



Delivering for the future

2030 Sustainability Framework

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Introduction

For more than 200 years, Australia Post's tradition has been innovation. As the world has changed, we've always adapted, continuing to serve and connect communities and businesses across the country.

Our 2030 Sustainability Framework sets ambitious yet realistic targets that will shape how we operate and meet the evolving needs of our customers and communities over the next five years. We're focusing on two important areas where we can accelerate change: reducing carbon emissions and keeping resources in use, as we upgrade Australia Post for the future.

This isn't just about reducing our impact. It's about leveraging our vital national infrastructure to create positive change for every community and every business we serve.

Why this matters now

Climate change and resource scarcity are reshaping our world, impacting our environment and damaging ecosystems. Extreme weather events impact our operations and local communities. Global and local supply chains face unprecedented pressure. Customer and community expectations are evolving rapidly.

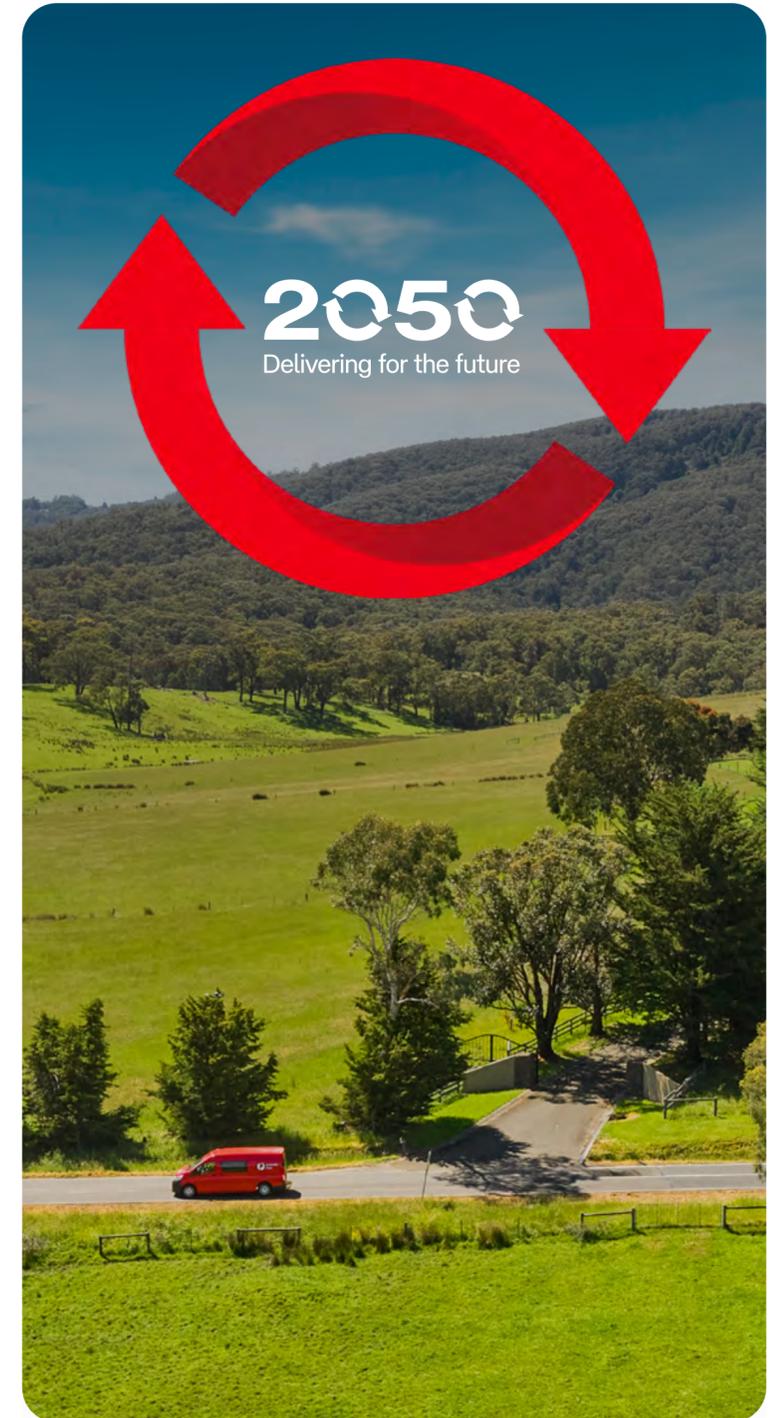
Our 2030 Sustainability Framework guides us through these global challenges as we prioritise and focus on the areas where we can make the biggest difference.

Australia Post is part of every community. That gives us both the opportunity and responsibility to lead positive change, and enable others to do the same thanks to our scale, reach and partnerships.

2050: Delivering for the future

Delivering for the future highlights our long-term commitment towards targeting Net Zero emissions by 2050. Our 2030 Sustainability Framework is an important step on this journey, helping us cut carbon emissions and keep resources in use for longer.

By looking to 2050, we're showing how today's actions support our long-term direction. It keeps us focused on future-proofing our network, reducing our environmental impact and connecting customers and communities with more sustainable solutions.

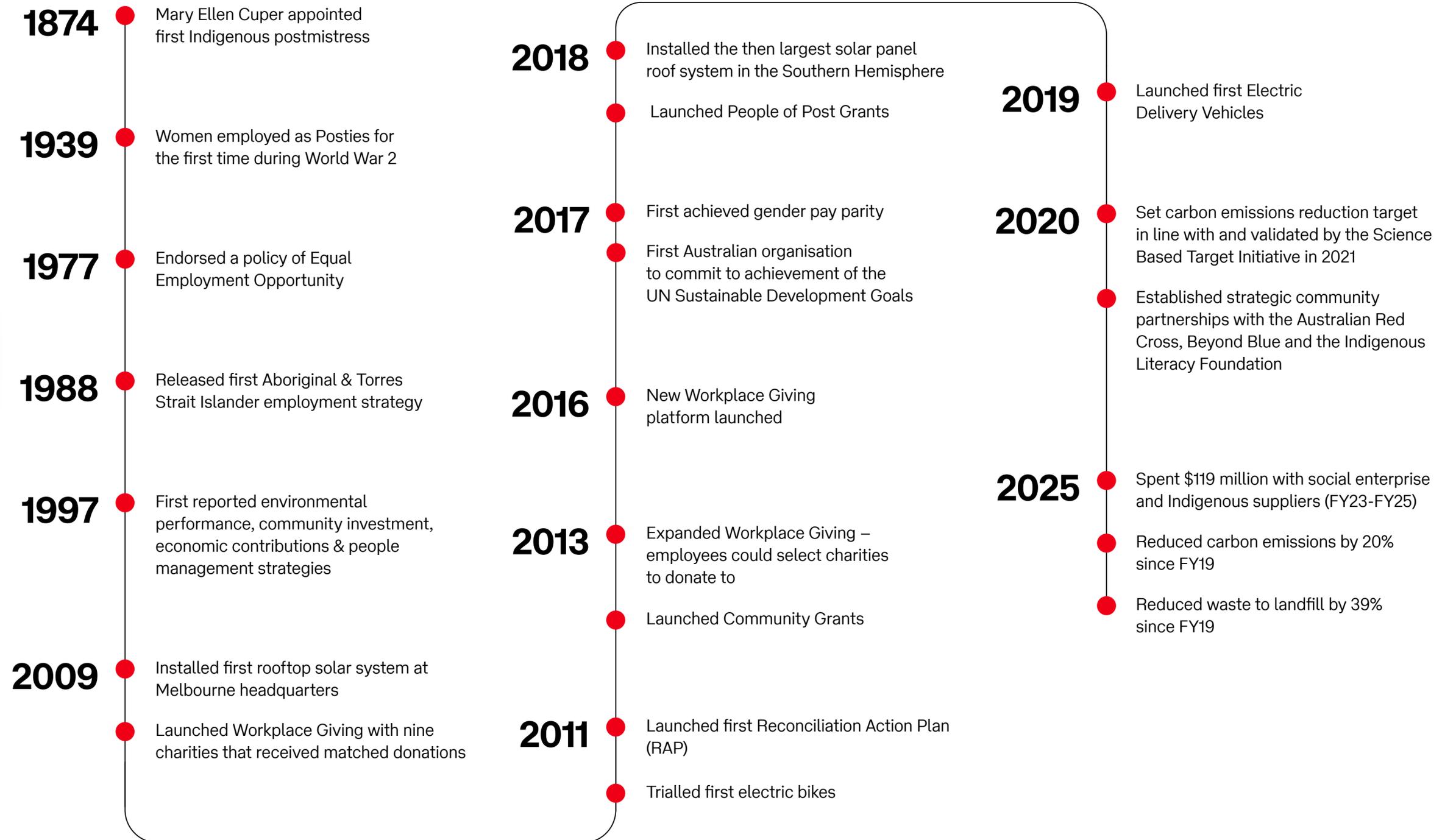


Australia Post acknowledges the Traditional Custodians of the land on which we operate, live and gather as a team. We recognise their continuing connection to land, water and community. We pay respect to Elders past, present and emerging.

What we've achieved

Sustainability is woven into what we do and how we do it. Our oldest tradition is innovation as we've evolved and adapted to deliver for Australia.

We're proud of what we've achieved so far and know there's more to do as we upgrade Australia Post for the future.

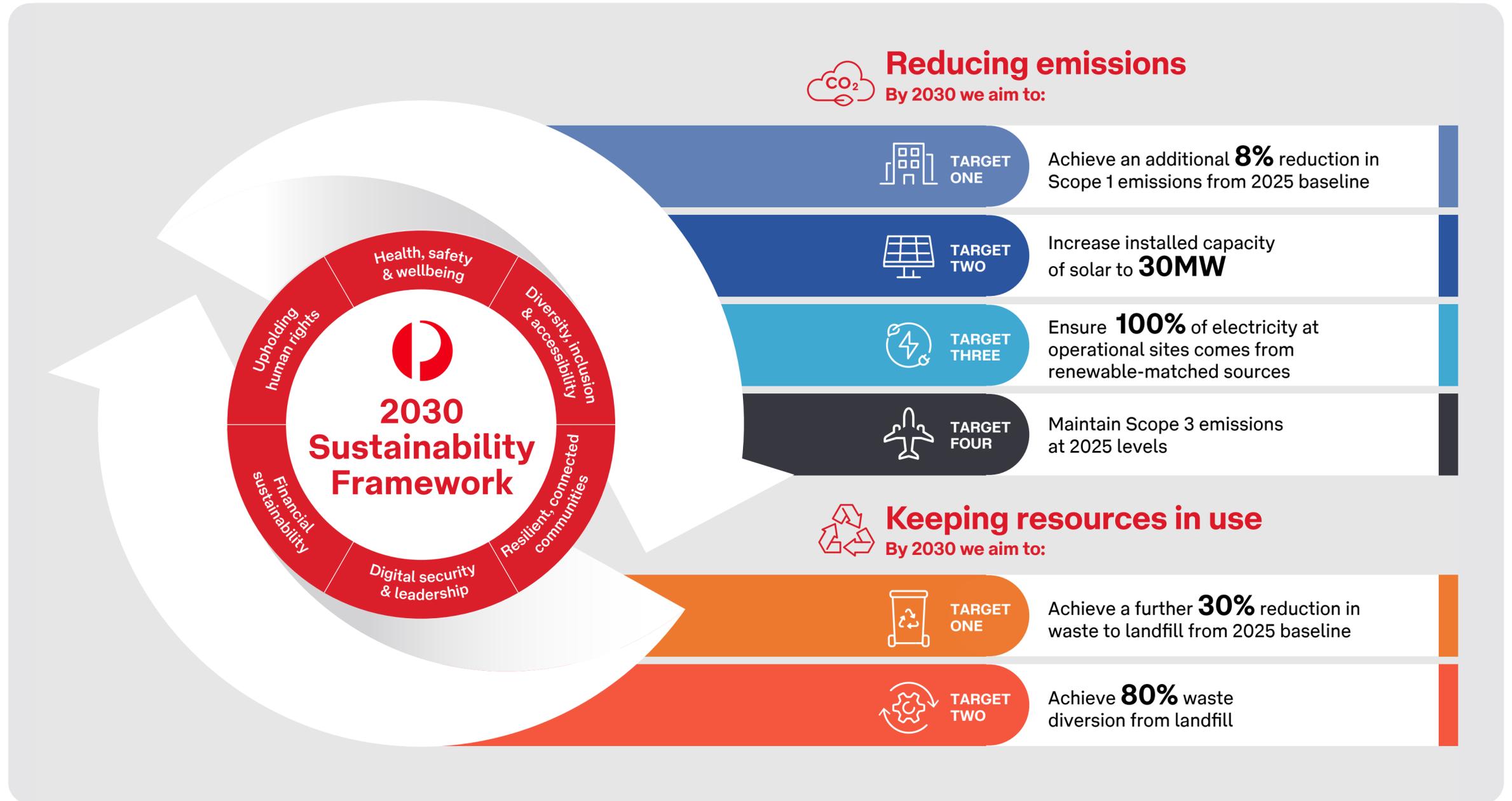


2030 Sustainability Framework

Building on our strong track record, our 2030 Sustainability Framework focuses on reducing carbon emissions and keeping resources in use, stepping up our ambitions in the areas where we can drive the greatest impact for Australia Post and the customers and communities we serve over the next five years and into the future.

Contributing to national goals

We all have a role to play, and we're proud to be doing our part. Our 2030 Sustainability Framework guides how we reduce our impact and support Australia's long-term national ambitions. We're putting initiatives in place to reduce carbon emissions, consistent with the Government's commitment to Net Zero emissions by 2050. We're also exploring ways to keep resources in use for longer, helping Australia move towards a more circular economy.



Reducing carbon emissions

We're already on the decarbonisation journey. We achieved our 2025 targets, reducing our carbon emissions by 20% compared to our FY19 baseline (5% more than targeted) and shifting to 100% of electricity at operational sites coming from renewable-matched sources.

We've made strong progress. By focusing on practical changes first, we've already gained momentum in areas like energy efficiency and renewable energy. Next, we'll tackle the more challenging and complex areas, to further reduce carbon emissions as we work towards targeting Net Zero emissions by 2050.

We're working across the business to reduce carbon emissions through more structural and system-level change as we make upgrades across our operations, facilities and fleet. We'll do this by continuing to focus on lower emissions transport, renewable energy, the design of our facilities, and resource efficiency, while rethinking how they best work together. We'll keep partnering with suppliers to help drive down our carbon footprint, striving for change beyond our own operations.

By 2030 we aim to:

 TARGET ONE	 TARGET TWO	 TARGET THREE	 TARGET FOUR
<p>Achieve an additional 8% reduction in Scope 1 emissions from 2025 baseline</p>	<p>Increase installed capacity of solar to 30MW</p>	<p>Ensure 100% of electricity at operational sites comes from renewable-matched sources</p>	<p>Maintain Scope 3 emissions at 2025 levels</p>

Keeping resources in use

We're transforming our thinking from a linear 'take-make-waste' model to a more circular system where we use less, use longer and use again.

This requires a big shift in how we think about waste and using resources, stepping up from our achievements in reducing landfill waste and increasing recycling. We'll do this in two ways: by evolving how we work to keep more resources in use at Australia Post; and, by exploring how we can leverage our national infrastructure to help all people in Australia to keep resources in use.

Rethinking resources in our operations

To make the most of our resources within Australia Post, we're looking to use less, use longer, and use again. We aim to reduce waste by selecting durable materials and products (use less), extending their life through efficient use and maintenance (use longer), and repairing, reusing or repurposing materials to keep them in circulation wherever possible (use again).

Our circularity ambition

As we build these practices into our operations, we'll explore how we can help all people in Australia to keep resources in use, using our connections, know-how and data to bring people and businesses together.

We'll look for new opportunities and share what we learn along the way. Together, we can help make participation in the circular economy easier and close the loop on resource use.

By 2030 we aim to:



TARGET ONE

Achieve a further **30%** reduction in waste to landfill from 2025 baseline



TARGET TWO

Achieve **80%** waste diversion from landfill

Foundations

Sustainability is embedded across Australia Post, and we're proud of our achievements. These have built a strong foundation that shape who we are and how we work.

- Creating a sustainable future is embedded in Our AP Way culture program and brought to life every day by team members through our TIES values of Trust, Inclusivity, Empowerment and Safety.
- We've helped strengthen community connections through partnerships and programs that support community resilience.
- Together with Indigenous and refugee communities, we've helped create opportunities through employment and procurement that open doors and build understanding.
- We're recognised as one of Australia's top performing inclusive employers.
- Our diverse, inclusive and welcoming workplaces bring out the best in our people, so we can do our best for the customers and communities we serve.

As we step up to the challenges of reducing carbon emissions and keeping resources in use, we continue to support our people, connect communities and deliver for businesses. These remain at the heart of what we do.

We'll continue our work in these core areas to 2030 and beyond.



Health, safety & wellbeing



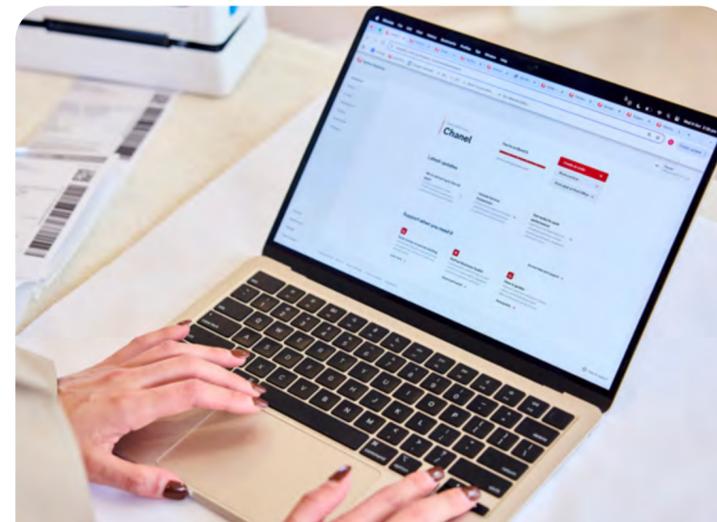
Diversity, inclusion & accessibility



Upholding human rights



Resilient, connected communities



Digital security & leadership



Financial sustainability

Our commitment: Delivering for the future

**This framework isn't just about targets.
It's about evolving and upgrading
Australia Post for the future.**

By delivering our 2030 Sustainability Framework, we will become a more sustainable Australia Post and create positive change for our customers and communities. We'll be transparent about our progress, honest about challenges, and remain committed to continuous improvement.

The path to 2030 won't always be easy. External factors like technology, infrastructure and economic pressures will test us. But with an unrivalled network, dedicated team members, and the trust of millions of Australians, we're uniquely positioned to make a difference. We're up for the challenge, and will work together with our stakeholders to become a more sustainable Australia Post.

By 2030, we're aiming to support all people in Australia to connect more sustainably through our services and network.

**Together, we're delivering for the future.
Join us on the journey.**





 Australia Post

 Australia Post