## Progress to Date

Achieved and ongoing. Significant progress has been made in the reduction in the amount of waste sent to landfill. As of the end of June 2023, the rolling 12-month average tonnage of waste sent to landfill was 725 tonnes, which is a 7.7% reduction from 786 tonnes.



## Meet our WA Waste Ambassadors.



From left to right, Glenn Kirkwood, Anna Zaffino, Nelly Macalalad and Darren Odenko are some of our WA waste ambassadors. They have just had a compactor installed for paper and cardboard which makes managing and segregating this waste stream for recycling much easier. This has in part helped the WA team to lift recycling rates from 60% for the month of April to 75% for the month of June. The team also routinely reuse the cardboard base sheets that come in on inbound pallets for outbound pallets. This simple and effective idea is one that is being adopted across the Winc distribution centre network.



# Single Use Plastic

## Target 4 2023

Assist our customers to eliminate their use of single-use plastics by encouraging a transition to sustainable alternatives and remove single-use plastics from sale aligned to state legislation requirements.

## Progress to Date

Achieved and ongoing. Throughout the introduction of the Single-Use Plastic Bans by state and territory, Winc has worked with customers to promote and support better waste management practices. This has included:

- No longer making the single-use plastics prohibited under the legislation available to customers in each jurisdiction
- Encouraging the transition to the sustainable alternatives Winc offers
- From September 2023, Winc will be offering customers a new range sustainable options in the industrial packaging category. The range will include much of what Winc uses in its own operations to deliver 45,000 Winc boxes every working day.

## Other proactive steps Winc has taken to produce less waste.

- Continuing to use paper-based void fill but for regional and remote deliveries only. Winc will be moving to zero void fill use for all metro deliveries in quarter 3 2023.



# Gender Equality.

Ensure inclusiveness and equality is expected and valued at Winc.

At Winc, we believe we are better and smarter together and know that a unique combination of backgrounds, perspectives and experiences in our people is a major contributor to our collective success. Creating opportunities for women to fully participate at Winc is important to us. These are our priorities and targets for Gender Equality at Winc.

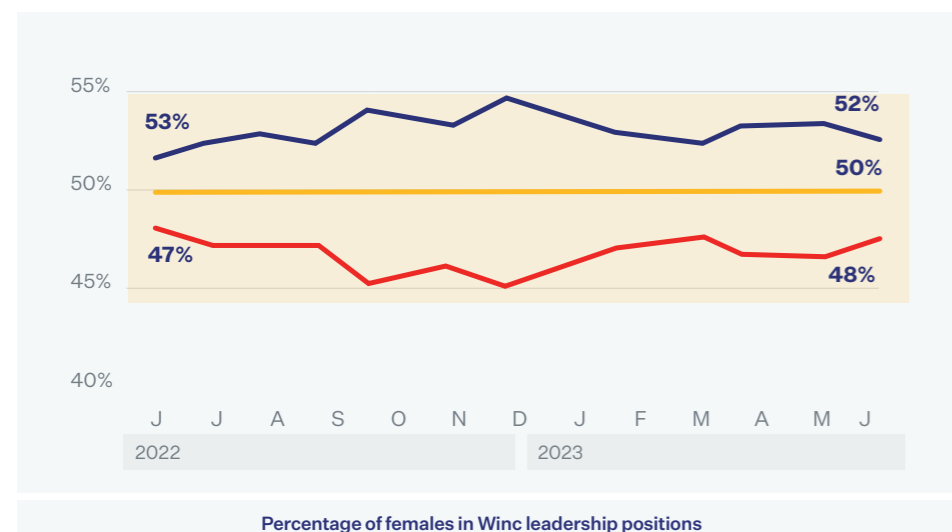
## Females in Senior Leadership

### Target 1 2023

Maintain female representation in senior leadership between 45% and 55% of the pool.

### Progress to date

Achieved and ongoing. As of June 2023, 52% of Winc senior leaders (first three levels of senior management) are female and perform roles across every function at Winc including Sales, Finance, Supply Chain, IT, HR, Ecommerce, Customer Experience, Legal, Marketing, Pricing and Category Management.



■ % of Female in Leadership  
■ % of Male in Leadership  
■ Target



### Carly Collet

State Sales Manager, WA & NT

Carly started with Winc in April this year, but that is not when her Winc journey started. Carly also worked for the company between 2008 and 2017 in various Enterprise and Strategic Account Management roles. As a people leader, Carly is passionate about professional development. She gets satisfaction from supporting her team to achieve their role and career objectives. Her advice to others is to perform consistently, know what you want in your next role, let your manager know and work with them on a career development plan to help you get there.



### Julie Kent

Customer Experience Technology Optimisation Lead

Julie has a passion for data and a zest for learning. She has recently completed her MBA while continue to maintain full time work. One of Julie's latest achievements is the introduction of Winnie, the Winc chatbot, who helps Winc customers who reach out to us on chat. Winne went live in March this year and is already freeing up agents to focus on other tasks while she gets smarter with machine learning. According to Julie, building Winnie was an incredible learning journey. "I feel incredibly lucky that my role, coupled with my passion for learning means I get to spend my days exploring what's possible and drive innovative ideas."



Women make up **52%** of senior leadership roles.

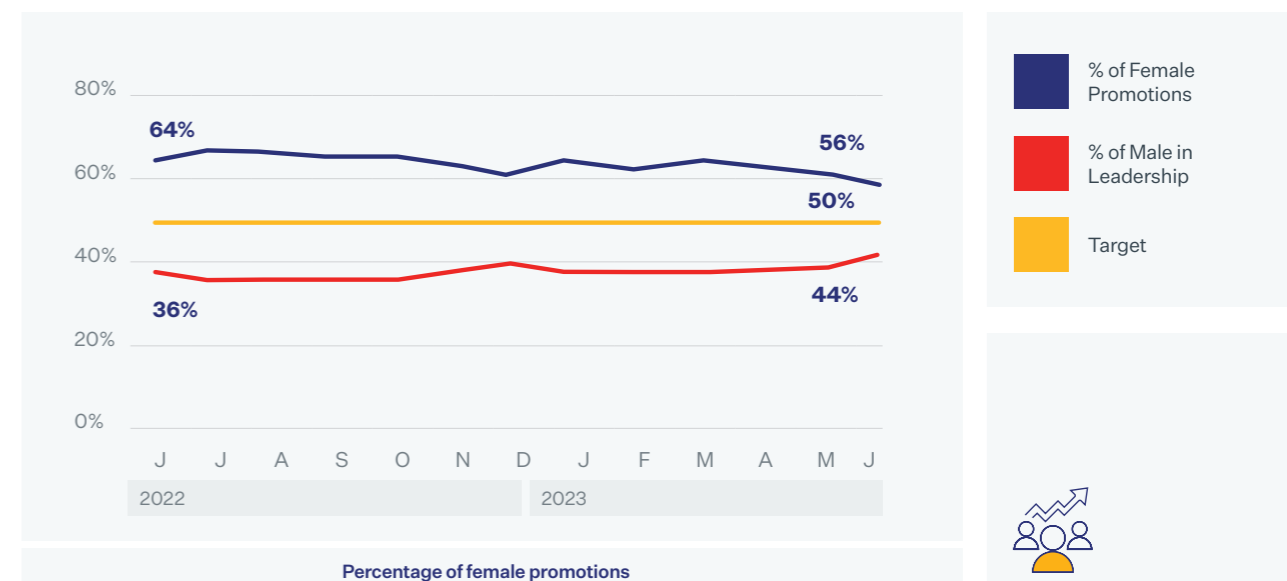
## Women's Career Progression

### Target 2 2023

Support the career progression of women by continuing to ensure they make up at least 50% of internal promotions at Winc.

### Progress to date

Achieved and ongoing. We are delighted to report that women made up over 50% of the internal promotions at Winc month on month. In June 2023, that figure is 55.7%.



To celebrate International Women's Day, Winc commissioned a video series to build awareness of the importance of encouraging more women to pursue a career in STEM. 70% of Australian employers identify STEM-qualified employees as the most innovative. Aside from fostering the women of the future to enter into STEM, it is important to support career transitions and cross-skilling for women already in the workforce as well. Louise Webster, Business Analyst at Winc, has done just that.



Watch now.



Women have made up well over **50%** of the internal promotions at Winc in 2023 year to date. In June 2023, that figure is **55%**.



**Jennifer Joannou**  
Senior Legal Counsel

Jen started with Winc in 2018 and was recently promoted to Senior Legal Counsel. She has assisted in the review of over \$1 billion worth of sales contracts. Her contributions extend to supporting multiple functions across the company including sales, merchandising, logistics and IT. She enjoys helping create a positive customer experience and achieves this through facilitating a seamless contract onboarding process, making it easy for customers to work with us, whilst also managing our legal and legislative obligations.



**Jessica Couto**  
DC Planning Manager

Based at our NSW Distribution Centre, in her new role Jessica is responsible for labour planning. She originally joined Winc in 2022 as a Workforce Analyst and demonstrated early that she thrived on challenges and setting goals for herself. Planning and monitoring labour has allowed Jess to make an active contribution to driving better efficiencies within the business and better experiences for our customers.



**Zoe Spyraakis**  
Category Manager - Packaging

Zoe's first role at Winc was as a Category Specialist in the Education team. Since then, she was promoted to the role of Category Manager – Kitchen, and now she is spearheading the relaunch of the Packaging Category at Winc. What's Zoe's secret to career progression? Recognising what is unique about your skill set, looking for ways to constantly improve, embracing every challenge and new experience that comes your way and celebrate your achievements as you progress.



**Monika Khun**  
Account Manager, Outbound Sales

Having joined Winc in September 2021 as a Customer Experience Agent, Monika was one of the first to trial live chat. She helped build its success by providing feedback for improvement. Monika then moved into our website support team and was partnered with experienced team members who helped build her knowledge and understanding of this area. In her newest role, in the Outbound Sales team, Monika is responsible for outreaching to lapsed customers to re-engage them with the Winc business. What Monika loves most about her career journey at Winc to date is the support and continuous learning and the variety of work.

06

## Ethical Sourcing.

Trade ethically and take action to protect human rights in the total Winc supply chain.

Winc is committed to doing the right thing. This includes minimising the risk of Modern Slavery in our supply chain. That's why we have a strict Ethical Sourcing Policy and Supplier Code of Conduct. Our Ethical Sourcing Policy is guided by the UN Human Rights Declaration, the ILO Convention on labour standards and the Ethical Trading Initiative Base Code.

Modern Slavery is a big problem globally. Winc published our first Modern Slavery Statement in 2020. This document sets out how we assess and respond to the risks of modern slavery practices in our business. Our most recent statement was published in June 2023 for the reporting period of 1 January 2022 to 31 December 2022.



Access our Modern Slavery Statement by scanning this QR code.

### Minimising the risk of Modern Slavery

In 2022, we made very strong progress in getting 100% of all Winc Own Brand factories onboarded to Sedex. Of all Winc Own Brand factories, two refused our requests to be part of the ongoing Sedex program. We no longer trade with these two factories.

An output of the 2022 Sedex self-assessments was the risk categorisation of each Winc Own Brand factory. Factories were categorised into High, Medium and Low risk sites.

#### Target 1 2023

In 2023, we will be further mitigating the risk of Modern Slavery in the following ways:

- Own Brand High and Medium risk sites are required to have current independent audits in place and action any critical non compliances identified within the required timeframe. Key metrics are measured on a 12-month audit cycle.
- Low-risk sites will continue to complete annual Self-Assessment Questionnaires (SAQ) to verify their risk status

Our aim is to work collaboratively with all suppliers to achieve our ethical sourcing goals.

#### Progress to date

- 82% of High and Medium risk sites have current independent audits in place and 65% have been audited in the last 12 months. We are working closely with the remaining 18% to support them to complete audits.
- 75 low-risk sites are required to complete the annual Self-Assessment Questionnaire (SAQ). At the end of H1, 69% of all low-risk sites had completed the SAQ, with 23 still in progress.

### Other proactive steps Winc has progressed to trade ethically and take action to protect human rights in the total Winc supply chain.

Given Winc's National Brand suppliers are varied in size and capacities, Winc's Ethical Sourcing Team has created a survey that focuses on obtaining information from suppliers about ethical sourcing practices, including policies, documentation, supply chain tracing, and risk management rather than taking a universal approach. The purpose of implementing the survey is to calibrate the competency of the National Brands to address any Modern Slavery risks in these supply chains and identify opportunities to support supplier Modern Slavery improvements.

In addition to collaborating with suppliers to mitigate Modern Slavery risks, Winc provides support to suppliers by sharing knowledge, best practices, and resources to help improve practices and protect against Modern Slavery. Winc has supported suppliers on a range of topics, including, implementing appropriate due diligence and monitoring procedures, and developing effective policies and procedures to address Modern Slavery risks.

Proud to be a  
**Sedex**  
Member

#### About Sedex

In 2021 Winc became a member of Supplier Ethical Data Exchange (Sedex). Sedex allows Winc to access shared audit data on ethical and responsible practices on their suppliers.



**Thank you for working with us to work towards  
a more sustainable future.**

For any questions, email us at [csr@winc.com.au](mailto:csr@winc.com.au)

**[winc.com.au](http://winc.com.au)**