



Annual ESG & Sustainability Report

REPORTING PERIOD: FY 2026

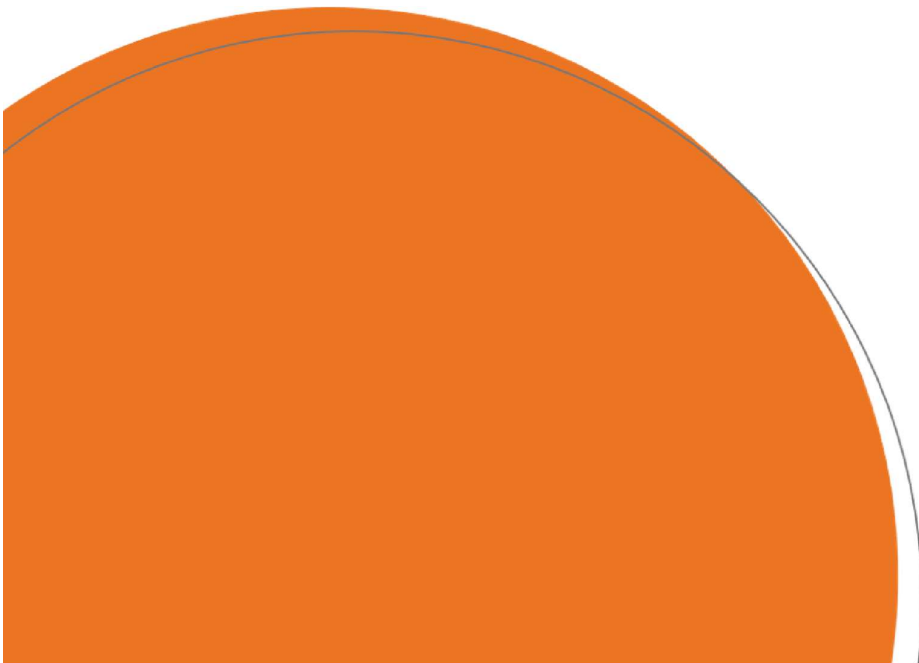


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1. MILLENNIUM SERVICES GROUP ESG FRAMEWORK

MILLENNIUM SG ESG FRAMEWORK

How Millennium connects service delivery to measurable sustainability outcomes



2. CEO LETTER

To our people,

Every day, Millennium teams are out on client sites delivering the work that keeps places clean, safe, functional and ready for the people who use them. The quality of that work depends on practical things: safe systems, reliable service, good supervision, fair treatment, clear standards and people taking responsibility for doing things the right way. This report is about how we are strengthening those foundations across the business. Millennium Services Group operates across Australia and New Zealand as an integrated property services business delivering cleaning, security, maintenance and related services. Our work is carried out in commercial, retail, infrastructure, government, health and public-facing environments. Because of this operating footprint, our approach to sustainability needs to be practical, evidence-based and closely connected to the way services are delivered.

This Annual ESG & Sustainability Report sets out the steps Millennium is taking to strengthen its environmental, social and governance management system. During the reporting period, we continued to formalise the policies, procedures, registers and reporting processes that support environmental management, workplace health and safety, labour and human rights, diversity and inclusion, responsible procurement, business ethics, privacy and information security.

Our current focus is on building a reliable foundation. This includes confirming data owners, improving the quality of environmental and workforce metrics, maintaining evidence for key controls, strengthening supplier due diligence, and ensuring that management review is supported by clear records and action tracking.

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These steps are important because effective sustainability performance depends not only on commitments, but on the ability to demonstrate how those commitments are implemented across our operations.

Environmental management remains a priority for Millennium. We are focused on the impacts most relevant to our business, including energy use, greenhouse gas emissions, waste, water, chemicals, local pollution and customer health and safety. Our environmental management approach is supported by ISO 14001 certification and by work to establish a clearer FY2026 carbon and environmental baseline for future monitoring and target-setting.

Our people are central to the quality and reliability of our services. Millennium continues to focus on safe work, lawful and fair employment, consultation, training, respectful behaviour, diversity and inclusion, and access to grievance and speak-up channels. We also continue to develop our approach to modern slavery prevention and human rights due diligence, including through labour provider, subcontractor and supplier controls.

Good governance underpins this work. Millennium's Integrated Management System, ISO certifications, legal and compliance registers, modern slavery reporting, information security controls, whistleblower arrangements and responsible procurement framework all contribute to a more consistent and accountable operating model. We also recognise the importance of external expectations, including the UN Global Compact principles, applicable Australian and New Zealand regulatory obligations, customer requirements and recognised management-system standards.

Responsible sourcing is a key area of improvement. Millennium is strengthening supplier risk screening, Supplier Code acceptance, contract controls, supplier assessments, corrective action tracking and buyer training. This will help us better understand and manage environmental, labour, human rights, ethics and information-security risks across our supply chain.

This report has been prepared as both a disclosure document and a management tool. It identifies the controls, metrics, evidence and improvement actions that will guide the next stage of Millennium's sustainability program.

Looking ahead, our priorities are to finalise the FY2026 baseline data, improve KPI completeness, expand supplier assurance, strengthen workforce and safety reporting, and continue embedding sustainability considerations into operational decision-making. Our objective is to build a mature and reliable management system that supports clients, protects workers, manages risk and improves performance over time.

Authorised By:

Royce Galea

Chief Executive Officer
(Full Name)



Signature

Date
(DD/MM/YYYY)

03 March 2026

3. REPORT STRUCTURE AND EVIDENCE APPROACH

This annual ESG report outlines Millennium's strategy, management systems, operating controls and time-horizon priorities. Detailed data, KPI definitions, targets, evidence ownership and compliance registers sit in the appendices.

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EVIDENCE ARCHITECTURE

How report statements are backed by controlled records



3.1. How this report is connected to our management system

The report connects business strategy to sustainability controls. It shows how Millennium's public commitments and internal procedures are supported by operational activities, records, KPIs and annual review. The structure aligns to the five assessment themes that matter most for Millennium: environment, labour and human rights, ethics, sustainable procurement and technology and value.

Report element	Purpose	Evidence it draws from
Report	Explains what Millennium does, how controls operate and how the business is progressing over short and medium-term horizons.	Policies, procedures, public disclosures, management practices and operational programs.
Appendix KPI tables	Hold quantitative data, definitions, owners and source files.	KPI workbook, HR data, WHS data, supplier data, emissions workbook, incident and action registers.
Evidence index	Links report statements to source documents and controlled records.	Approved policies, registers, training logs, risk assessments, audits, questionnaires and dashboards.
SDG and legislation sections	Shows how Millennium's program aligns to broader expectations and legal obligations.	Legal obligations register, certification records, public commitments and operational controls.

4. REPORTING BOUNDARY, MATERIALITY AND ASSURANCE

4.1. Reporting boundary

This report covers Millennium-controlled operations in Australia and New Zealand for FY2026, unless a specific section states a different boundary. Controlled operations include activities where Millennium has operational authority to set and implement management controls. Any exclusions, data gaps, client-controlled data

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limitations, estimation methods or boundary changes must be documented in the relevant appendix or evidence index.

4.2. Materiality approach

Millennium identifies material ESG topics by considering operational risk, workforce impacts, client expectations, regulatory obligations, supplier exposure, sector-specific expectations and the areas most relevant to the business. This report focuses on the topics where Millennium has the greatest ability to prevent harm, improve performance or provide credible evidence: environment and climate, people and safety, human rights, ethics, responsible information management, sustainable procurement and technology-enabled service value.

4.3. External support and sign-off

Selected ESG metrics, evidence mappings and report disclosures are externally reviewed by ESG Impact for consistency with the source records listed in the evidence index and appendices. The scope, limitations and source files reviewed should be retained with the final report pack and should not be represented as broader assurance than the documented review supports.

5. BUSINESS PROFILE AND STRATEGY

5.1. Who Millennium is

Millennium Services Group is an integrated property services provider operating across Australia and New Zealand. The business provides cleaning, security, maintenance and property services and supports clients through either single-service solutions or integrated service models. The operating footprint spans all Australian states and territories and New Zealand, with service delivery shaped by client needs, site risk, workforce requirements and technology-enabled management systems.

Millennium's strategy is built on reliability, responsiveness and results. Its integrated service model allows clients to combine cleaning, security, maintenance and property services under one accountable service partner. This creates opportunities to improve operational efficiency, enhance safety, reduce disruption, strengthen compliance and provide better visibility across multiple service lines.

5.2. Business strategy and ESG connection

Millennium's ESG strategy is inseparable from its business strategy. The company's work occurs at the point where people, buildings, waste streams, chemicals, energy use, security risks, client experience and regulatory obligations meet. Sustainability is therefore embedded through the quality of daily service delivery, not managed as a separate corporate program.

The business strategy over the short-term horizon is focused on strengthening management systems, data, due diligence and governance across major ESG themes. Over the medium-term horizon, the strategy moves from system-building to measurable performance improvement: lower impact service delivery, safer and more inclusive work, improved supplier assurance, stronger client reporting and greater use of technology to improve efficiency and transparency.

5.3. Short-term strategic priorities: Our 12-month plan

- Continue to collect data and prepare for Australian Government Legislative reporting requirements including environmental and carbon data baseline, and validation of data from owners for energy, fuel, waste, water and emissions.
- Finalise and embed updated policies and procedures across environment, people, WHS, ethics, information security and sustainable procurement.
- Build a live supplier risk register and deploy supplier due diligence to higher-risk and higher-spend suppliers.

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- Strengthen workforce, safety and grievance reporting so management can review themes, outcomes and corrective actions.
- Prepare a current, evidence-backed KPI pack that supports annual reporting and external assessment.

5.4. Medium-term strategic priorities: five-year horizon

- Transition from baseline ESG reporting to measurable performance improvement and reduction targets.
- Use technology, robotics, sensors and management platforms to reduce waste, lift service quality and strengthen safety visibility.
- Increase supplier coverage across code acceptance, due diligence, contract clauses and corrective action close-out.
- Integrate climate, labour, ethics and procurement metrics into management review and client reporting.
- Position Millennium as a preferred responsible property services partner for clients seeking evidence-based sustainability outcomes.

MILLENNIUM SG ESG FRAMEWORK

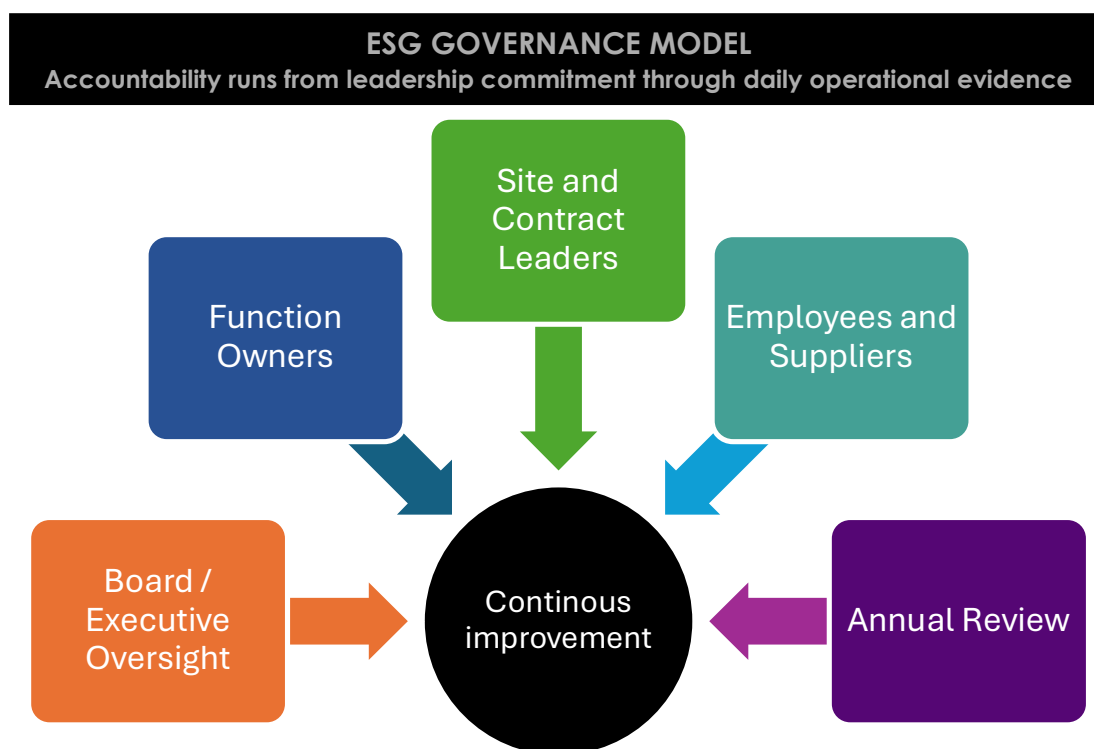
How Millennium connects service delivery to measurable sustainability outcomes



6. ESG GOVERNANCE AND MANAGEMENT SYSTEM

Millennium's ESG governance model links executive oversight to functional ownership and site-level implementation. The business uses its Integrated Management System, certifications, policies, operational procedures, risk assessments, training and registers to translate commitments into daily practice.

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6.1. Accountability model

Executive leadership provides oversight of material ESG risks, approves core policies and reviews major performance issues. Finance & Operations leads environmental management, reporting, ethics controls and information security coordination. HR leads people, diversity and human rights controls. Procurement leads supplier due diligence and supplier records. Operations and site leaders implement controls on contracts and keep the local evidence that demonstrates performance.

6.2. Governance forum and escalation

Millennium maintains an ESG governance and management review forum, or equivalent leadership review process, to oversee material sustainability risks, objectives, target progress, incidents, audit findings, supplier due diligence, data quality and corrective actions. The forum draws on Finance & Operations, Operations, HR, WHS, Procurement, Compliance, IT and relevant contract leaders. Material risks, overdue actions, significant incidents, unsupported claims or major boundary changes are escalated to executive leadership for decision, resourcing or disclosure approval.

6.3. Management review

Millennium's annual ESG management review consolidates progress across policies, objectives, incidents, training, risk assessments, supplier due diligence, corrective actions, certifications and KPI performance. The review creates a formal link between operational records and annual reporting. It also allows leadership to update targets, approve action plans and assign resources for the next reporting cycle.

6.4. Assessment-readiness architecture

The management system is designed around five evidence layers: approved policies, operating measures, deployment coverage, annual results and management review. This enables Millennium to show not only what the company has committed to, but how the commitment is implemented across the business and supplier base.

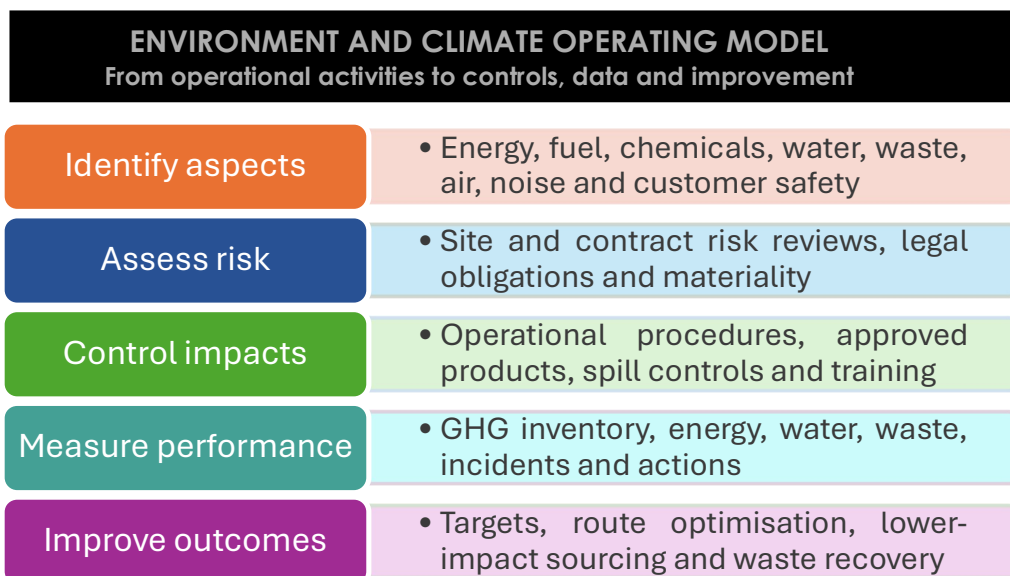
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Evidence layer	Millennium record examples	Purpose
Policies	Environmental & Climate Policy, People and Human Rights Policy, Ethics Policy, Sustainable Procurement Policy, Information Security Standard.	Sets the formal commitment, owner, scope and review cycle.
Measures	Risk assessments, training procedures, due diligence workflow, incident response, consultation process, product and chemical controls.	Shows how the policy is implemented.
Coverage	Training completion, supplier coverage, sites assessed, employees in scope, contracts with clauses.	Shows deployment across the business.
Results	Energy, emissions, waste, incidents, injuries, training hours, grievances, supplier actions, information security events.	Shows current performance over the reporting period.
Review	Management review, corrective action status, targets, improvement roadmap.	Shows leadership oversight and continuous improvement.

7. ENVIRONMENT AND CLIMATE

Environmental management is a core part of Millennium's property services model. The company's operations influence energy use, greenhouse gas emissions, waste, water, chemicals, local pollution, biodiversity-related impacts and customer health and safety through cleaning, security, maintenance, property services, procurement and supplier activities.

Millennium maintains an environmental management system and approach aligned to ISO 14001 and translates its environmental commitments into an operating framework covering aspects and impacts, legal obligations, risk assessment, controls, training, incident management, data management and annual review. The business focuses on practical actions that reduce resource use, prevent pollution, improve waste outcomes and strengthen service delivery for clients.



7.1. Energy management

Energy management focuses on the electricity, fuel and equipment use that Millennium can influence through its offices, depots, service delivery, mobile teams, equipment selection and client site operations. The business manages energy through efficient equipment selection, shutdown controls, route optimisation, responsible use of electricity and client-specific operational arrangements.

Over the short-term horizon, Millennium is establishing a clearer energy data set covering electricity and fuel sources within the defined reporting boundary. The immediate priority is to consolidate source files, confirm data owners and define the treatment of client-controlled utilities and leased or shared sites. Over the five-

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year horizon, Millennium is building energy intensity metrics that allow business units and contracts to compare performance and identify practical reduction opportunities.

7.2. Greenhouse gas emissions

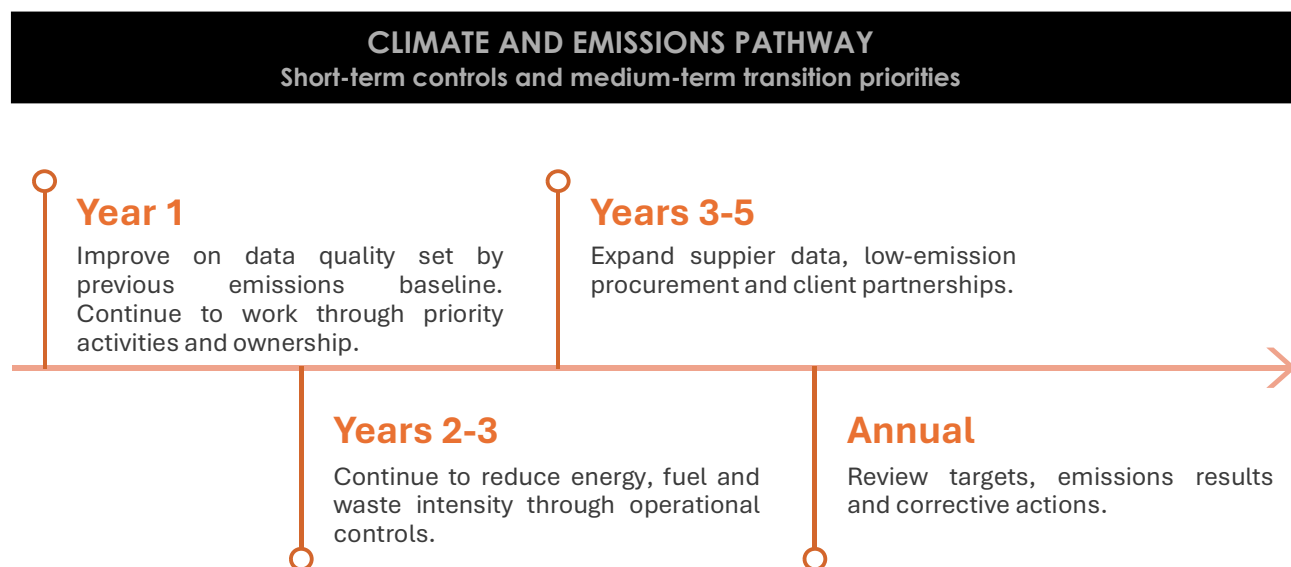
Millennium's greenhouse gas reporting approach covers Scope 1 and Scope 2 sources within the organisational boundary and relevant Scope 3 categories where data is material and available. Scope 1 sources include direct fuel and other direct emissions within the reporting boundary. Scope 2 covers purchased electricity. Scope 3 categories are developed progressively through supplier data, travel, waste and value-chain inputs.

The company's annual emissions process is designed to retain calculation files, source data, emission factors, assumptions, exclusions and data-owner sign-off. This supports transparent reporting and allows future emissions reduction plans to be tracked against a clear baseline. The first-year focus is baseline credibility; the five-year focus is measurable reduction through energy efficiency, fleet and route optimisation, lower-impact products and supplier engagement.

FY2026 is Millennium's baseline year for current environmental and carbon targets. Scope 1 and Scope 2 emissions are calculated annually using retained source data and documented emissions factors. Scope 2 is labelled as location-based, with market-based treatment disclosed separately only where valid contractual instruments or supplier evidence support the claim. Material Scope 3 categories are screened progressively, with exclusions, estimates and data-quality limitations recorded in the methodology and evidence pack.

7.3. Emissions reduction and climate transition

Millennium's emissions reduction pathway prioritises operational controls that are credible for a property services provider. The pathway covers efficient cleaning equipment, reduced idling, better scheduling, reduced rework, responsible electricity use, lower-impact procurement, waste reduction, and supplier data collection. The business also uses technology to improve the efficiency of cleaning and facilities services, including sensor-driven service triggers and robotic cleaning applications that support consistent, data-informed operations.



7.4. Waste management and circular economy

Waste management is one of Millennium's most visible environmental impact areas. The business operates in environments where general waste, food waste, packaging, consumables, cleaning supplies, e-waste and hazardous or controlled waste streams require reliable procedures and clear responsibilities. Millennium's

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approach is grounded in waste hierarchy principles: avoid, reduce, reuse, recycle, recover and dispose as a last resort.

Millennium's organic waste program demonstrates practical circular-economy action. Through waste dehydration technology, organic waste collected from food traders can be converted into nutrient-rich output for fertiliser pathways, reducing landfill dependence and creating a more circular outcome for relevant clients and sites. The reporting focus is to capture waste generated, waste diverted, hazardous and non-hazardous waste streams, and waste recovery outcomes in a consistent annual KPI pack.

7.5. Water management

Water management is relevant to cleaning services, site operations, chemical dilution, wastewater handling and client environments. Millennium manages water impacts through efficient use, contamination prevention, correct chemical handling, training, site procedures and corrective action following incidents or complaints. The business is building a clearer data approach for water where consumption is material, controlled by Millennium or requested by clients.

The short-term priority is to define which sites and activities generate reliable water data and which water-related risks are managed through operational controls rather than direct metering. The medium-term priority is to identify high-use or high-risk service activities and integrate water efficiency, wastewater protection and spill prevention into contract-level risk assessments.

7.6. Air quality and local pollution

Air quality and local pollution controls cover the operational risks that can arise from fuels, equipment, dust, smoke, odour, noise, chemical handling, spills and stormwater impacts. For a property services provider, these issues are managed through safe product selection, equipment maintenance, storage controls, spill response, site induction, incident escalation and supervision.

Millennium manages local pollution at the point of service delivery. Controls are embedded through site risk assessments, approved product lists, safety data sheet access, dilution instructions, labelling, storage practices, hazardous waste disposal and escalation of complaints or incidents. Over the medium term, the business is strengthening the evidence base by linking incidents, complaints and corrective actions to management review.

7.7. Hazardous materials and chemicals

Chemical and hazardous materials management is a priority for cleaning and maintenance activities. Millennium's operating controls include approved products, access to safety data sheets, dilution and handling instructions, labelled storage, worker competence, personal protective equipment, spill response and disposal requirements. These controls protect workers, customers, building users and the environment.

The reporting model captures chemical incidents, spills, corrective actions, training records and supplier/product information. Medium-term improvement priorities include increasing use of lower-impact products, expanding product stewardship expectations through procurement and working with suppliers and clients to reduce packaging, hazardous substances and unnecessary chemical use.

7.8. Responsible sourcing of environmental products and services

Responsible sourcing connects environmental performance to procurement. Millennium's procurement process integrates environmental considerations into supplier selection, particularly for chemicals, consumables, equipment, waste services, packaging, vehicles, technology and subcontracted operations. Suppliers are expected to maintain appropriate controls over environmental compliance, waste, emissions, pollution prevention, chemicals and incidents relevant to their services.

Over the short term, Millennium uses supplier risk screening and evidence requests to identify higher-risk suppliers and categories. Over the five-year horizon, the company is building a stronger responsible sourcing

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system that prioritises lower-emission goods and services, reduced packaging, recycled or recyclable content, safer chemicals, efficient equipment and supplier cooperation on Scope 3 data.

7.9. Biodiversity and nature

Millennium's direct biodiversity footprint is lower than industries with land development, agriculture or extraction activities, yet biodiversity remains relevant through chemicals, waste, water, stormwater, landscaping support, product selection, packaging and supplier practices. The company addresses biodiversity through pollution prevention, responsible chemical management, waste reduction, water protection and client-site controls that prevent spills or contamination reaching natural ecosystems.

The short-term priority is to map biodiversity-related risks through the environmental aspects and impacts register. The five-year priority is to integrate biodiversity-sensitive product choices and supplier expectations into procurement and client solutions where Millennium has influence over products, waste streams, landscaping interfaces or operational controls.

7.10. Customer health and safety

Customer health and safety is linked to environmental management through safe product selection, correct labelling, chemical storage, equipment condition, site hygiene, security arrangements and incident response. Millennium's services contribute to clean, safe and reliable environments for clients, tenants, visitors and the public. Operational controls focus on worker competence, site inductions, safe chemicals, documented procedures and escalation of incidents or complaints.

7.11. Environmental training and advocacy

Environmental training is embedded through induction, role-based instruction, chemical handling, spill response, waste separation, site procedures and supervisor communication. The company communicates environmental requirements to employees, subcontractors, waste contractors and suppliers whose activities influence performance. Millennium's training and advocacy are strongest when linked to actual site risks and client expectations, which is why Millennium's medium-term program connects training records to incident trends, contract mobilisation and environmental risk assessments.

8. PEOPLE, SAFETY, DIVERSITY AND HUMAN RIGHTS

Millennium is a people-intensive business. Its ESG performance depends on safe work, fair employment, inclusion, worker voice, skills development and respect for human rights. The company's people strategy focuses on ensuring that employees, contractors, labour-hire workers and supplier workers understand expectations, receive training, access grievance channels and work in environments that prevent harm.

PEOPLE, SAFETY AND HUMAN RIGHTS MODEL Controls that support safe, fair and inclusive work

Recruit Fairly	•Right-to-work, age, no fee recruitment and transparent onboarding
Work Safely	•Risk assessments, consultation, training, PPE and incident response
Develop People	•Role training, performance conversations and capability pathways
Include Everyone	•DEI, adjustments, respectful workplace and pay fairness review
Protect Rights	•Modern slavery controls, grievance access and remediation

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8.1. Safe work and WHS management

Millennium's WHS approach covers physical and psychosocial hazards, manual handling, slips, trips and falls, chemical safety, plant and equipment, electrical safety, fatigue, lone work, violence and aggression, contractor activities and emergency events. The company uses risk assessments, inductions, safe work instructions, training matrices, emergency planning, toolbox talks, incident reporting and corrective action tracking to maintain safe service delivery.

The short-term focus this year has been to strengthen enterprise-wide WHS documentation and collect complete evidence of risk assessment, consultation, training and incident close-out. The five-year direction is to use safety data, technology platforms and leadership review to reduce injuries, improve hazard reporting, close corrective actions faster and improve the consistency of safety performance across sites and contracts.

8.2. Psychosocial risk and wellbeing

Psychosocial risk management is a core component of modern WHS. Millennium manages psychosocial hazards through role clarity, workload and fatigue controls, supervision, respectful workplace expectations, grievance access, safety consultation, incident escalation and support mechanisms. The company recognises that customer-facing security, cleaning and property services roles can involve lone work, challenging behaviours, time pressure and site-specific stressors.

Over the short term, Millennium is formalising psychosocial risk requirements within WHS and people procedures. Over the medium term, psychosocial risk indicators will be reviewed alongside injury, incident, grievance, turnover and training data so leadership can identify recurring themes and target controls.

8.3. Consultation, social dialogue and worker voice

Worker consultation enables safety, employment and operational issues to be raised, considered and resolved. Millennium's consultation model includes pre-start discussions, toolbox talks, supervisor-worker conversations, safety meetings, committees or representative forums where appropriate, and escalation through management or speak-up pathways. The process records issues, owners, due dates and close-out evidence.

Consultation evidence should be retained for major sites and functions, including meeting minutes, toolbox records, elected or nominated representative arrangements where applicable, issues raised, actions assigned, feedback to workers and management review of recurring themes. This supports our evidence of social dialogue, worker voice and deployment of consultation beyond policy wording.

Millennium's medium-term objective is to make consultation evidence consistent across major sites and contracts. This includes meeting minutes, action logs, feedback to workers and management review of recurring themes.

8.4. Working conditions and wage fairness

Millennium's employment controls are built around lawful working conditions, award and industrial instrument compliance, timely payment, clear employment terms, leave entitlements, rest breaks and fair treatment. The business is strengthening its annual review of pay equity risks and adequate remuneration, with HR and Finance & Operations responsible for maintaining evidence and documenting the review position.

Millennium's wage adequacy controls include living wage benchmarking where adopted, payroll review evidence, overtime and working-hours monitoring, WGEA/pay equity analysis and any remediation actions. Where living wage benchmarking is incomplete, the report should state the current review status, employee population covered, benchmark used and next review date rather than overclaiming full coverage.

8.5. Diversity, equity and inclusion

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Millennium is committed to equal opportunity in recruitment, development, promotion, remuneration and everyday work allocation. The company does not tolerate unlawful discrimination, harassment, bullying or victimisation. Inclusion is supported through fair selection criteria, consistent assessment methods, reasonable adjustments, accessible recruitment processes, respectful workplace communication and leadership accountability.

Short-term actions focus on confirming DEI metrics and training coverage. Over five years, Millennium aims to improve visibility of representation, promotion outcomes, leadership diversity, pay equity risk, training completion and the effectiveness of respectful workplace controls.

8.6. Career management and training

Training and capability are central to safety, quality, compliance and employee experience. Millennium's training model includes onboarding, WHS induction, role and task-specific training, site induction, emergency instruction, environmental awareness, ethics, information security, respectful workplace expectations and leader responsibilities. Career management is strengthened through performance conversations, development priorities, skills matrices and internal mobility opportunities.

8.7. Human rights and modern slavery

Millennium prohibits child labour, forced labour, debt bondage, deceptive recruitment, human trafficking and work performed under coercion. Human rights risks are considered not only in direct employment but also in supplier, labour provider and contractor relationships. Controls include age and right-to-work checks, no recruitment fee expectations, lawful employment conditions, grievance channels, supplier due diligence, labour hire licensing and modern slavery reporting.

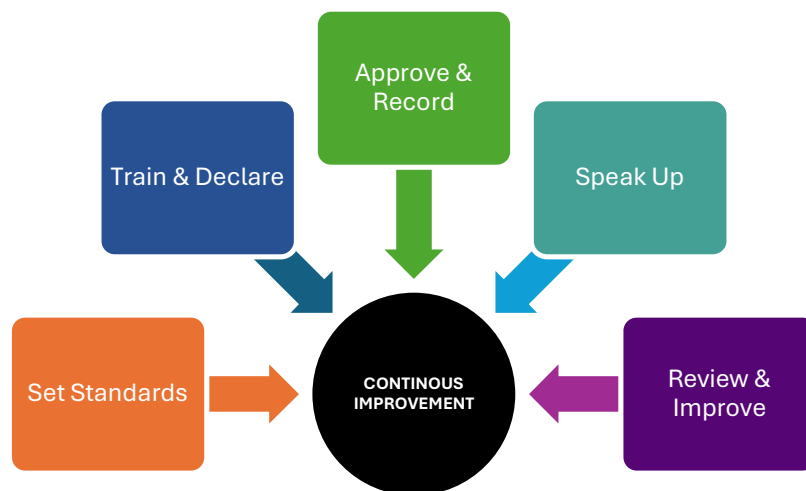
The company's medium-term program connects modern slavery reporting, supplier due diligence, grievance access and procurement controls. The objective is to demonstrate that risks are identified, suppliers are assessed, concerns can be raised safely and remediation is tracked.

9. ETHICS, GOVERNANCE AND RESPONSIBLE INFORMATION MANAGEMENT

Governance is the structure that makes ESG performance reliable. Millennium's governance approach includes policies, delegated responsibilities, licences, certifications, registers, training, risk assessments, approvals, investigations, due diligence and annual reporting. The business maintains a public governance policy suite and continues to strengthen the links between policy intent and operating evidence.

ETHICS AND INFORMATION MANAGEMENT CONTROL CYCLE

Registers and evidence that demonstrates controls operating



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9.1. Business ethics and anti-bribery

Millennium's ethics framework covers anti-bribery, corruption, fraud, facilitation payments, conflicts of interest, gifts, hospitality, donations, sponsorships, procurement integrity, recordkeeping and third-party due diligence. The company prohibits improper advantage, secret commissions, false records, undisclosed conflicts, fraudulent conduct and manipulation of procurement processes.

The evidence pack should include the current Business Ethics Policy, Anti-Bribery and Anti-Corruption Policy, Code of Conduct, conflicts register, gifts and sensitive transactions register, corruption risk assessment, training records, due diligence files and any investigation or corrective action records. Millennium's ethics controls also address fraud, money laundering, conflicts of interest and improper advantage through approval, declaration, reporting and review mechanisms.

The annual reporting program captures training, conflicts, sensitive transaction approvals, ethics cases, whistleblower matters, third-party due diligence coverage and corrective actions. Medium-term priorities include annual ethics training, risk assessment, registers for conflicts and sensitive transactions, and management review of trends.

9.2. Speak-up, grievance and whistleblower arrangements

Millennium's speak-up and grievance model provides channels for employees, contractors, supplier workers and external stakeholders to raise concerns. The mechanism covers misconduct, corruption, fraud, bullying, harassment, discrimination, child labour, forced labour, human trafficking, health and safety, environmental harm, privacy, information security and other serious issues. Reports are triaged, investigated and closed through documented actions while confidentiality and non-retaliation protections are maintained.

9.3. Responsible information management

Responsible information management covers confidential information, personal data, customer data, supplier data, payroll and HR information, tender information and technology assets. Millennium's control model addresses information classification, access control, device security, passwords, acceptable use, data handling, retention, secure disposal, privacy notices, third-party access, incident response, training and annual review.

Our ESG data vault demonstrates the operating controls behind these commitments, including information-security risk assessment, access review evidence, training records, incident response and breach escalation procedures, records retention rules, third-party access approvals, supplier security due diligence and confirmed information-security incident metrics for the reporting period.

The short-term focus is to complete risk assessments, access reviews, training records, incident logs and third-party due diligence evidence. The five-year direction is to mature information security into a recurring assurance cycle with defined controls, access recertification, incident exercises and KPI reporting.

9.4. Technology-enabled governance

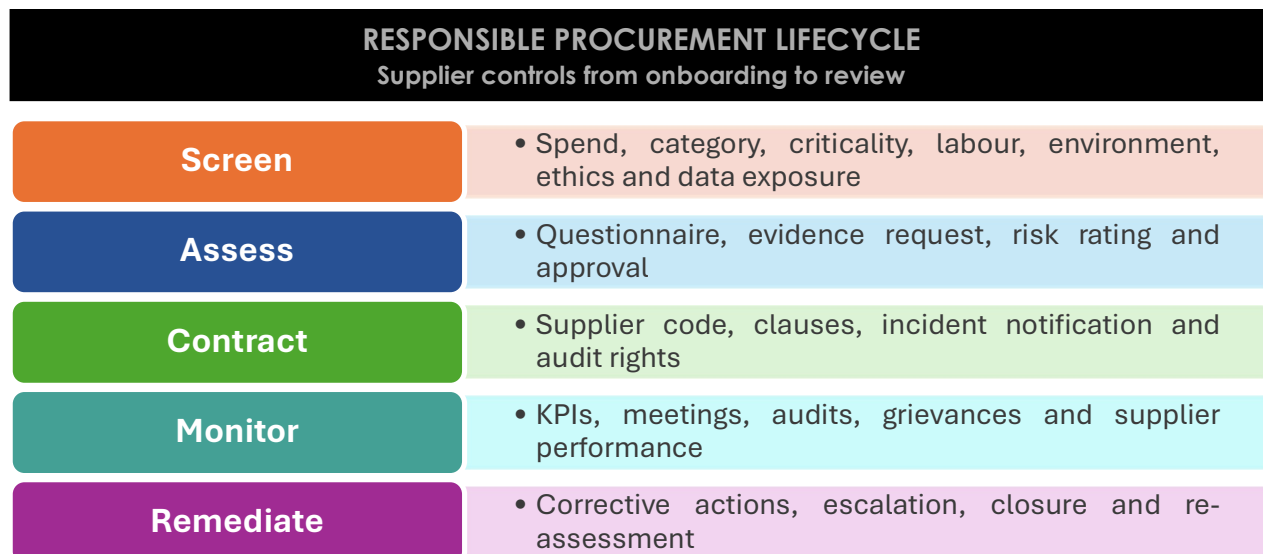
Millennium's technology strategy strengthens governance by improving visibility over service delivery, safety, attendance, workforce compliance, incident response and management reporting. Platforms such as Urbanise and Humanforce, QR code tracking, body-worn cameras, HSI DoneSafe and robotics/sensor technologies provide better operational data and reduce reliance on manual evidence collection. These systems support safer and more accountable service delivery.

10. SUSTAINABLE PROCUREMENT AND SUPPLIER ASSURANCE

Sustainable procurement is a major part of Millennium's ESG program because the company relies on suppliers, subcontractors, labour providers, products, equipment, chemicals, technology, waste providers and

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service partners to deliver outcomes. Procurement decisions influence environmental impact, labour standards, modern slavery risk, ethics, data security and client confidence.



10.1. Supplier due diligence

Millennium's supplier due diligence process segments suppliers by spend, criticality, service type, customer exposure, labour intensity, subcontracting, geography, environmental impact, data access and prior incidents. Higher-risk suppliers receive enhanced due diligence before onboarding or renewal, including questionnaires, evidence requests, contract controls, risk assessment and management approval where required.

Due diligence evidence should clearly show the targeted supplier population, risk-screening methodology, assessment completion, reviewer decision, approval outcome and any limitations. Supplier worker grievance access, labour hire licensing, subcontracting controls, modern slavery indicators, environmental data, information-security exposure and corrective actions should be checked for higher-risk suppliers where relevant.

10.2. Supplier Code of Conduct and contract controls

The Supplier Code of Conduct communicates Millennium's expectations on legal compliance, ethics, anti-bribery, conflicts, labour and human rights, modern slavery, child labour, forced labour, working conditions, worker voice, grievance access, health and safety, environmental management, information security, confidentiality, audit cooperation and corrective action. Contract clauses and supplier acknowledgements convert those expectations into enforceable commitments.

10.3. Supplier environmental practices and Scope 3 engagement

Millennium's supplier environmental controls focus on suppliers that manage chemicals, waste, vehicles, equipment, packaging, energy, water, technology, consumables or subcontracted services. The business is building a supply-chain data model that supports Scope 3 screening, lower-impact sourcing and improved supplier evidence over time.

10.4. Supplier social practices

Labour-intensive suppliers, labour hire providers, subcontractors and site-based service providers receive heightened attention because they can influence worker rights, wages, hours, safety, grievance access and modern slavery risk. Millennium's due diligence model includes worker welfare, labour hire licensing, subcontracting transparency, recruitment practices and remediation expectations.

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10.5. Supplier diversity and local participation

Millennium's responsible procurement approach includes diverse, local, Indigenous and social-value supplier participation where practical and commercially appropriate. The medium-term program includes transparent selection criteria, opportunity records and reporting of participation or spend measures where data is available.

10.6. Supplier improvement, incentives and buyer capability

Millennium may support supplier improvement through clarification meetings, evidence templates, corrective action planning, capability-building materials and follow-up reviews where gaps are identified. Supplier sustainability performance, cooperation with due diligence, corrective action closure and evidence quality may be considered in supplier selection, preferred supplier decisions, renewal discussions and tender evaluation. Procurement employees and contract owners should complete sustainable procurement training and may have objectives linked to Supplier Code acceptance, risk screening, clause coverage, assessment completion and corrective action closure.

11. INNOVATION, TECHNOLOGY AND CLIENT VALUE

Technology strengthens Millennium's sustainability outcomes by improving efficiency, safety, transparency, compliance and client reporting. The company's connection with SoftBank Robotics and its use of data-enabled service tools supports smarter cleaning, facilities management and security services. Technology enables need-based service, real-time information, auditable attendance, incident escalation and more consistent performance outcomes.

11.1. Robotics and sensor-based operations

Robotic floor cleaning and sensor-triggered service models reduce repetitive work, support consistent cleaning standards and provide data for operational improvement. Sensors in high-use areas such as rest rooms and parent rooms allow cleaning, waste collection and maintenance to respond to actual demand rather than fixed schedules alone.

11.2. Safety technology

QR code tracking, body-worn cameras, stab-resistant vests, centralised safety systems and digital incident platforms strengthen workforce protection and accountability. These tools assist with attendance verification, hazard reporting, incident response, transparent security operations and risk oversight.

11.3. Management platforms

Management platforms such as Urbanise and Humanforce support scheduling, communication, payroll, compliance, incident tracking, workforce visibility and contract management. Better data improves the quality of client reporting and supports more reliable ESG evidence over time.

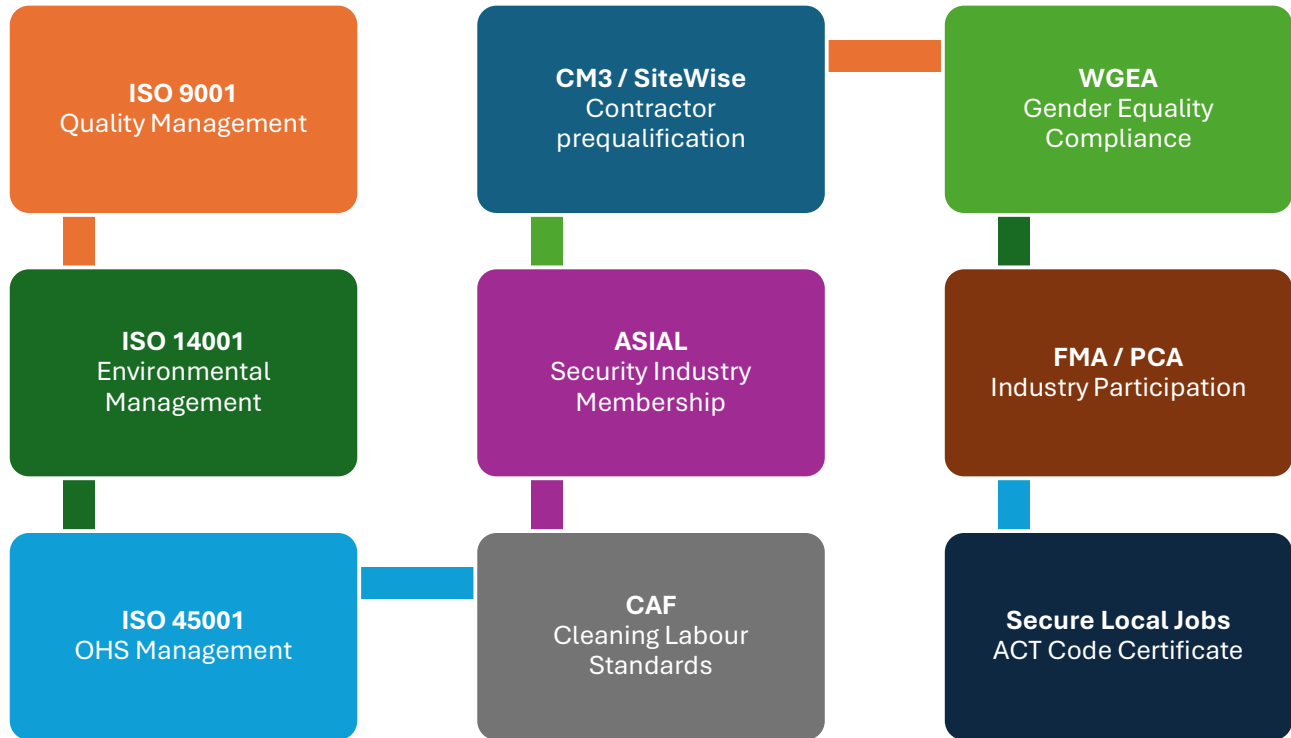
12. CERTIFICATIONS, MEMBERSHIPS AND EXTERNAL RECOGNITION

Millennium's certification and membership landscape supports the credibility of its management systems. The business maintains recognised quality, environmental and health and safety certifications and participates in industry bodies that support professional standards, compliance and labour accountability.

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CERTIFICATIONS, MEMBERSHIPS AND EXTERNAL RECOGNITION

External credentials that support management-system credibility



Credential / membership	Relevance to ESG	Current report treatment
ISO 9001:2015 Quality Management	Supports service quality, process control, customer satisfaction and continual improvement.	Reported as part of Millennium's Integrated Management System.
ISO 14001:2015 Environmental Management	Supports environmental risk management, compliance, objectives, operational controls and continual improvement.	Reported under environment and climate governance.
ISO 45001:2018 OH&S Management	Supports health and safety management, risk assessment, consultation and worker protection.	Reported under safety and wellbeing.
Cleaning Accountability Framework (CAF)	Worker-driven social compliance scheme focused on labour standards in cleaning.	Reported under people, labour standards and external recognition.
ASIAL Platinum Membership	Security industry membership supporting professional standards and sector participation.	Reported under governance and security services.
Secure Local Jobs Code Certificate	Supports responsible employment and procurement expectations for ACT government work.	Reported under labour and procurement controls.

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Credential / membership	Relevance to ESG	Current report treatment
Chemform Green Certification	Supports lower-impact chemical/product sourcing and environmental performance.	Reported under responsible sourcing and environmental products.
CM3 Certified	Supports contractor WHS prequalification and supply-chain risk management.	Reported under safety and procurement.
SiteWise Gold Certification (NZ)	Supports contractor health and safety prequalification in New Zealand.	Reported under safety and New Zealand operations.
WGEA compliance	Supports gender equality reporting and compliance with Australian workplace gender equality obligations.	Reported under DEI and workforce reporting.
Facility Management Association / Property Council memberships	Supports industry participation, learning and client engagement.	Reported under partnerships and client value.
UN Global Compact commitment	Supports alignment with the Ten Principles covering human rights, labour, environment and anti-corruption.	Reported under external commitments, SDGs and governance. Evidence should include participation or alignment record and progress communication.

13. EXTERNAL COMMITMENTS, CERTIFICATIONS AND ASSURANCE

13.1. UN Global Compact

Millennium is a committed signatory to the United Nations Global Compact Ten Principles covering human rights, labour, environment and anti-corruption. The report maps these principles to operational controls including human-rights due diligence, fair and safe work, environmental management, supplier expectations, anti-bribery controls, whistleblower protections and management review. Evidence of participation, communication on progress or alignment should be retained in the external commitments register.

13.2. ISO certifications and management systems

Millennium's certifications include ISO 9001, ISO 14001 and ISO 45001 which are independently assessed management-system controls for quality, environment and occupational health and safety. Certificate scope, issuing body, covered entities or sites, certificate period and expiry dates must be retained and reconciled to any claims made in this report.

13.3. External Support by ESG Impact

ESG Impact provided an external review of selected ESG report disclosures, KPI evidence and evidence-index consistency for the reporting period. The final sign-off statement identifies the reviewed metrics, reporting period, documents sampled, limitations and any exclusions from review scope.

14. LEGISLATIVE AND REGULATORY COMPLIANCE FRAMEWORK

Millennium's legal obligations arise from its operating footprint across Australia and New Zealand, its cleaning, security, maintenance and property services, its workforce model, its suppliers, its security licences, its

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environmental impacts and its handling of personal and confidential information. The company manages these obligations through policies, licences, contract requirements, training, internal procedures, registers and management review.

LEGAL AND REGULATORY COMPLIANCE FRAMEWORK

National, State and New Zealand obligations are managed through policy, licensing and operating controls



14.1. National and Commonwealth obligations

At a national level, Millennium's ESG program is aligned to obligations covering environmental protection and reporting, modern slavery, fair work, anti-discrimination, privacy, competition, corporations governance, whistleblower protections, consumer law and workplace gender equality. These obligations influence the company's policy framework, training, reporting, grievance mechanisms, procurement controls and annual ESG evidence pack.

Millennium also considers AASB S2 Climate-related Financial Disclosures requirements in its management-system design, including governance, strategy, climate-related risks and opportunities, risk management, metrics, targets, scenario analysis where relevant and evidence of management review.

14.2. State and territory obligations

State and territory obligations are particularly important for WHS, environmental protection, waste, pollution, security licensing and labour hire licensing. Millennium manages jurisdiction-specific obligations through licences, site requirements, client controls, procedures and legal obligations registers. The report's appendix includes a detailed legislative register for Australia and New Zealand.

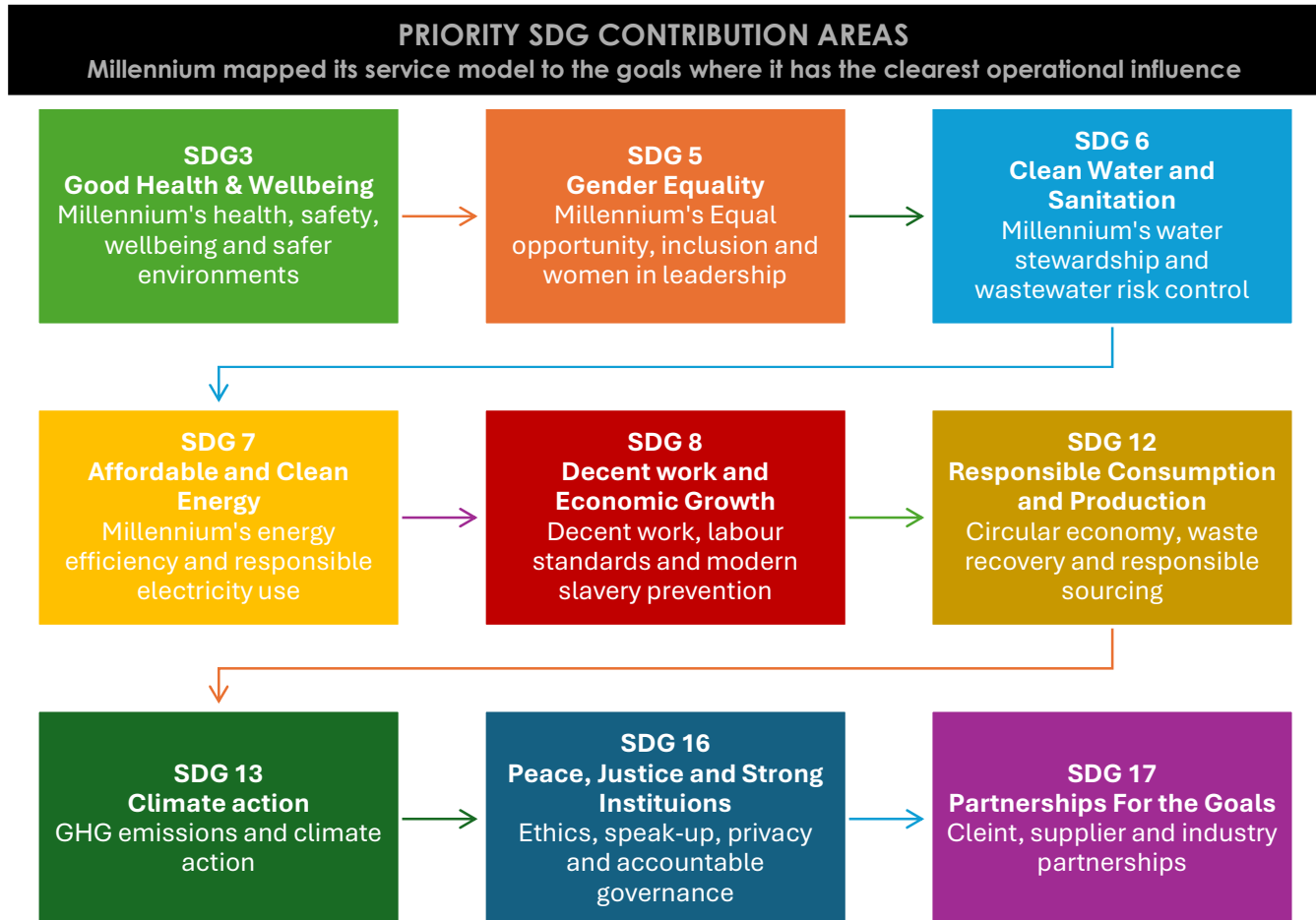
14.3. New Zealand obligations

New Zealand operations are governed through health and safety, employment, privacy, human rights and environmental obligations, supported by local licensing and prequalification requirements. Millennium applies its group minimum standards while recognising local legal requirements and client expectations.

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15. CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Millennium's SDG alignment focuses on goals where the business has genuine operational influence. The company does not present the SDGs as a marketing overlay. The SDG map below connects each selected goal to concrete services, controls, targets and evidence records.



15.1. SDG 3: Good Health and Well-being

Ensure healthy lives and promote well-being for all.

What Millennium is doing: Millennium contributes through WHS management, psychosocial risk controls, safe cleaning practices, hygiene outcomes, incident reporting, emergency preparedness, customer health and safety controls and safer security operations.

- 12-month target: Maintain annual WHS KPI pack covering incidents, lost days, training, consultation and corrective action closure.
- Five-year target: Reduce injury and incident rates through technology, training, supervision, client risk reviews and safer work design.

15.2. SDG 5: Gender Equality

Achieve gender equality and empower all women and girls.

What Millennium is doing: Millennium contributes through equal opportunity, anti-discrimination, respectful workplace controls, WGEA compliance, women in management reporting, pay equity review and inclusive recruitment.

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- 12-month target: Publish core gender and leadership metrics and complete pay equity risk review.
- Five-year target: Improve gender representation, leadership opportunity and pay equity visibility across functions and contracts.

15.3. SDG 6: Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all.

What Millennium is doing: Millennium contributes through efficient water use, wastewater protection, spill prevention, chemical controls, dilution instructions, site risk assessment and cleaning practices that support hygienic facilities.

- 12-month target: Confirm water data availability and define water-related operational controls in environmental risk reviews.
- Five-year target: Develop targeted water efficiency and wastewater-risk reduction actions for material contracts.

15.4. SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy.

What Millennium is doing: Millennium contributes through energy monitoring, efficient equipment selection, electricity-use controls, route optimisation and operational practices that reduce unnecessary energy demand.

- 12-month target: Establish electricity and fuel baseline with data owners and evidence files.
- Five-year target: Reduce energy intensity through equipment, technology, scheduling and client collaboration.

15.5. SDG 8: Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

What Millennium is doing: Millennium contributes through lawful working conditions, CAF participation, labour standards, training, career development, modern slavery prevention, right-to-work checks and supplier labour due diligence.

- 12-month target: Complete workforce KPI pack, training coverage, consultation evidence and modern slavery evidence map.
- Five-year target: Strengthen workforce development, supplier labour controls and measurable decent-work outcomes.

15.6. SDG 10: Reduced Inequalities

Reduce inequality within and among countries.

What Millennium is doing: Millennium contributes through fair recruitment, reasonable adjustments, inclusive work practices, accessible grievance pathways and support for diverse and local suppliers.

- 12-month target: Confirm DEI metrics, grievance metrics and inclusion controls.
- Five-year target: Improve diversity monitoring, reasonable adjustment processes and supplier diversity participation.

15.7. SDG 11: Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

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What Millennium is doing: Millennium contributes by maintaining clean, safe, secure and functional properties and public-facing spaces. Security, cleaning, maintenance and property services support operational resilience and user confidence.

- 12-month target: Capture client-facing safety, service quality and incident response metrics.
- Five-year target: Use technology and integrated services to improve urban asset performance and resilience.

15.8. SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

What Millennium is doing: Millennium contributes through waste reduction, recycling, organic waste programs, chemical controls, product stewardship, responsible sourcing and supplier expectations.

- 12-month target: Report waste streams, waste recovered, chemical controls and lower-impact sourcing actions.
- Five-year target: Increase waste diversion, lower-impact product sourcing and supplier environmental evidence.

15.9. SDG 13: Climate Action

Take urgent action to combat climate change and its impacts.

What Millennium is doing: Millennium contributes through emissions measurement, energy management, fleet/fuel controls, waste reduction, supplier engagement and operational efficiency technologies.

- 12-month target: Complete Scope 1 and Scope 2 baseline and material Scope 3 screening.
- Five-year target: Deliver emissions reduction actions supported by supplier data, lower-impact procurement and technology.

15.10. SDG 15: Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems.

What Millennium is doing: Millennium contributes through pollution prevention, responsible chemical management, spill controls, waste management, stormwater protection, responsible products and biodiversity-sensitive sourcing.

- 12-month target: Map biodiversity-related aspects in environmental risk assessments.
- Five-year target: Integrate biodiversity-sensitive product and supplier considerations into procurement and site controls.

15.11. SDG 16: Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies, access to justice and accountable institutions.

What Millennium is doing: Millennium contributes through governance, anti-bribery, conflicts management, whistleblower protections, privacy, information security, grievance access and transparent registers.

- 12-month target: Complete ethics training, registers and annual case / action reporting.
- Five-year target: Embed mature ethics, privacy and responsible information management reporting.

15.12. SDG 17: Partnerships for the Goals

Strengthen implementation and partnerships for sustainable development.

What Millennium is doing: Millennium contributes through client partnerships, supplier engagement, CAF, industry memberships, technology partners, responsible procurement and community relationships.

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- 12-month target: Confirm supplier engagement plan and industry/membership evidence.
- Five-year target: Use partnerships to scale technology-enabled sustainability, supplier uplift and client reporting.

16. UN GLOBAL COMPACT TEN PRINCIPLES ALIGNMENT

Millennium's ESG program supports the United Nations Global Compact Ten Principles through practical controls and evidence. Human rights principles are addressed through the Human Rights Policy, modern slavery reporting, grievance access, worker voice and supplier due diligence. Labour principles are addressed through lawful employment, WHS, consultation, non-discrimination, freedom of association and labour hire controls. Environmental principles are addressed through ISO 14001-aligned management, GHG inventory, energy and waste controls, pollution prevention, biodiversity considerations and supplier environmental expectations. Anti-corruption principles are addressed through the Business Ethics Policy, Anti-Bribery and Anti-Corruption Policy, conflicts and gifts registers, whistleblower channels and third-party due diligence.

17. SHORT-TERM AND MEDIUM-TERM ESG ROADMAP

Roadmap actions should be tracked through named owners, due dates, source evidence and management review status. Where a target is not yet supported by validated data, the report should identify the baseline-building step required before publishing a performance claim.

Millennium's ESG roadmap is designed to move from policy uplift and baseline evidence to measurable performance improvement. The 12-month horizon focuses on evidence quality, data ownership and management-system deployment. The five-year horizon focuses on performance improvement, technology adoption, supplier maturity and stronger stakeholder reporting.

Time horizon	Environment and climate	People, safety and human rights	Ethics, information and procurement
12 months	Complete GHG baseline, energy/waste/water KPI pack, environmental risk registers and target schedule.	Complete WHS, consultation, training, DEI, grievance and workforce KPI evidence pack.	Complete ethics registers, information security risk evidence, supplier risk register, due diligence pack and buyer training.
Years 2–3	Deliver efficiency actions, improve waste diversion data, expand supplier environmental data and refine climate targets.	Strengthen injury reduction, psychosocial controls, consultation quality, performance/development processes and workforce reporting.	Increase supplier code and clause coverage, close corrective actions, improve training coverage and run control reviews.
Years 4–5	Demonstrate emissions and waste intensity improvement, mature Scope 3 engagement and expand circular-economy client solutions.	Demonstrate safer work outcomes, deeper inclusion metrics, stronger human-rights assurance and improved employee development visibility.	Operate a mature assurance system with recurring audits, dashboards, supplier improvement and executive review.

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Appendix A: ESG KPI dashboard

The KPI dashboard contains the metrics required for annual management review and external reporting. Values are inserted from validated source files before final release. Each KPI has a data owner, source record, reporting boundary and method note.

Appendix Table 1: Labour, workforce and WHS

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Number of hours worked	Hours	FY2026	5,000,706	Direct employees; specify reporting year and coverage.	Payroll extract, workforce report, time and attendance records, annual report table	HR / Payroll	Sum of all direct and ancillary working hours over one reporting year. Estimate using standard hours only if direct calculation is unavailable and methodology is documented.
Number of days lost to work-related injuries, fatalities and ill health	Days	FY2026	395	Direct employees; specify employee boundary and reporting year.	Internal safety report, workers compensation report, injury register, annual report table	WHS / HR	Total days lost from work-related injury, fatality or ill health. Include home-based work injuries only where directly related to work performed.
Number of work-related accidents	Number	FY2026	70	Direct employees; specify reporting year.	Incident register, workplace accident report, annual safety report	WHS / Operations	Recorded accidents that resulted in injury or consequent ill health.
Total recordable incident rate, fatality rate and near miss frequency rate	Rate	FY2026	Total incident: 532 TRIFR: 34.19 Near Miss rate: 6.39	Direct employees and contractors where available.	WHS dashboard, incident register, contractor incident log, safety report	WHS / Operations	Report TRIR, fatality rate and NMFR. Provide separate results for direct employees and contract workers where available.
Additional employee health and safety metrics	Number / % / rate	FY2026	LTIFR: 14.00 WC rate: 2.7 (National) Training Donesafe: Early stages of introduction	Company operations; define employee and site coverage.	Training report, risk assessment register, H&S management review, annual report table	WHS / HR	Report number of employees trained in H&S, number of H&S risk assessments conducted, absenteeism rate or other WHS indicators used by Millennium.

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Number of road accidents and incidents	Number	FY2026	68 (Which includes property damages, hazards with vehicles and equipment related incidents onsite).	Company fleet and work-related driving; include contractors if tracked.	Fleet incident register, insurance claims data, WHS incident records	Operations / Fleet / WHS	Report road accidents/incidents involving Millennium vehicles or work-related driving.
Annual total compensation ratio	Ratio	FY2026	1:28 (0.036%)	Direct employees; define compensation inclusions and exclusions.	Payroll/wage tracking report, remuneration analysis	HR / Finance	Highest paid individual annual total compensation divided by median annual compensation for all employees excluding the highest paid individual.
Average hours of training per employee	Hours per employee	FY2026	N/A	Direct employees; specify reporting year.	Training report, LMS export, annual training summary	HR / People & Culture	Total training hours divided by total number of employees participating in training. Include vocational/internal/external training paid by Millennium.
Percentage of active workforce covered by collective bargaining or employee representation arrangements	%	FY2026	N/A	Active workforce; define whether direct employees only.	Enterprise agreement records, employee representative coverage report, consultation records	HR / Legal	Percentage of active workforce covered by collective agreements or employee representation mechanisms.
Number of work stoppages and total days idle	Number and days	FY2026	0	Company operations; specify employee groups covered.	Industrial relations report, payroll/operations records, management report	HR / Operations	Report work stoppages and total days idle during the reporting period.
Voluntary and involuntary employee turnover rate	Rate / %	FY2026	Voluntary 32%/Involuntary 8%	Direct employees; specify calculation methodology.	HRIS report, workforce dashboard, annual report table	HR	Voluntary turnover and involuntary turnover as a percentage of average headcount.

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Employee engagement result	% / score	FY2026	N/A	Employees surveyed; specify response rate.	Employee engagement survey, pulse survey report, action plan	HR	Report engagement score or percentage from employee survey or equivalent mechanism.
Career management and development metrics	Number / %	FY2026	N/A	Direct employees; specify reporting period.	Training report, performance review completion report, development plan register	HR / Managers	Report skills trainings delivered, employees with development plans, performance review completion, internal mobility cases and other career metrics.
Child labour, forced labour and human trafficking incidents or audits	Number	FY2026	0 confirmed incidents.	Own operations; direct employees and relevant labour providers where applicable.	Human rights report, incident register, right-to-work/age verification controls, audit records	HR / Compliance	Report any child/forced labour incidents and any audits or checks conducted in own operations. If zero, provide control evidence and state zero confirmed incidents.
External stakeholder human rights metrics	Number	FY2026	0	External stakeholders affected by operations; define boundary.	Human rights assessment, grievance register, stakeholder issue log	HR / Compliance / Operations	Report human rights impact assessments performed and grievance mechanism cases involving external stakeholders.

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Appendix Table 2: Diversity, discrimination and harassment

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Percentage of women employed in the whole organisation	%	FY2026	44	Direct employees; specify reporting date or average.	Internal diversity report, HRIS extract, annual report table	HR	Employees identifying as women divided by total employees.
Percentage of women at top management level	%	FY2026	42.8 (3/7 executives)	Direct employees in top management.	Diversity report, organisation chart, HRIS extract	HR / Executive	Women in top management divided by total top management. Top management includes chief officers, directors, VP/team leaders and mid/top management; excludes board.
Percentage of women within the organisation board	%	FY2026	33.33%	Board members; define entity/board scope.	Board composition records, annual report, governance report	Company Secretary / Executive	Women board members divided by total board members, including management/supervisory/advisory boards as applicable.
Average unadjusted gender pay gap	%	FY2026	8.8%	Direct employees; define pay elements and reporting period.	Wage tracking report, WGEA report if applicable, internal remuneration analysis	HR / Payroll	Average pay of men minus average pay of women, divided by average pay of men, multiplied by 100.
Percentage of minority or vulnerable group employees in whole organisation	%	FY2026	N/A	Direct employees; specify group and privacy basis.	Diversity report, voluntary self-identification data, explanatory note if not collected	HR	Percentage of employees from the selected minority/vulnerable group. Collect only where lawful and culturally appropriate; define group selected.
Percentage of minority or vulnerable group employees at top management level	%	FY2026	N/A	Top management employees; specify group.	Diversity report, voluntary self-identification data, explanatory note if restricted	HR / Executive	Percentage of top management from selected minority/vulnerable group. Collect only where lawful/available.

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Gender and racial/ethnic group representation for executive management and all other employees	%	FY2026	Executive Management: 50% Women, 16.6% Non-white Racial/Ethnic background All employees: 44% Women, Ethnicity Other 35.46% Australian 15.80% Nepalese 12.96% Indian 8.69% Bhutanese 8.23% Filipino 7.69% Pakistani 3.11% Bangladeshi 2.74% Sri Lankan 2.65% New Zealander 2.65%	Executive management and all other employees.	Diversity dashboard, HRIS extract, voluntary disclosure records	HR	SASB-aligned metric. Report gender and racial/ethnic representation for executive management and all other employees, where legally permitted and collected.
Number of discrimination or harassment incidents or corrective actions	Number	FY2026	33	Direct employees; de-identified and legally compliant reporting.	Grievance register, investigation log, diversity report, annual report table	HR / Compliance	Number of identified discrimination/harassment incidents and/or associated corrective actions during the reporting period.
Employees trained on prevention of discrimination and harassment	Number / %	FY2026	N/A	Direct employees; specify training population.	Training report, LMS extract, respectful workplace training records	HR / WHS	Number or percentage of employees trained on preventing discrimination, harassment, bullying or psychological/verbal abuse.

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Appendix Table 3: GHG emissions, energy and fleet

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Total gross Scope 1 GHG emissions	tCO ₂ -e	FY2026	826.8	At least 95% of operations by sites or employees.	GHG inventory, fuel records, energy audit, carbon report, annual report table	Finance & Operations	Total direct GHG emissions from owned/controlled sources. Report in tonnes CO ₂ -e and retain calculation methodology.
Percentage of Scope 1 emissions covered by emissions-limiting regulations	%	FY2026	0	Operations included in Scope 1 inventory.	Legal obligations register, GHG inventory, compliance assessment	Finance & Operations / Legal	SASB-aligned metric. Percentage of Scope 1 emissions subject to emissions-limiting regulations.
Percentage of Scope 1 emissions covered by emissions-reporting regulations	%	FY2026	0	Operations included in Scope 1 inventory.	GHG inventory, regulatory reporting evidence, legal obligations register	Finance & Operations / Legal	SASB-aligned metric. Percentage of Scope 1 emissions subject to emissions-reporting regulations.
Total gross location-based Scope 2 GHG emissions	tCO ₂ -e	FY2026	68.4	At least 95% of operations by sites or employees.	Electricity data, emissions factors, GHG inventory, carbon report	Finance & Operations	Purchased electricity/energy emissions using grid average emission factors. Label clearly as location-based.
Total gross market-based Scope 2 GHG emissions	tCO ₂ -e	FY2026	101	At least 95% of operations by sites or employees.	Electricity contracts, renewable certificates, GHG inventory, market-based calculation	Finance & Operations	Purchased electricity/energy emissions using supplier-specific factors or contractual instruments. If none exist, use grid average and state methodology.
Total gross Scope 3 GHG emissions	tCO ₂ -e	FY2026	8805.18	At least 95% of operations by sites or employees where reported.	Scope 3 inventory, supplier/spend data, travel/waste/commuting data	Finance & Operations / Procurement	Total indirect value-chain emissions across relevant GHG Protocol categories.
Total gross Scope 3 upstream emissions	tCO ₂ -e	FY2026	8805.18	At least 95% of operations where reported.	Scope 3 screening, purchased goods/spend data, waste and travel data	Finance & Operations / Procurement	Upstream Scope 3 categories including purchased goods/services, capital goods, fuel and energy related activities, upstream transport, waste, travel, commuting and upstream leased assets.

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Total gross Scope 3 downstream emissions	tCO2-e	FY2026	0	At least 95% of operations where reported; explain non-material categories.	Scope 3 screening, downstream assessment note, customer/service boundary assessment	Finance & Operations	Downstream categories including downstream transport, processing/use/end-of-life of sold services/products, downstream leased assets, franchises and investments where relevant.
Scope 3 category screening process	Narrative	FY2026	Two stage screening: 1. Activity Presence in Business model 2. Materiality assessment for volume of contribution to overall	Company-wide operations and value chain.	Scope 3 screening matrix, GHG inventory methodology note	Finance & Operations / Procurement	Describe how all 15 Scope 3 categories were screened for relevance and significance.
Short-term and long-term emissions strategy and performance against targets	Narrative	FY2026	Assess opportunities for reducing fuel consumption, alternative fuels, fleet vehicle composition and management, alongside assessing opportunities to switch to renewable energy for purchased electricity.	Company operations and material value chain.	Emissions reduction strategy, annual report, management review pack	Finance & Operations / Executive	Describe strategy to manage Scope 1, Scope 2 and lifecycle emissions, reduction targets and performance against target.

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Total energy consumption	GJ / kWh / MWh	FY2026	154,990 kWh	At least 95% of operations by sites or employees.	Energy tracking report, utility bills, fuel records, annual report table	Finance & Operations	Fuel before combustion plus purchased electricity, heat, steam and cooling used in operations.
Total renewable energy consumption	GJ / kWh / MWh	FY2026	0	At least 95% of operations by sites or employees.	Renewable energy contracts, certificates, utility data, renewable energy tracker	Finance & Operations	Energy consumed from renewable sources in same unit as total energy consumption.
Fleet fuel consumed and fuel mix	GJ and %	FY2026	Diesel 5783.64 GJ (49.97%) Petrol 5,789.58 (50.03%)	Company fleet and work-related fleet fuel.	Fuel records, fleet management report, fuel card data	Operations / Fleet / Finance	SASB-aligned metric. Fleet fuel consumed, percentage natural gas and percentage renewable fuel.
Percentage of alternative fuel vehicles in fleet	%	FY2026	12.8	Company fleet.	Fleet register, vehicle asset list	Operations / Fleet	SASB-aligned metric. Alternative fuel vehicles divided by total fleet.
Total gross annual revenue	AUD \$	FY2026	314,375,000	Reporting entity and period aligned to GHG data.	Financial statements, management accounts, annual report	Finance	Annual revenue used for emissions intensity and benchmarking. Keep confidential if required.
Landfill gas generated, flared and used for energy	MMBtu and %	FY2026	N/A	Applicable landfill operations only.	Facility records, landfill gas reports, applicability note	Operations / Environment	SASB waste-management metric. Complete only if Millennium owns/operates landfills or landfill gas assets; otherwise record as not applicable with rationale.

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Appendix Table 4: Environmental performance and resource recovery

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Total weight of hazardous waste	Metric tonnes	FY2026	1.319	Company operations; include e-waste where relevant.	Hazardous waste tracking report, contractor reports, regulatory reports	Operations / Environment	Hazardous waste generated, recycled, reused, recovered, transported, exported, imported or treated.
Total weight of non-hazardous waste	Metric tonnes	FY2026	1102.98	Company operations.	Waste contractor reports, internal waste tracking report, annual report table	Operations / Environment	All non-hazardous waste generated, aggregated across waste types.
Total weight of waste recovered	Metric tonnes	FY2026	908.3	Company operations.	Waste tracking report, recycler certificates, waste contractor reports	Operations / Environment	Waste sent to reuse, recycling, composting or other recovery operations. Do not include municipal recovery unless effective recovery can be demonstrated.
Waste incinerated, percentage hazardous and percentage used for energy recovery	Metric tonnes and %	FY2026	N/A	Applicable waste management operations only.	Waste processing records, contractor reports, applicability note	Operations / Environment	SASB-aligned metric. Complete where Millennium manages/incinerates waste; otherwise record not applicable.
Material recycled, composted and processed as waste-to-energy	Metric tonnes	FY2026	N/A	Relevant resource recovery operations.	Waste/resource recovery reports, contractor/customer service records	Operations / Environment	SASB-aligned metric. Report material handled through recycling, composting and waste-to-energy where Millennium provides or manages these services.
Electronic waste collected and percentage recovered through recycling	Metric tonnes and %	FY2026	1.319 (100%)	Company operations or service delivery where relevant.	E-waste recycling certificates, disposal records, contractor reports	Operations / IT / Environment	SASB-aligned metric. Report e-waste collected and recovery percentage where e-waste is managed or generated by operations.
Percentage of customers receiving recycling or composting services by customer type	%	FY2026	0	Customer types defined by Millennium.	Customer service records, contract/service data	Operations / Sales / Environment	SASB-aligned metric. Report where Millennium provides or manages recycling/composting services.

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Air pollutant emissions	Metric tonnes	FY2026	N/A	Company operations or facilities with relevant emissions sources.	Air emissions inventory, regulatory reports, fuel/equipment records	Environment / Operations	NOx excluding N2O, SOx, VOCs and hazardous air pollutants. Complete where material or regulated.
Facilities in or near areas of dense population	Number	FY2026	400	Facilities/depots/sites under Millennium control.	Site list, GIS/location assessment, facility register	Operations / Property	Number of facilities in or near dense population areas where environmental/air-quality impacts may be relevant.
Incidents of non-compliance associated with air emissions	Number	FY2026	0	Company-controlled operations/facilities.	Environmental incident register, regulatory notices, compliance register	Environment / Compliance	Number of non-compliance incidents associated with air emissions.
Incidents of non-compliance associated with environmental impacts	Number	FY2026	0	Company operations.	Environmental incident register, regulator correspondence, corrective action log	Environment / Compliance	Number of non-compliance incidents associated with environmental impacts.
TRI/toxic releases and percentage released to water	Metric tonnes and %	FY2026	0	Applicable regulated release sources.	Regulatory reporting, incident records, applicability note	Environment / Compliance	SASB waste-management metric. Complete only if Millennium has reportable toxic releases or equivalent regulated releases; otherwise record not applicable.
Corrective actions for landfill releases	Number	FY2026	0	Applicable landfill operations only.	Corrective action register, landfill incident reports, applicability note	Operations / Environment	SASB waste-management metric. Complete only if Millennium operates landfill-related activities; otherwise record not applicable.
Total materials managed by customer category	Metric tonnes	FY2026	1105.17	Municipal, commercial, industrial, residential and other customer categories where relevant.	Customer service records, waste/material reports	Operations / Environment	SASB business metric. Report tonnes managed by customer category if Millennium manages customer waste/material flows.
Facilities by type	Number	FY2026	N/A	Facilities owned/operated/controlled by Millennium.	Facility register, site list, annual report evidence	Operations / Property	SASB business metric. Number of landfills, transfer stations, recycling centres, composting centres, incinerators and other facilities.

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Appendix Table 5: Sustainable procurement and value-chain

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Reporting year for sustainable procurement data	Year	FY2026	FY2026	Targeted suppliers/contracts within Millennium operations.	Procurement management report, supplier dashboard	Procurement	Provide the calendar/reporting year covered by procurement metrics. Minimum one-year period; latest period not older than last two calendar years.
Targeted suppliers that signed Supplier Code / sustainable procurement charter	%	FY2026	100%	Targeted suppliers by category, spend, criticality or risk.	Signed code records, contract annexures, supplier portal extract	Procurement	Targeted suppliers with signed Supplier Code or equivalent contractual acceptance divided by targeted suppliers.
Targeted supplier contracts with environmental, labour, human rights and ethics clauses	%	FY2026	100%	Targeted contracts in reporting period.	Contract register, sample executed contracts, clause tracker	Procurement / Legal	Targeted contracts containing required sustainability clauses divided by targeted contracts.
Targeted suppliers that completed sustainability assessment	% / number	FY2026	100%	Targeted suppliers.	Supplier assessment tracker, questionnaires, due diligence files	Procurement	Suppliers covered by environmental and/or social practices assessment, such as questionnaire or desktop review.
Targeted suppliers that completed sustainability on-site audit	% / number	FY2026	N/A	Targeted suppliers where on-site audit is applicable.	Audit reports, supplier review files, audit schedule	Procurement / Operations	Suppliers covered by on-site audit of environmental and/or social practices.
Buyers trained on sustainable procurement	% / number	FY2026	N/A	Procurement team and contract owners in scope.	Training records, attendance, LMS extract	Procurement / HR	Procurement employees/buyers trained on integrating social and environmental issues into procurement.
Audited or assessed suppliers engaged in corrective action or capacity building	% / number	FY2026	0	Audited or assessed suppliers.	Corrective action register, supplier remediation plans, meeting records	Procurement	Number or percentage of audited/assessed suppliers with corrective actions or capacity-building activity.

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Other supplier CSR KPIs	Metric-specific	FY2026	N/A	Targeted suppliers.	Supplier dashboard, management report, annual report table	Procurement	Any other supplier sustainability KPIs reported by Millennium.
Supplier climate engagement	Narrative / number	FY2026	N/A	Targeted suppliers or material categories.	Supplier communications, supplier code, contract clauses, meeting records	Procurement / Environment	Describe supplier communication and engagement to promote GHG reduction, including supplier code, clauses, awards, recognition, training or meetings.
Purchasing based on GHG intensity or reduction efforts	Narrative / number	FY2026	N/A	Relevant purchased products/services .	Procurement evaluation records, supplier comparisons, contract award notes	Procurement	Evidence that products/services are selected based on lower GHG emissions intensity or supplier reduction efforts.
Actions to reduce emissions from business travel, employee commuting or downstream transport	Narrative / number	FY2026	Employees are encouraged to reduce emissions via carpooling or utilising public transport. Software systems have been implemented across the business targeting efficient rostering, rotations and scheduling, minimising travel and travel associated emissions.	Operations and employee travel/transport.	Travel policy, route planning records, fleet strategy, employee commuting initiatives	Operations / HR / Procurement	Report actions such as route planning, greener fleet, avoided travel, commuting initiatives, bike storage or transport optimisation.
Other value-chain GHG reduction actions	Narrative / number	FY2026	Waste management programs are implemented and being expanded, diverting from landfill and converting organic waste to fertiliser, reducing waste emissions, while e-waste is recycled, reducing disposal related emissions.	Relevant value-chain categories.	Annual report, supplier engagement records, emissions reduction strategy	Procurement / Finance & Operations	Report any additional initiatives to reduce value-chain emissions.

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Appendix Table 6: Business ethics, information security and professional integrity

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Number of reports related to whistleblower procedure	Number	FY2026	6	Company operations; de-identified.	Whistleblower report, ethics dashboard, case register	Compliance / HR	Number of reported business ethics violation cases through internal or external whistleblower procedure.
Number of confirmed corruption incidents	Number	FY2026	0	Company operations.	Investigation register, ethics report, whistleblower report	Compliance / Legal	Confirmed/substantiated corruption incidents. Matters still under investigation are not confirmed incidents.
Number of confirmed information security incidents	Number	FY2026	529	Company operations and systems.	Incident register, breach report, annual information security report	IT / Information Security	Substantiated information security incidents, including unauthorised access, privacy breaches or data/application incidents. Exclude matters still under investigation.
Employees trained on business ethics	%	FY2026	100% of employees in scope	Employees in scope; specify training population.	Training records, LMS extract, ethics training report	Compliance / HR	Percentage of employees trained on corruption, conflicts, fraud, code of conduct and reporting procedures.
Risky trading partners covered by due diligence on corruption or information security	%	FY2026	100	Trading partners identified as risky.	Due diligence register, risk assessment report, internal control report	Procurement / Compliance / IT	Percentage of risky suppliers/clients/intermediaries covered by due diligence on corruption and/or information security issues.
Sites assessed or audited internally on business ethics issue	%	FY2026	100	Sites representing corruption or information security risk.	Internal audit report, risk assessment report, site review files	Compliance / Internal Audit	Percentage of sites that completed ethics-related audit or risk assessment.
Sites or employees covered by ethics certification	%	FY2026	100	Certified sites/entities or employees covered.	Certificate and scope annexure, list of certified sites and expiry dates	IT / Compliance	Percentage of sites or employees covered by ISO 27001, ISO 37001 or equivalent certification.

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Data security risk approach	Narrative	FY2026	Corporate Policies	Company systems and information assets.	Information security policy, risk assessment, control framework, annual report narrative	IT / Information Security	Describe approach to identifying and addressing data security risks.
Customer information collection, usage and retention practices	Narrative	FY2026	Corporate Policies	Customer information and confidential business information.	Privacy policy, data retention procedure, customer information handling standard	IT / Privacy / Legal	Describe policies and practices for collecting, using and retaining customer information.
Data breaches and customer impact	Number / %	FY2026	0	Company systems and customer data.	Breach register, privacy incident report, customer notification records	IT / Legal / Compliance	Number of data breaches, percentage involving customer CBI/PII and number of customers affected.
Professional integrity approach	Narrative	FY2026	Corporate Policies	Company operations and workforce.	Code of Conduct, Ethics Policy, ABAC Policy, training records, annual report narrative	Compliance / Executive	Describe approach to ensuring professional integrity, including code of conduct, training, conflicts, whistleblowing and legal compliance.
Monetary losses from legal proceedings associated with professional integrity	AUD \$	FY2026	0	Company legal proceedings in reporting period.	Legal proceedings register, finance records, management report	Legal / Finance	Total amount of monetary losses from legal proceedings associated with professional integrity.
Employees trained on information security	%	FY2026	601 (100%)	Company employees handling systems, data or confidential information.	Training report, LMS extract, information security awareness records	IT / HR	Percentage of employees trained on information security, privacy, phishing, acceptable use, data handling, breach escalation and responsible information management.
Conflicts of interest declarations completed	% / number	FY2026	0	Employees or roles in scope for declarations.	COI declaration register, annual declaration campaign records, management review pack	Compliance / HR	Number or percentage of in-scope employees who completed periodic conflict of interest declarations.
Sensitive transaction approvals recorded	Number	FY2026	0	Gifts, hospitality, entertainment,	Gifts and hospitality register,	Compliance / Finance	Number of sensitive transactions recorded and

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				travel, donations, sponsorships and other sensitive transactions.	donation/sponsorship approval register, finance approval records		approved according to policy thresholds.
Corruption / ethics risk assessments completed	% / number	FY2026	100%	Sites, functions or risk areas in scope.	Ethics risk assessment, internal control review, audit records, corrective action log	Compliance / Executive	Coverage of sites, functions or risk areas assessed for corruption, fraud, conflict of interest or related ethics risks.
Information security risk assessments completed	% / number	FY2026	8	Systems, sites, functions or third-party arrangements in scope.	Information security risk assessment, access review records, third-party due diligence files, corrective action log	IT / Information Security	Coverage of information security risk assessments, including risk descriptions, review frequency and corrective actions.
Records retention and privacy control coverage	% / narrative	FY2026	Millennium Services Group maintains controlled systems for the management of documented information and IT assets. Aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements, these frameworks ensure that documentation and technology assets are appropriately authorised, maintained, accessible to approved users, protected from misuse, and managed throughout their lifecycle to support operational effectiveness, compliance and information security.	Third-party, customer, employee and supplier information in scope.	Retention schedule, privacy procedure, data handling standard, consent / privacy notice records	IT / Privacy / Legal	Coverage of records retention, access control, privacy notice, consent and secure disposal processes.

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Appendix Table 7: Business profile and operating activity

Indicator	Unit	Reporting period	Value	Boundary / coverage	Source evidence	Owner	Disclosure note
Number of customers by category	Number	FY2026	Property/Facilities Managing Agents(17) Property Owners / REITs / Landlords(17) Retail / Commercial Tenants(13) Internal regional labels (not true suppliers)(10) Government / Council(4) Education(3) Industrial / Data Centre / Logistics(2) Other organisations (union, body corporate)(2)	Customers during reporting period.	CRM/customer list, revenue report, annual report table	Sales / Finance / Operations	Number of customers by municipal, commercial, industrial, residential and other categories, where tracked.
Vehicle fleet size	Number	FY2026	163	Company-controlled fleet.	Fleet register, asset list	Fleet / Operations	Total number of vehicles in Millennium fleet.
Facilities by operating type	Number	FY2026	0	Facilities owned/controlled/operated by Millennium.	Facility register, site list	Operations / Property	Number of landfills, transfer stations, recycling centres, composting centres, incinerators and all other facilities. Use not applicable for facility types not operated by Millennium.
Total amount of materials managed by customer category	Metric tonnes	FY2026	1105.17	Materials/waste managed in reporting period.	Waste/material management reports, customer records	Operations / Environment	Total materials managed by municipal, commercial, industrial, residential and other customer categories, where applicable to Millennium services.

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Appendix B: Legislative and regulatory compliance register

Area	Primary laws / obligations	How Millennium manages compliance
Australian environmental law	Environment Protection and Biodiversity Conservation Act 1999 (Cth); National Greenhouse and Energy Reporting Act 2007 (Cth) where thresholds apply; Product Stewardship Act 2011 (Cth); state and territory environmental protection and waste laws.	Environmental Management Framework, ISO 14001-aligned controls, legal obligations register, incident and corrective action logs, waste and chemical controls.
State and territory environmental laws	NSW Protection of the Environment Operations Act 1997; VIC Environment Protection Act 2017; QLD Environmental Protection Act 1994; WA Environmental Protection Act 1986; SA Environment Protection Act 1993; ACT Environment Protection Act 1997; NT Waste Management and Pollution Control Act 1998; TAS Environmental Management and Pollution Control Act 1994.	Site and contract risk assessment, waste controls, chemical storage, spill response, contractor requirements and incident escalation.
Work health and safety	WHS Acts and Regulations in NSW, QLD, SA, ACT, NT, TAS and WA; Occupational Health and Safety Act 2004 (Vic) and OHS Regulations 2017 (Vic); Health and Safety at Work Act 2015 (NZ).	WHS procedure, risk assessments, training, induction, consultation, incident reporting, corrective actions and management review.
Psychosocial risk	Model WHS Regulations and state/territory psychosocial hazard requirements; Victorian OHS framework for psychological health.	Psychosocial hazard identification, workload/fatigue controls, respectful workplace controls, consultation, grievance and wellbeing pathways.
Employment and industrial relations	Fair Work Act 2009 (Cth), National Employment Standards, modern awards, state long service leave laws, Employment Relations Act 2000 (NZ), Holidays Act 2003 (NZ).	HR policies, onboarding, payroll controls, right-to-work checks, award compliance, training and grievance processes.
Anti-discrimination and equality	Sex Discrimination Act 1984, Racial Discrimination Act 1975, Disability Discrimination Act 1992, Age Discrimination Act 2004, Australian Human Rights Commission Act 1986, Equal Opportunity Acts, Workplace Gender Equality Act 2012, Human Rights Act 1993 (NZ).	DEI policy, respectful workplace training, grievance handling, WGEA compliance, adjustments and workforce reporting.
Modern slavery	Modern Slavery Act 2018 (Cth) and modern slavery reporting obligations.	Modern slavery statement, supplier due diligence, labour provider controls, grievance access, remediation and supplier code expectations.
Privacy and information management	Privacy Act 1988 (Cth), Australian Privacy Principles, Notifiable Data Breaches scheme, Spam Act 2003, Privacy Act 2020 (NZ).	Information Security & Data Protection Standard, access controls, privacy notices, retention, breach escalation and incident registers.
Anti-bribery, corporations and whistleblower protections	Criminal Code Act 1995 (Cth), Corporations Act 2001 (Cth), Competition and Consumer Act 2010 (Cth), Australian Consumer Law, whistleblower protections.	Ethics policy, anti-bribery controls, conflicts register, gifts / sensitive transaction registers, whistleblower process and investigations.
Security and labour hire licensing	State and territory security industry licensing laws; labour hire licensing laws in VIC, QLD, SA and ACT where applicable.	Security licence register, labour hire licences, compliance checks, contract controls and workforce records.
New Zealand environmental and employment obligations	Resource Management Act 1991, Waste Minimisation Act 2008, Employment Relations Act 2000, Holidays Act 2003, Privacy Act 2020, Human Rights Act 1993, Health and Safety at Work Act 2015.	New Zealand operational controls, SiteWise certification, health and safety procedures, privacy and employment compliance.

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Appendix C: Certification, membership and external recognition register

Credential	Status / evidence to retain	ESG relevance
ISO 9001:2015	Certificate, scope, sites and validity dates.	Quality, process control and continual improvement.
ISO 14001:2015	Certificate, scope, sites and validity dates.	Environmental management, risk controls and legal compliance.
ISO 45001:2018	Certificate, scope, sites and validity dates.	Occupational health and safety management.
Cleaning Accountability Framework	CAF certification evidence by property / site, certification level and period.	Labour standards, worker voice and cleaning sector accountability.
ASIAL Platinum Membership	Membership evidence and period.	Security industry standards and professional participation.
Secure Local Jobs Code Certificate	Current certificate and scope.	Responsible procurement and employment standards for ACT work.
Chemform Green Certification	Certificate or supplier/product evidence.	Lower-impact chemical/product sourcing.
CM3 Certification	Current certificate and scope.	Contractor prequalification and WHS assurance.
SiteWise Gold Certification	Current New Zealand certificate and score/status.	Contractor health and safety prequalification.
WGEA compliance	Compliance letter / report.	Gender equality reporting and governance.
FMA / Property Council memberships	Membership evidence and period.	Industry engagement and professional development.
UN Global Compact	Participant/alignment evidence, communication on progress or commitment record.	External ESG commitment across human rights, labour, environment and anti-corruption.

Appendix D: Evidence index and data owner register

Each statement in the report is supported by a source file, controlled record or management-system output. The evidence index is maintained as a separate working file and links report claims to upload-ready evidence.

Report area	Core evidence	Owner	Refresh cadence
Environment and climate	Environmental policy, framework, aspects register, GHG workbook, energy/waste/water trackers, incident log.	Finance & Operations	Annual with quarterly management review where data is available.
People and safety	People policy, WHS procedure, risk assessments, induction records, training logs, consultation minutes, incident register.	HR / WHS / Operations	Annual with monthly or quarterly operational review.
Ethics and governance	Ethics policy, Code, conflicts register, gifts/sensitive transactions register, training log, whistleblower metrics.	Finance & Operations / HR	Annual with quarterly trend review.
Information security	Information security standard, access reviews, incident register, training log, third-party due diligence log.	Finance & Operations / IT	Annual with incident-triggered update.
Sustainable procurement	Supplier policy, Supplier Code, supplier list, risk register, questionnaires, clauses, corrective actions, training records.	Procurement	Annual with onboarding/renewal triggers.
External commitments	UN Global Compact evidence, ISO certificates, ESG Impact review statement, scope, reviewed source-file list and sign-off.	Finance & Operations	Annual with final report sign-off.

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