



People, Planet, Community, Progress

Sustainability Growth Report

APAC EDITION 2025

ASIA

AUSTRALIA

NEW ZEALAND

Contents

2

INTRODUCTION

- 3** Message from our CEO
- 4** Business Overview
- 5** Australia's Progress
- 8** New Zealand's Progress

10

PEOPLE

- 11** People & Culture
- 13** Health & Safety
- 16** Ethical Sourcing

17

PLANET

- 18** Solar Power
- 22** Carbon
- 23** Coal
- 26** Partnerships

30

COMMUNITY

- 31** Introduction
- 32** Asia
- 33** Australia
- 37** New Zealand



MESSAGE FROM OUR CEO

**Sustainability
has always been
at the core of
how we do business**



As we continue to evolve, we are embedding Environmental, Social, and Governance (ESG) principles into every aspect of our operations. This means not only reducing our environmental impact but also ensuring we operate ethically, support our people, and give back to the communities we serve.

We are making significant strides in achieving Big, Bold, Meaningful Goals for 2030, ambitious sustainability targets realised through concrete actions: implementing innovative waste reduction strategies, optimising resource consumption, and rigorously vetting our supply chains for responsible practices.

Our commitment to sustainability extends to our people and the communities in which we operate. We prioritise creating a safe, inclusive, and empowering workplace where employees can thrive through comprehensive training, development, and support programs. Additionally, we actively engage with our communities through strategic partnerships, volunteer efforts, and targeted donations, aiming to foster meaningful and lasting positive change.

Sustainability is an ongoing journey, and we know there is always more to do. At AlSCO Uniforms, we are dedicated to continuous improvement, accountability, and making a positive impact, every day, in every way we can.



Mark Roberts
Group Chief Executive

BUSINESS OVERVIEW

AlSCO Uniforms is a fifth-generation, family-owned and operated uniforms and linen managed laundry service company founded in 1889.

With a legacy rooted in trust and service, AlSCO Uniforms has been providing professional and hygienic solutions throughout Australia since 1963. Expanding its reach, AlSCO Uniforms extended its dedicated services to New Zealand in 1998, and has been providing essential solutions throughout Asia since 2000.



The AlSCO Uniforms group consists of:



AlSCO Uniforms is a Managed Rental Service provider of uniforms, linen and mats.



Fresh & Clean provide comprehensive hygiene, washroom and safety compliance services: first aid kits, AEDs, and eyewash stations.



Deane Apparel are the uniform experts for industrial, aged and health care, corporate, food manufacturing and hospitality industries.



Clean Room Garments (CRG) provides contamination and infection control solutions.



Australian Linen Supply (ALS) provides commercial linen for the hospitality sector, accommodation, and healthcare industries.

BIG, BOLD GOALS 2030

AUSTRALIA

NET ZERO WASTE



Waste diverted from landfill since 2022

INVEST \$8M IN OUR STAFF & COMMUNITY

PROGRESS ►►►

TARGET

3.4M

8M

IMPROVE ENERGY, CARBON, & WATER EFFICIENCY BY 20%

⚡ ENERGY kWh / KG ↓ 7%

☁ CARBON CO₂e / KG ↓ 13%

💧 WATER L / KG ↓ 6%

100% ETHICAL SUPPLY

- ✓ Completion of Scope 3 Reporting Framework
- ✓ Toweling Life-cycle Emissions Assessment
- ✓ Workplace Conditions Assessment (WCA)
 - Deane Apparel have conducted 32 Supplier Audits covering 85% of AlSCO Uniforms supply.
 - Australian Linen Supply (ALS) have conducted 21 supplier audits covering 70% of AlSCO Uniforms flat linen products.
- ✓ SEDEX Implementation

		NET ZERO WASTE	IMPROVE ENERGY, CARBON, & WATER EFFICIENCY BY 20%	INVEST \$8M IN OUR STAFF & COMMUNITY	ETHICAL SUPPLY
	NO POVERTY			✓	✓
	ZERO HUNGER			✓	✓
	GOOD HEALTH AND WELL-BEING			✓	
	QUALITY EDUCATION				✓
	GENDER EQUALITY				✓
	CLEAN WATER AND SANITATION				
	AFFORDABLE AND CLEAN ENERGY		✓		
	DECENT WORK AND ECONOMIC GROWTH				✓
	INDUSTRY, INNOVATION AND INFRASTRUCTURE		✓		
	REDUCED INEQUALITIES			✓	✓
	SUSTAINABLE CITIES AND COMMUNITIES	✓	✓	✓	
	RESPONSIBLE CONSUMPTION AND PRODUCTION	✓	✓		✓
	CLIMATE CHANGE	✓	✓		
	LIFE BELOW WATER				
	LIFE ON LAND	✓			
	PEACE, JUSTICE AND STRONG INSTITUTIONS			✓	✓
	PARTNERSHIPS FOR GOALS			✓	✓

AUSTRALIA'S BIG, BOLD GOALS

Aligning our approach with global standards

To kick-start AlSCO Uniforms' sustainability journey, we began by setting Big, Bold Goals across Australia and New Zealand businesses. These goals covered a wide range of focus areas, from energy and decarbonisation, to waste, ethical supply chain, and people.

These goals were communicated across our value chain and to our customers and all other stakeholders. To ensure credibility and focus, we tracked progress and reported this periodically.

In the next step, we aligned the goals with the United Nations Sustainability Development Goals (SDGs). The SDGs, also known as the Global Goals, are 17 interconnected goals adopted by the United Nations in 2015 to address global challenges and achieve a more sustainable future by 2030.

SDGs can be helpful because they provide clearly defined, consistent categories to assess the positive or negative impact of AlSCO Uniforms' activities. SDG alignment is also considered an indicator of a company's progress in driving positive change. By creating a closer alignment to international frameworks and best practice, AlSCO Uniforms aims to give further impetus to our Big, Bold Goals and their importance within our sustainability journey.

SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABILITY ADVANTAGE BRONZE



AlSCO Uniforms Australia has achieved Bronze Partner recognition in the Sustainability Advantage program, a prestigious initiative by the NSW Department of Climate Change, Energy, the Environment, and Water.

This recognition celebrates AlSCO Uniforms' commitment to sustainability through active participation and leadership in environmental initiatives. By demonstrating strong planning and management systems, AlSCO Uniforms has shown continuous improvement in sustainable practices. Engaging employees, suppliers, customers, and stakeholders in these efforts has led to significant environmental achievements. This recognition not only provides public acknowledgment of AlSCO Uniforms' sustainability outcomes but also positions the company with a credible market distinction in the pursuit of a greener future.



BIG, BOLD GOALS 2030

NEW ZEALAND

ELIMINATE COAL AS AN ENERGY SOURCE



COMPLETED
Coal-free since November 2024

GENERATE ZERO WASTE

31%
of all waste diverted from landfill and
either recycled or repurposed

	LANDFILL WASTE	69%
	RECYCLED WASTE	21%
	IMPACTEX PARTNERSHIP	10%

CONVERT ONE THIRD OF FLEET TO EV

PROGRESS ►►►

TARGET



REDUCE WATER USE BY ONE THIRD

 WATER L / KG

↓ **10%**

TARGET: 33%
Saving 44.4 million litres of water

		ELIMINATE COAL AS AN ENERGY SOURCE	CONVERT ONE THIRD OF FLEET TO EV	GENERATE ZERO WASTE	REDUCE WATER USE BY ONE THIRD
	NO POVERTY				
	ZERO HUNGER				
	GOOD HEALTH AND WELL-BEING	✓			
	QUALITY EDUCATION				
	GENDER EQUALITY				
	CLEAN WATER AND SANITATION				
	AFFORDABLE AND CLEAN ENERGY	✓	✓		
	DECENT WORK AND ECONOMIC GROWTH				
	INDUSTRY, INNOVATION AND INFRASTRUCTURE	✓	✓	✓	✓
	REDUCED INEQUALITIES				
	SUSTAINABLE CITIES AND COMMUNITIES	✓	✓	✓	
	RESPONSIBLE CONSUMPTION AND PRODUCTION	✓	✓	✓	✓
	CLIMATE CHANGE	✓	✓	✓	✓
	LIFE BELOW WATER				
	LIFE ON LAND				
	PEACE, JUSTICE AND STRONG INSTITUTIONS				
	PARTNERSHIPS FOR GOALS				

NEW ZEALAND'S BIG, BOLD GOALS

Aligning our approach with
global standards

SUSTAINABLE
DEVELOPMENT GOALS



PEOPLE

Our people are at the heart of everything we do at AlSCO Uniforms. We are committed to creating a safe, inclusive, and supportive workplace where everyone has the opportunity to grow and succeed. Through ongoing training, development programs, and a strong focus on workplace safety and wellbeing, we empower our team to reach their full potential. By fostering a culture of respect, collaboration, and continuous learning, we ensure our people feel valued and inspired to make a difference every day.

11 PEOPLE & CULTURE

13 HEALTH & SAFETY

16 ETHICAL SOURCING

PEOPLE & CULTURE

Our Focus on Employee Development and Sustainability

AlSCO Uniforms offers a range of programs to develop our people, from foundational leadership skills to advanced management training, while also fostering a culture of equal opportunity for all employees. These initiatives create a strong, diverse, and capable leadership pipeline, with a commitment to sustainable practices.

Management Development Program

At AlSCO Uniforms, we invest in our people through a variety of development programs. The Management Development Program (MDP) is a key example, offering a two-year experience that brings together participants from Asia, Australia and New Zealand to enhance their leadership abilities.

The program's structure is designed to provide a comprehensive learning experience, featuring six, two-day sessions spread over a two-year period. A key aspect of the MDP is the implementation of strategic projects proposed and approved by AlSCO Uniforms' senior leadership team, which offer participants the opportunity to apply their newly acquired skills to real-world business challenges. By tackling these strategic initiatives, participants gain invaluable experience and contribute directly to AlSCO Uniforms' ongoing success.

Participants in the MDP join a strong alumni network that supports ongoing career development within AlSCO Uniforms, contributing to the program's proven track record of advancement to senior leadership positions. We are committed to continuing our investment in developing our future leaders, ensuring a capable leadership pipeline.

Frontline Leaders Program

AlSCO Uniforms' Frontline Leaders Program provides foundational leadership training, equipping aspiring and new leaders with the essential tools and a mindset for success. This six-month course is designed for those beginning their leadership journey, including first-time team leaders and experienced supervisors seeking formal training.

The program focuses on understanding AlSCO Uniforms' core principles of leadership and their practical application in frontline team management. Participants delve into the essentials of leadership, learn to set clear expectations, and discover effective strategies for supporting their teams to achieve optimal results. By grounding participants in these fundamentals, we ensure they are well-prepared to navigate the challenges and opportunities of leadership roles.

Following completion, individuals receive ongoing support to further develop their leadership capabilities and are encouraged to apply their newfound skills, setting them up for continued growth and success within AlSCO Uniforms.

Future Leaders Program

Building upon the solid foundation of the Frontline Leaders Program, AlSCO Uniforms' Future Leaders Program offers a deeper dive into the complexities of advanced leadership. Designed for experienced team leaders, supervisors, and assistant managers, this six-month program equips participants with the skills necessary to excel in more senior roles and pursue long-term career goals, such as Head of Department positions.

The program focuses on refining leadership fundamentals and their strategic application within AlSCO Uniforms. Participants learn to build talent within their teams, provide constructive performance feedback, and foster effective collaboration with other managers.

The Future Leaders Program empowers participants with a deeper understanding of AlSCO Uniforms' strategic objectives and the advanced leadership skills needed to contribute to their achievement. Upon completion, individuals are supported with ongoing development opportunities to apply their newly acquired knowledge, solidifying their path to becoming future leaders at AlSCO Uniforms.

PEOPLE & CULTURE

Equal Opportunity

At AlSCO Uniforms, we are strongly committed to creating an inclusive workplace with equal opportunity, focusing specifically on the representation and advancement of women. We are actively working to increase the number of women in leadership roles. While we observe a positive trend in this area, we acknowledge the ongoing need to further enhance female representation in leadership. Our commitment to equal opportunity is also evident in our promotion practices, which showcase fair and equitable career advancement opportunities.

AlSCO Uniforms' dedication to a positive and inclusive work environment is reflected in our consistently high employee engagement scores, indicating a workforce that feels valued and included. We recognise that equal opportunity is a continuous process, and we remain dedicated to building on our progress, ensuring women have equal access to growth and development. AlSCO Uniforms offers a range of programs to develop our people, from foundational leadership skills to advanced management training, while also fostering a culture of equal opportunity for all employees. These initiatives create a strong, diverse, and capable leadership pipeline, with a commitment to sustainable practices.

	2023	2024	2025
REPRESENTATION OF WOMEN			
Asia, Australia (AU) and New Zealand (NZ)			
% women in workforce (Asia)	-	-	85%
% women in workforce (AU)	49%	50%	52%
% women in workforce (NZ)	50%	49%	50%
% women in leadership position (Asia)	36%	36%	36%
% women in leadership position (AU)	24%	27%	29%
% women in leadership position (NZ)	23%	23%	30%
% women in promotions (AU)	33%	55%	50%
% women in promotions (NZ)	25%	33%	50%

	2023	2024	2025
ENGAGEMENT SURVEY SCORE			
Asia	-	-	81%
Australia	-	75%	75%
New Zealand	-	94%	95%

HEALTH & SAFETY

At AlSCO Uniforms, Safety is a top priority

We have a dedicated Safety Advisor in every state, ensuring that our safety practices are compliant, consistent and effective across the country. Every AlSCO Uniforms team member receives in-depth training that ensures they complete their tasks in a safe manner.

Our commitment is captured in our slogan, "Health and Safety Every Day, That's the AlSCO Uniforms Way." We are "Always Aware, We Learn, We Speak Up if we see something unsafe, we care about our own and our teammates' safety, and we take personal Ownership in staying safe" in everything we do.

AWARE

Be aware. If you are aware of it, take care of it

LEARN

Learn and respect safety rules and standards

SPEAK UP

If you see something unsafe, say something

CARE

Take care of yourself and others

OWNERSHIP

Safety is everyone's responsibility



Osman and Sam from
AlSCO Uniforms Enfield -
Engineering team

HEALTH & SAFETY

Safety Gemba Walk

The Safety Gemba Walk was first adopted in Australia in 2023, with New Zealand following suit in 2024, marking a regional commitment to enhancing workplace safety through direct, on-site engagement. This initiative combines traditional safety inspections with the "Gemba" philosophy of going to the "real place" of work. It enables management to observe daily operations and engage with employees to identify potential safety improvements.

The Safety Gemba Walk serves several key purposes: it facilitates direct engagement by bringing site management teams onto the shop floor for face-to-face discussions about safety, builds trust through open communication between employees and management, and contributes to a positive work environment by demonstrating care for employee safety and valuing their input.

This proactive approach fosters a healthy work environment, enhancing social responsibility and contributing to long-term sustainable operations.

DIRECT ENGAGEMENT

It brings our site management teams onto the shop floor for face-to-face discussions about safety with our employees.

DEMONSTRATED COMMITMENT

It shows our employees that AlSCO Uniforms is genuinely committed to safety, and it reinforces management's dedication to this crucial aspect of our operations.

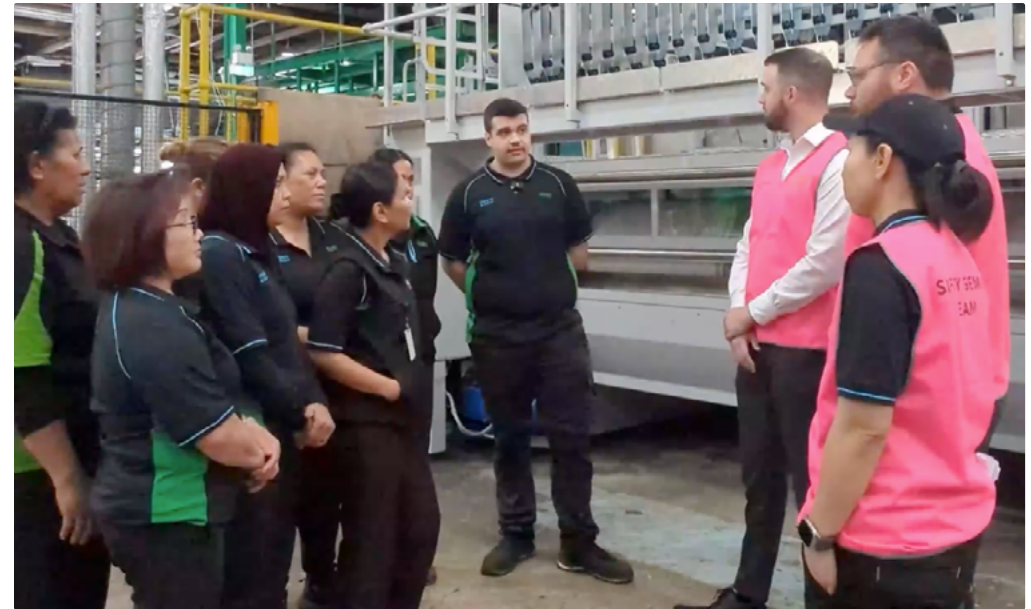
BUILDING TRUST

It fosters trust and open communication between our employees and management teams.

BOOSTING MORALE

It demonstrates our care for employee safety and values their input, contributing to a positive work environment.

Frank, Tony and Pray from AlSCO Uniforms Enfield conducting their Safety Gemba Walk



Serafima and Steven from AlSCO Uniforms Campbelltown conducting their Safety Gemba Walk



HEALTH & SAFETY

Safety Culture

As part of our ongoing commitment to providing a safe workplace, AlSCO Uniforms has implemented the Safety Culture Initiative. This program focuses on building a proactive safety framework through preventative actions.

The initiative was first implemented at Fresh & Clean in February 2020. In March 2022, we extended the program to AlSCO Uniforms Australia and CRG, ensuring a unified approach across our divisions. We have now successfully launched Safety Culture in AlSCO Uniforms New Zealand, completing our regional implementation and solidifying our commitment to consistent safety standards.

The Safety Culture platform is central to our approach, digitising our existing paper-based forms and recording and monitoring the steps taken to address safety concerns. We utilise it for a range of functions, including site and vehicle audits, driver debriefs, tracking customer site issues, health and safety inspections, quality and internal audits, and the integration of technology such as heat sensors. These practices improve employee safety, enhance operational efficiency, and support responsible resource management

We understand that safety is an ongoing process which requires continuous monitoring and

evaluation. The data gathered through the Safety Culture platform allows us to track progress and make data-driven improvements, demonstrating our commitment to transparency and accountability. Platform data reveals a more than 50% increase in logged safety actions, indicating a significant rise in identified and reported issues and reflecting our intention to improve continuously.

We also conduct regular business reviews, including staff surveys, which provide invaluable data on the effectiveness of our initiatives. We are particularly proud of the positive feedback we've received, including media recognition of our employees'

dedication to safety, which demonstrates that we are moving in the right direction and our staff are noticing the positive changes.

With the successful regional implementation of our Safety Culture Initiative, we remain committed to building a stronger, safer workplace for all. By prioritising employee insights, leveraging technology, and maintaining a proactive approach, we are cultivating a culture of safety that benefits our employees, our customers, and the wider community, aligning with our broader sustainability goals.

↑50% in logged safety actions

indicating a significant rise in identified and reported issues and reflecting our intention to improve continuously.



Sarah from Fresh & Clean Glendenning



Tracey and Emilia in Uniform pack out area from AlSCO Uniforms Enfield

ETHICAL SOURCING

At AlSCO Uniforms, ethical sourcing is a key component of our ESG strategy.

We are committed to working closely with our suppliers to ensure they align with our Big Bold Goals for 2030, which include net-zero waste, a 20% improvement in energy, carbon, and water efficiency, and 100% ethical sourcing across our supply chain.

A core aspect of our commitment to ethical sourcing is the unwavering protection of human rights. We reject all forms of modern slavery, including human trafficking and forced labour, and actively ensure these practices have no place within our business or supply network. Respect for human rights is fundamental to our operations, encompassing to our employees, customers, suppliers, and business partners.

To uphold these principles, we maintain continuous monitoring of our supply chain through Workplace Conditions Assessments (WCAs) to verify fair treatment, safe working conditions, and compliance with international standards, including the elimination of child and forced labour, prevention of discrimination, and support for sustainable practices.

When assessing risks that suppliers may pose, we consider product type, geographic location, materiality, and existing controls. We pay particular attention to suppliers in higher-risk regions, implementing stricter oversight and verification processes to ensure adherence to our ESG commitments.

Our internal supply units, Deane Apparel and Australian Linen Supply, play a crucial role in responsibly managing our textile supply chain. We are committed to continuous improvement, illustrated by key advancements at our factories. In Pakistan, our Towelling Factory now boasts a

wastewater treatment plant and advanced dye machines, resulting in a 30% reduction in water consumption and operates a 473 kW solar panel system reducing our carbon footprint.

We have also extended our sustainability efforts through partnerships, such as our collaboration with Taiwanese suppliers to produce table linen from recycled content, reinforcing our commitment to minimising environmental impact across our supply chain.

In addition, we are actively addressing packaging sustainability and ethical sourcing. We have formed a packaging working group in collaboration with the Australian Packaging Covenant Organisation (APCO), aiming to make all packaging recyclable, reusable, or compostable by the end of 2025. This group is dedicated to ensuring that all packaging, from raw materials received from suppliers to products delivered to customers, is not only sustainably packaged but also cost-effective and ethically sourced.

This includes reviewing shrink wrap, reducing unnecessary packaging, increasing the recycling of cardboard and metal coat hangers, and developing compostable packaging such as cornstarch bags. We are collaborating with waste management partners like Cleanaway to enhance recycling services and implement improvements to reduce, reuse, recycle, or compost waste. This commitment ensures that our packaging initiatives align with our broader ethical sourcing goals, considering both environmental and social responsibilities.

AlSCO Uniforms is committed to ethical sourcing as a fundamental element of our ESG strategy. By partnering with suppliers who share our Big, Bold Goals for 2030, we are driving positive change and contributing to a more sustainable future.

Hiran, Senior Pattern Maker –
Deane Product & Development
Team (NZ)





PLANET

At AlSCO Uniforms, we are committed to reducing our environmental footprint and protecting the planet for future generations. We actively work to minimise waste, conserve resources, and adopt sustainable practices across our operations. From responsible sourcing to reducing water and energy use, we are continuously looking for ways to improve and drive positive change. By making sustainability a priority, we are doing our part to create a cleaner, more environmentally responsible future.

18 SOLAR POWER

22 CARBON

23 COAL

26 PARTNERSHIP

APAC SOLAR POWER PROGRESS

ASIA

300 kW

Thailand

327 kW

Singapore

AUSTRALIA

233 kW

Cairns

400 kW

Salisbury

99 kW

CRG

Perth

215 kW

AUSTRALIA

Adelaide

99 kW

Melbourne

260 kW

ASIA

AUSTRALIA

NEW ZEALAND

1,933 kW
Installed

SOLAR POWER

AlSCO Uniforms Singapore Installs 327 kW Solar Energy System, Leading the Charge in Sustainability



ASIA

AlSCO Uniforms
Singapore Branch -
Solar Power Installation

AlSCO Uniforms Singapore is pleased to announce the successful installation of a 327 kW solar energy system, marking a key milestone in our sustainability journey. This move reinforces our commitment to reducing our carbon footprint and improving our environmental performance.

The newly installed solar system covers more than 50% of the site's electricity needs, providing AlSCO Uniforms Singapore with clean, renewable energy. With 376,140 kWh of energy generated in 2024, the system is equivalent to powering 52 Singaporean homes with sustainable energy. This achievement aligns with AlSCO Uniforms' efforts to reduce our reliance on grid electricity, thus lowering our overall environmental impact.

A key benefit of the solar installation is the significant reduction in electricity costs for the site. We have already seen a notable \$103,771 decrease in our electricity expenses, contributing to long-term operational savings. By shifting to solar power, AlSCO Uniforms Singapore is not only reducing costs but also enhancing our sustainability efforts, which resonate with customers who increasingly prioritise eco-friendly services.

One of the most critical outcomes of the solar system is the reduction in carbon emissions. The system's energy production has led to a reduction of 155 tonnes of carbon dioxide equivalent (tCO₂e) annually. This reduction is akin to taking 38 internal combustion engine vehicles off the road, showcasing the significant environmental impact that can result from adopting clean energy technologies.

AlSCO Uniforms' solar energy system supports our broader commitment to sustainability and reduces the emissions associated with the services provided to our customers. As companies worldwide strive towards greener practices, AlSCO Uniforms' investment in solar energy sends a clear message of responsibility, leadership, and forward-thinking. The move not only enhances our market position but also sets an example for others in the industry to follow.

This solar installation is just one example of our commitment to sustainable practices across our operations. Our continued focus on environmental sustainability, coupled with the significant benefits of solar energy, reinforces our commitment to providing high-quality, eco-conscious services to our customers. The success of this initiative is a testament to our dedication to both sustainability and innovation, as we continue to take bold steps towards a cleaner, greener future.

This project is coupled with energy audits completed on site, alongside the installation of a new power factor correction unit, reducing reactive power wastage and the installation of a new, gas-efficient boiler system.

50% of site electricity
needs covered by
solar (376,140 kWh)
equivalent to powering 52 Singaporean homes
with renewable energy

reduction of
155 tonnes CO₂e
equivalent to taking 38 internal combustion
vehicles off the road

SOLAR POWER

AlSCO Uniforms Thailand installs 300kW solar energy system, joining Singapore in Sustainability Leadership

AlSCO Uniforms Thailand is proud to announce the commissioning of a 300 kW state-of-the-art Solar Energy System, designed to generate renewable energy on-site. The 522 solar panel system is expected to produce approximately 505,000 kWh of renewable electricity annually, meeting 60% of the site's electricity demand. This clean energy generation is equivalent to powering 187 homes in Thailand.

"Our commitment to solar energy expansion across Asia continues with the installation of this advanced system. With an average of 310 days of sunshine per year, our Bangkok branch was ideally suited for solar panels," said Monique Welsh, General Manager, New Zealand & Asia.

"The installation process was executed flawlessly, and Jongsak Pimdee, Thailand Engineering Manager, is exceptionally proud to have led the project from day one," added Tony Atanasovski, Branch General Manager for AlSCO Uniforms Thailand. Notably, the system was commissioned six weeks ahead of schedule, resulting in an additional 44,070 kWh of energy produced.

We extend our gratitude to Irradiance Solar, our supplier and project partner, for their professionalism and successful project delivery.

While the system was installed in Thailand, it adhered to AS/NZ standards for roof loading, structural integrity, and fire mitigation, ensuring consistency in the delivery of solar energy systems across the Asia-Pacific region.

AlSCO Uniforms Thailand joins a growing list of locations with solar energy systems, including Singapore, Adelaide, Melbourne, Perth, Salisbury and Cairns, collectively contributing to a total renewable electricity capacity of 1,933 kW. This capacity will be further increased in 2026, when we carry out solar feasibility and design assessments on our New South Wales (Australia) and New Zealand facilities

We look forward to keeping you informed on the continued progress of our solar rollout across the region.

505,000 kWh

of renewable electricity annually, meeting 60% of the site's electricity demand. This clean energy generation is equivalent to powering 187 homes in Thailand.

AlSCO Uniforms
Thailand Branch -
Solar Power Installation



SOLAR POWER

AlSCO Uniforms Perth: A Milestone in Renewable Energy Adoption



AUSTRALIA

AlSCO Uniforms
Perth Branch -
Solar Power Installation

AlSCO Uniforms has announced the successful commissioning of a 215 kW Solar Energy System at our Perth site, marking a significant advancement in our sustainability journey. This installation is poised to generate approximately 36% of the site's total electricity demand, powering the equivalent of 57 homes with renewable energy each year.

The environmental benefits of this system are equally impressive. The solar energy solution is projected to reduce site emissions by 211 tCO₂e annually — the equivalent of removing 104 cars from the road. With the continued evolution of solar technology, there is potential for this system to be expanded by an additional 100 kW, and for the future integration of a smart AI-powered battery, further enhancing energy efficiency.

This project is a key component of our broader sustainability strategy. Across our Australian operations, we have identified a total potential of 2,114 kW of solar energy, which aligns with our

objectives to reduce emissions, alleviate capacity constraints by reducing grid dependence, and support our long-term decarbonisation efforts. Additionally, the shift from steam-based hot water generation to electric high-temperature heat pumps underscores our commitment to sustainable, energy-efficient practices.

We want to extend our gratitude to Cherry Energy Solutions for their expert installation and to Northmore Gordon for their invaluable support in managing the Large-scale Generation Certificates (LGCs) and collaborating on other Energy Certificates across the Asia-Pacific region.

Looking ahead, we are excited to commission a 233 kW Solar Energy System at AlSCO Uniforms Cairns in Q3 2025. In 2026, we plan to further expand our solar footprint with a targeted 700 kW increase in capacity, underscoring our continued commitment to renewable energy and sustainability.

generating approximately

36% site's total
electricity demand

projected to reduce site emissions by

211 tCO₂e annually
equivalent of removing 104 cars from the road

powering equivalent of

57 homes with
renewable energy
each year

CARBON

Efficiency in Action: AlSCO Uniforms Sydney Branch Boiler Upgrade and Carbon Savings

Out with the old and in with the new! After 54 years of unparalleled service, the Maxitherm 5.0MW wetback has earned its retirement. We're thrilled to announce its replacement with the state-of-the-art Bosch ULS 6000, featuring an Integral Economiser and Condensing Economiser, coupled with the Weishaupt WMG burner, WFM 200 burner management, VSD, and O2 trim. This upgrade ensures our client achieves the highest level of efficiency. We have already witnessed a 21% decrease in gas consumption since the install of the boiler, with a fully verified report on energy and carbon savings to be published by the end of 2025.

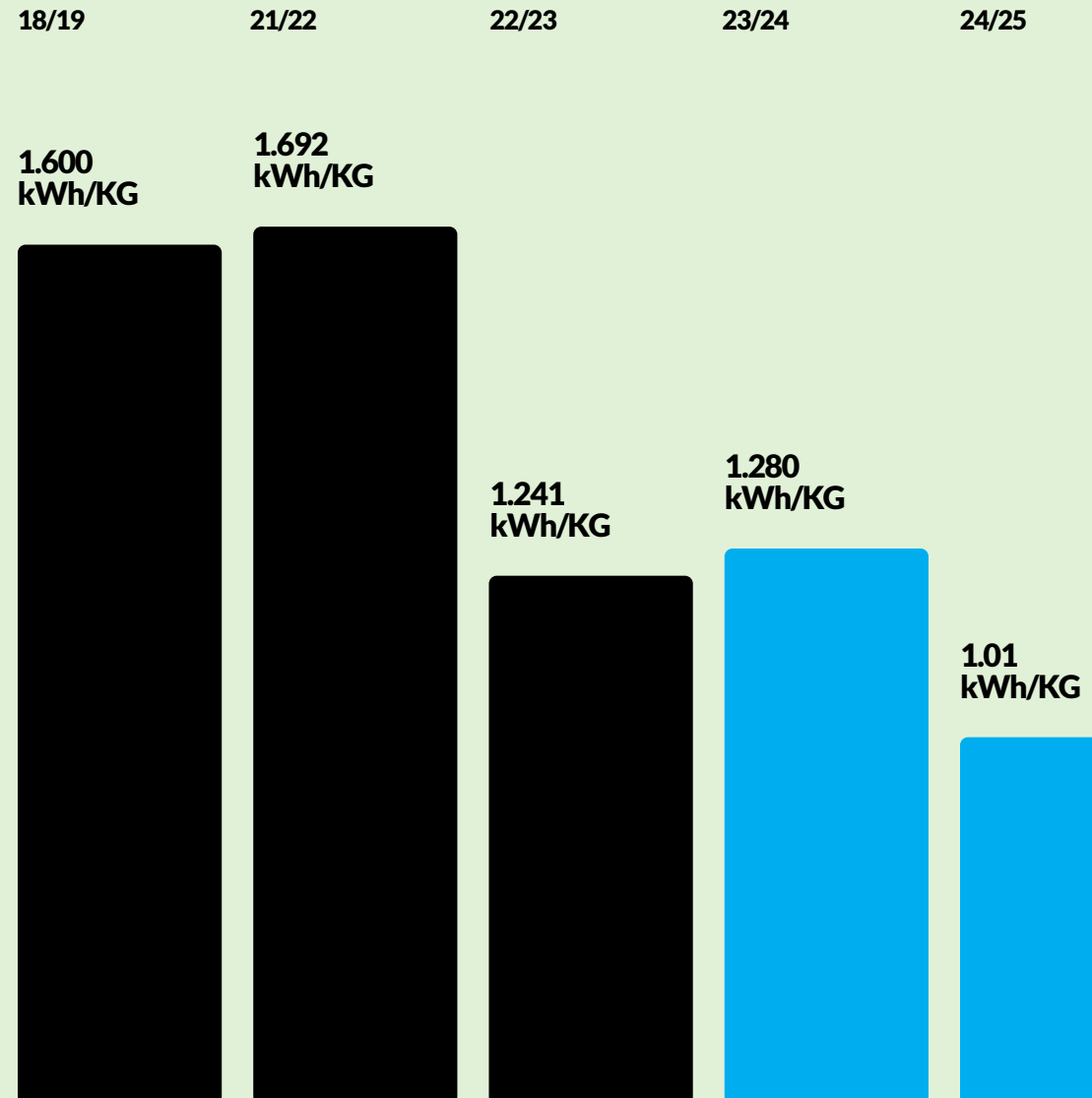
Decrease of

↓ **28%** in gas consumption
vs. baseline

Decrease of

↓ **21%** in gas consumption
since boiler install

CARBON SAVINGS TREND



COAL

AlSCO Uniforms New Zealand is officially coal-free! New Zealand's biggest sustainability win thus far – 5½ years ahead of our 2030 goal!

AlSCO Uniforms New Zealand is making significant strides toward our sustainability goals as we work to completely transition away from coal as an energy source. As 2024 has come to an end, we are proud to announce we have officially retired coal in New Zealand, well ahead of our 2030 target. This shift, combined with other changes we've implemented over the years, has already led to a remarkable reduction of approximately 60% in our carbon footprint compared to our 2019 baseline.

Recently, our Group Chief Executive, Mark Roberts, visited MHM Automation in Christchurch to oversee the manufacturing of our new biomass boiler, which was fully commissioned and operational by the end of November 2024. Mark emphasised that this boiler is "part of the wider transition away from coal" and was complemented by the conversion of our Invercargill boiler to biomass in October of this year, too!

The new biomass boiler at our Christchurch branch will significantly reduce tCO₂e emissions by an impressive 87% or 1,990 tonnes annually, resulting in a total reduction of approximately 47,000 tonnes of CO₂e over its lifetime. This commitment to a net-zero future is a crucial step in our sustainability journey. We extend our thanks to the Energy Efficiency and Conservation Authority (EECA), Azwood (wood pellet supplier), Kelford Engineering, and MHM Automation, as well as the engineering teams involved, for their invaluable support in our decarbonisation efforts.

"The Christchurch facility's decarbonisation journey is the final piece in AlSCO Uniforms' quest to remove

coal from its process heat generation," said Energy and Utilities Manager, Haris Murtaza.

"We also identified an opportunity to carry out a biomass conversion at our Invercargill site, reducing site emissions by 86% or 4,075 tonnes of CO₂e annually. The Invercargill plant is now running on wood pellet with consistent steam pressure and supply profile, credited to good quality, high-energy-content biomass fuel. This is in addition to the AlSCO Uniforms Richmond site already operating on Biomass and the AlSCO Uniforms Dunedin facility partnering with the Pioneer Energy centre to transition the existing boilers to steam. The Dunedin pathway has reduced site emissions by 89%, 2,347 tonnes of CO₂e.

The newly commissioned Christchurch boiler, together with the Invercargill biomass conversion and AlSCO Uniforms Dunedin facility transition, contribute to a total reduction of 48% in company emissions (Christchurch 13%, Dunedin 13%, Invercargill 22%) in addition to 11% achieved from ongoing energy efficiency and demand reduction," said Haris.

These big steps toward a cleaner energy future illustrate the importance of making responsible choices. Together, we are proud to take significant action for our environment and our communities.

Big steps, big changes, at AlSCO Uniforms New Zealand.

AlSCO Uniforms Christchurch,
New Zealand Branch - Biomass
Boiler

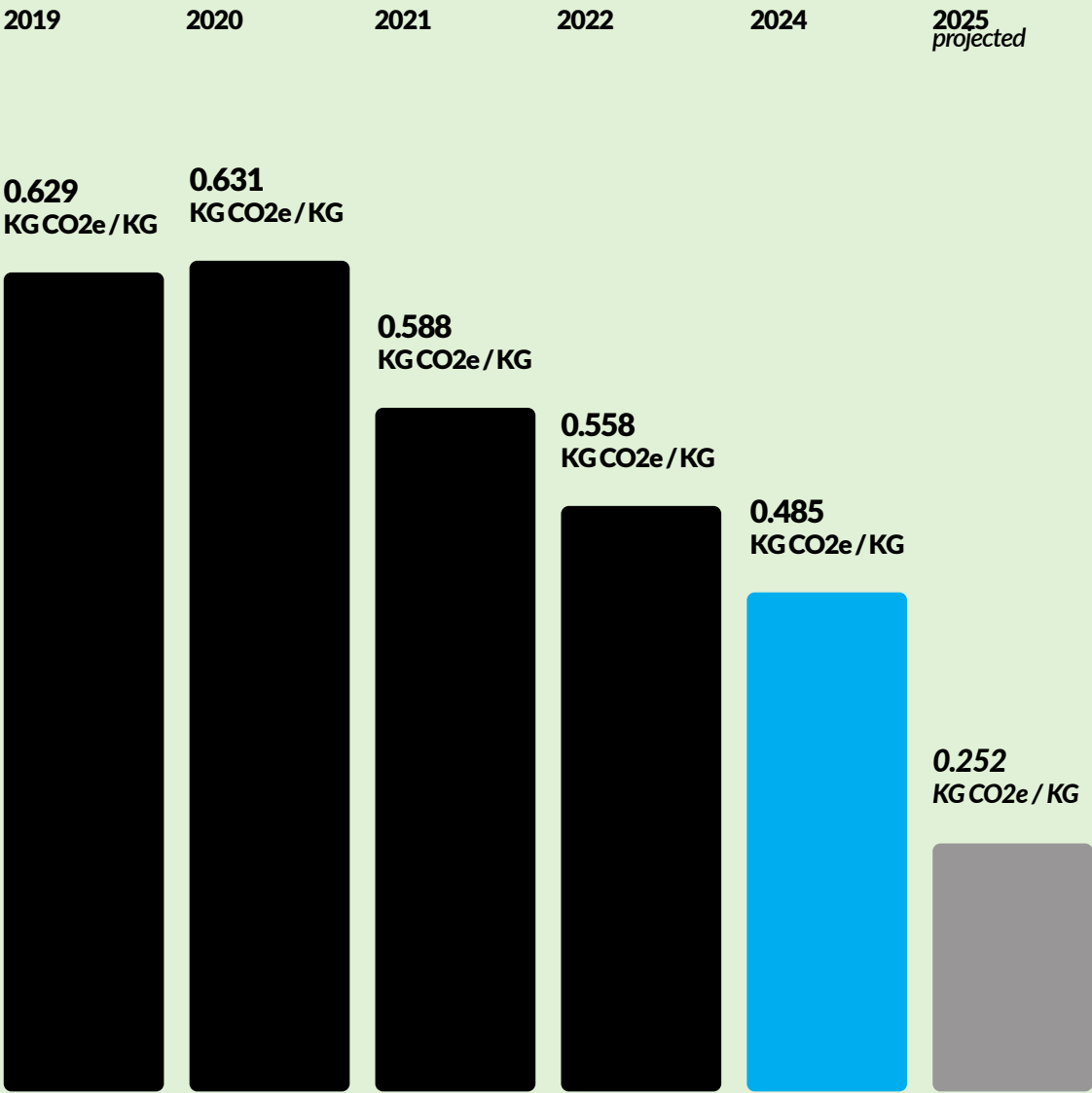


AlSCO Uniforms Invercargill, New
Zealand Branch - Wood Pellet
Storage Facility



Decrease of
 **60%** in carbon emissions

DECARBONISATION TREND



NEW ZEALAND

Emissions savings will be confirmed at the end of 2025, 12 months after full commissioning of new Christchurch boiler and Invercargill fuel transition.



Mark Roberts, visiting MHM Automation, suppliers of Christchurch's new biomass boiler

COAL

AlSCO Uniforms New Zealand: Finalist in the 2025 NZ Energy Excellence Awards



We're proud to share that AlSCO Uniforms New Zealand has been recognised as a finalist in the prestigious New Zealand Energy Excellence Awards, under the Large Energy User Initiative of the Year category, sponsored by the Energy Efficiency and Conservation Authority (EECA).

This category honours impactful energy initiatives from major organisations that achieve meaningful environmental and operational outcomes. AlSCO Uniforms stands alongside some of the country's most influential industry leaders, demonstrating a shared commitment to innovation in energy efficiency and emissions reduction.

Our nominated initiative, The Coal Free Journey, represents a significant milestone in our environmental sustainability strategy. Spearheaded by our dedicated teams, particularly in the South Island of New Zealand, this transition away from coal to biomass has accelerated the decarbonisation of our operations. It's a key step in aligning our business with a low-emissions future and reducing our environmental footprint.

Being named a finalist in these awards is a powerful recognition of our efforts. It highlights the determination, collaboration, and forward-thinking that drives AlSCO Uniforms to lead by example in sustainable business practices.

This achievement not only reinforces our ESG commitments but also inspires us to continue evolving and investing in a cleaner, greener tomorrow - for our people, the planet, and our community.

*Boiler Fuel Source -
Wood Pellets*



FOUNDATION PARTNERSHIP

BlockTexx®

AlSCO Uniforms Australia are delighted to announce a significant milestone in our sustainability efforts: the diversion of one million kilograms of polyester-cotton textile waste from landfills, which we have achieved through our partnership with BlockTexx.

Our collaboration with BlockTexx began in 2018, when their founders, Adrian Jones and Graham Ross, approached us with their innovative recycling process. They aimed to address the issue of textile waste through a method that separates polyester and cellulose from blended fabrics, a process initially developed in a laboratory setting. We recognised the potential of their technology to contribute to a more sustainable future.

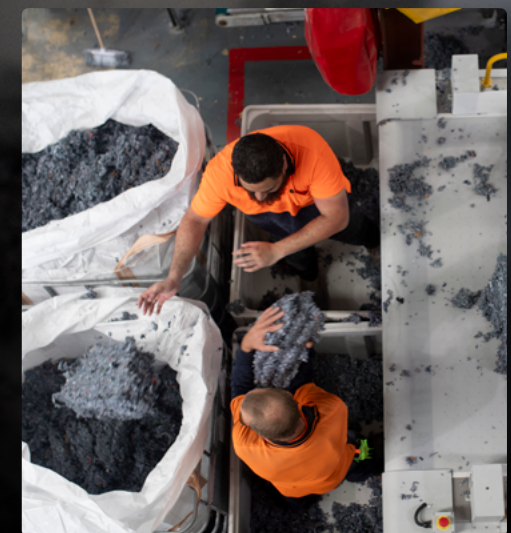
Between 2018 and 2024, BlockTexx successfully established a processing facility in Loganholme, Queensland. In 2022, we became a foundation partner, ensuring our textile waste would be processed by their facility. This partnership has enabled us to take practical steps towards reducing our environmental impact.

Reaching the milestone of one million kilograms of diverted textile waste is a significant achievement. It demonstrates our commitment to minimising textile waste and contributing to a circular economy. We believe that collaborative efforts are essential in addressing environmental challenges, and our partnership with BlockTexx is a good example of how businesses can work together to create a more sustainable future.

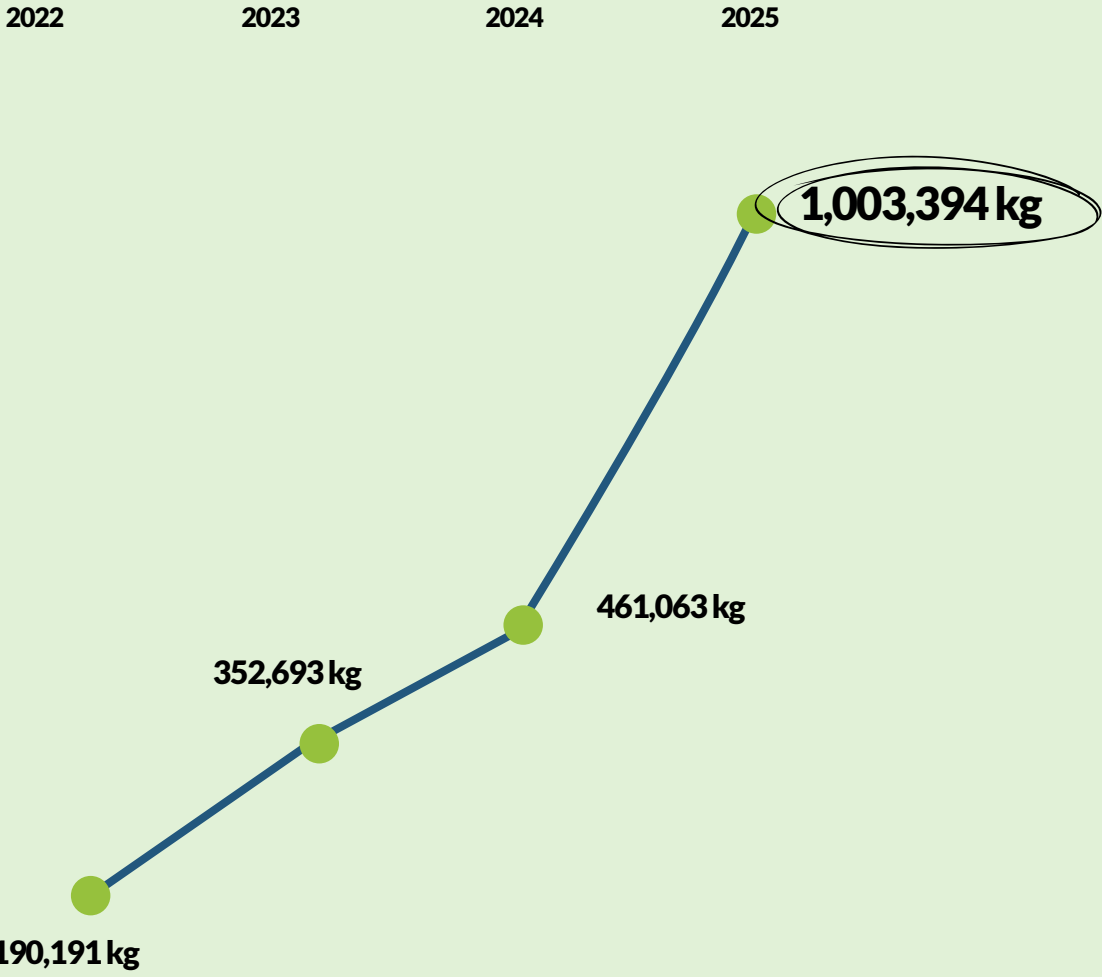
Graham Ross - Co-founder
BlockTexx®
Steve Barden - GM of AlSCO
Uniforms Australia



Graham Ross - Co-founder BlockTexx®
Steve Barden - GM of AlSCO Uniforms Australia



TEXTILES SENT TO BLOCKTEXX®





We are proud to announce a major milestone in our sustainability journey – we have successfully diverted over

1,000,000 kg

of textiles from landfill!

Graham Ross - Co-founder
BlockTexx®
Steve Barden - GM of AlSCO
Uniforms Australia



PARTNERSHIP

ImpactTex

ImpactTex is a local New Zealand company that transforms textile waste into valuable circular resources. Since partnering with ImpactTex in October 2022, AlSCO Uniforms New Zealand has contributed over 79,000 kilograms of garments for processing. For context, that's the weight of 12 African elephants! This collaboration has not only diverted waste but also prevented over 250 tonnes of CO₂, equivalent to removing 80 cars from New Zealand roads.

Our branches across the country have been contributing to this circularity initiative, with Auckland donating the most to date, a whopping

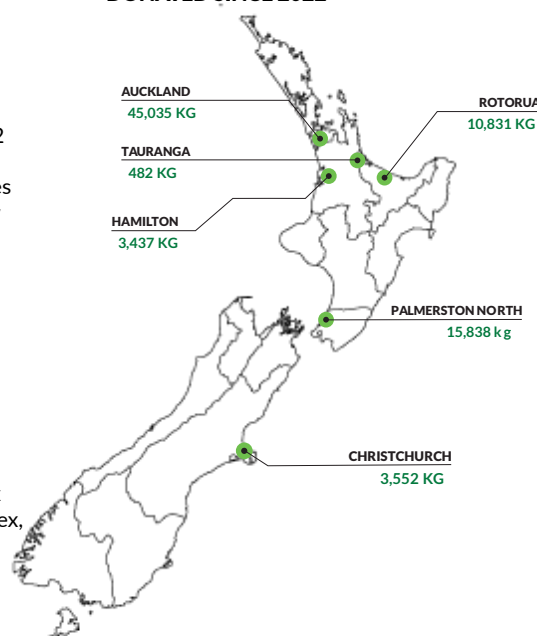
45,000 kg

Once our end-of-life garments are collected from our branches, they are taken back to the ImpactTex factory and transformed into a material called ReTex, which can be made into almost anything you can imagine!

Check out what we decided to make them into recently; some awesome AlSCO Uniforms branded mouse pads for our employees to use, and to give away to our customers as a great sustainability conversation starter.



KGS OF GARMENTS DONATED SINCE 2022



diverted

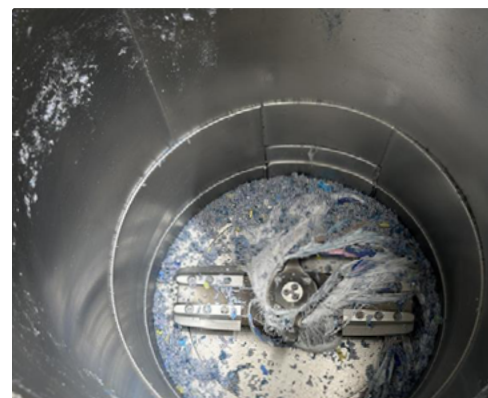
79,000

KG
of garments to be recycled

our efforts have prevented

254t+

tCO₂e
equivalent to removing 80 cars from New Zealand roads



Flock Recycling Initiative: Fresh & Clean Auckland Now Recycles Sharps and Feminine Hygiene Waste

Fresh & Clean Auckland is proud to announce a bold step forward in sustainability. We now recycle used sharps and feminine hygiene waste. Thanks to a new partnership with EnviroMed, waste that once went straight to landfill is now being completely sanitised and transformed into something surprisingly useful—flock.



Flock is a fluffy, lightweight material that's safe to touch and is used as a component in concrete production. The process breaks down clinical waste, thoroughly disinfects it, and gives it a second life as an industrial input, proving that even the most challenging waste can be part of a circular economy.

This innovation not only reduces our environmental footprint but also aligns with AlSCO Uniforms' ongoing commitment to cleaner, greener operations.





COMMUNITY

At AlSCO Uniforms, we are committed to supporting the communities where we live and work. Through donations, volunteering, and partnerships with local and national organisations, we help drive meaningful change. Whether it's providing essential supplies, lending a helping hand, or empowering our team to give back, we take pride in making a positive impact on the lives of others.

31 INTRODUCTION

32 ASIA

33 AUSTRALIA

37 NEW ZEALAND

ASIA

AUSTRALIA

NEW ZEALAND

Fernando, Brendan, Jayson and Richard from AlSCO Uniforms Enfield, delivering new Chef Uniforms & lockers to the Bill Crews Foundation

INTRODUCTION

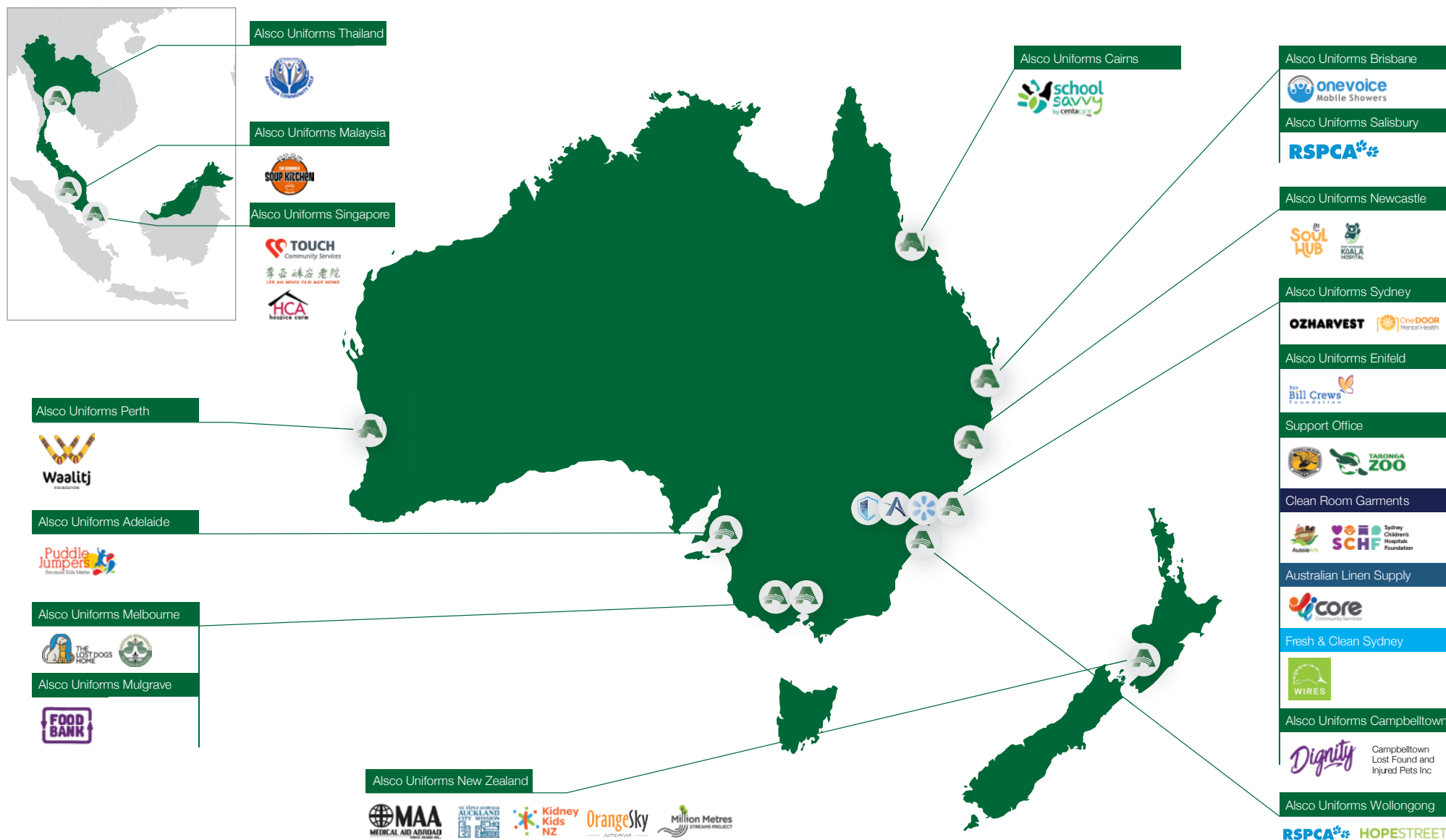
Local ESG Partnerships Driving Change Across APAC

AlSCO Uniforms' commitment to sustainability is driven by dedicated "Sustainability Heroes", individuals within each branch who are key to translating our broader sustainability goals into tangible local actions. They are involved in identifying and implementing waste and energy reduction strategies, embedding sustainability

practices into daily operations, as well as fostering community engagement, encouraging volunteering, and strengthening partnerships with local organisations.

By holding sustainability meetings and representing their branches in national discussions, these heroes

ensure a consistent flow of information and a unified approach to AlSCO Uniforms' sustainability efforts. Essentially, they are the on-the-ground champions, making significant contributions to our company's dedication to responsible and sustainable business practices.



ASIA

Local Partnerships

Community Engagement in Thailand

AlSCO Uniforms Thailand maintains a consistent commitment to community engagement, ranging from support of the local orphanage to ongoing contributions for vulnerable populations across Thailand. Our approach blends direct engagement with practical assistance, reflecting a broader strategy of sustainable community development.

A key aspect of our community support is the annual visit to the Wat Mahawong Community Child Development Centre, part of the For Children Foundation. The team doesn't simply deliver donations; we actively participate in the life of the orphanage; playing with the children, serving lunch and joining in activities. This direct engagement, alongside the provision of essential supplies such as cooking oil, rice, toiletries, toys, and books, highlights our dedication to supporting children's development.

We have also provided ongoing support to vulnerable populations through contributions to organisations like the Baan Nokkamin Foundation and the Slum Child Care House of Hope, offering both corporate and personal donations. Furthermore, we have donated outdated freezer jackets to residents of Doi Mae Salong in Chiang Rai, providing much-needed warmth to remote communities.



AlSCO Uniforms Thailand annual visit to the Wat Mahawong Community Child Development Centre - Donations

These initiatives are not isolated acts of charity; they form an integral part of our sustainability journey. AlSCO Uniforms Thailand remains committed to continuous learning and improvement, ensuring our efforts contribute to a lasting positive impact on the communities we serve.

AlSCO Uniforms Malaysia Building Community Connections

AlSCO Uniforms Malaysia has launched a comprehensive program focused on both environmental sustainability and community enrichment.

A key example has been our partnership with The Assembly Soup Kitchen (TASK), a not-for-profit soup kitchen dedicated to community support. Our collaboration has involved facilitating the delivery of pre-cooked lunches provided by TASK, to local schools, a crucial initiative that has addressed TASK's challenges in securing volunteers and reduced their reliance on costly taxi services for deliveries. We aim to build a long-term relationship with TASK, with plans to expand support through volunteer work at the soup kitchen and assistance in transporting donated palletised dry goods from food manufacturers, thus reducing TASK's logistical expenses.

We have also actively engaged our staff in community improvement initiatives, with a team of 40 staff members, along with our families, volunteering our time to clear rubbish from a nearby park. This collective effort has resulted in the removal of various types of waste and recyclables, significantly enhancing the park's environment for the local community.

Our demonstrated commitment to community engagement and sustainability is a testament to the strong community spirit within the AlSCO Uniforms Malaysia team. We are dedicated to continuing our efforts to be a positive and impactful force for both people and the environment.



TASK's creative cooks whip up delicious meals – about 3,000 meals a week – with whatever ingredients have been donated or are on hand.

AUSTRALIA

National Partnerships



WHOS provides residential treatment services for individuals recovering from drug and alcohol dependence.



Orange Sky offers free laundry and shower services to people experiencing homelessness, along with genuine conversations through their "friends on the street" outreach program.



Two Good Co empowers women affected by domestic violence and homelessness through food, employment, and training programs.



Rev. Bill Crews Foundation is dedicated to helping people experiencing homelessness and disadvantage through food services, healthcare, and education.



Taronga Zoo is committed to wildlife conservation, education, and research.

AUSTRALIA

AlSCO Uniforms Australia Partnership with Orange Sky

AlSCO Uniforms Australia has been a proud partner of Orange Sky since 2020, supporting their vital work providing free mobile laundry and shower services for people experiencing homelessness. Their mission goes beyond hygiene; it's about restoring dignity, fostering human connection, and creating a sense of community. Orange Sky's volunteers aren't social workers, but compassionate listeners who offer meaningful conversations to those going through tough times, helping to break the cycle of isolation.

To support this vital initiative, our team has dedicated over 340 hours volunteering our time to support Orange Sky's mobile laundry and shower services. We have also donated essential supplies, including soap, hand sanitiser, towels, and sheets. We are proud to contribute to their incredible work, knowing that every wash, every shower, and every conversation can make a real difference in someone's life.

340

hours volunteered to support Orange Sky's
mobile laundry and shower services

*Michelle and Susan from the
AlSCO Uniforms Cairns Branch
are volunteering at Orange Sky in
Manunda.*



OrangeSky
— Australia —

AUSTRALIA

AlSCO Uniforms Supports the Rev. Bill Crews Foundation: A Partnership Dedicated to Helping Vulnerable Communities



Rev. Bill Crews

The Rev. Bill Crews Foundation has been a vital resource for vulnerable communities in Sydney since its founding in 1985. Established by the Rev. Bill Crews, who remains deeply involved at the age of 80, the Foundation offers essential services, including food relief, crisis accommodation, and social support, to help individuals and families overcome poverty.

AlSCO Uniforms has partnered with the Foundation for over three years, providing both financial support and volunteer hours. In 2025 alone, the AlSCO Uniforms Enfield team dedicated nearly 500 hours to volunteering, making up over 40% of the company's national volunteer hours. Richard Locke, who oversees the partnership, highlights the collective effort of various teams: "It's been a rewarding experience to have the teams from Deane Apparel, Fresh & Clean, and the IT Department at Support Office involved as well. Together, we have made a significant impact and look forward to continuing our support."

The Loaves and Fishes Restaurant in Ashfield, one of the Foundation's key community hubs, is where much of the work is done. Here, volunteers and staff work tirelessly to prepare and serve meals, creating a welcoming space for those in need.

The Foundation's team prepares approximately 40,000 meals each month across three Loaves and Fishes restaurants in Sydney. Additionally, they operate meal delivery services, often referred to as "satellite services," which extend their reach to individuals at churches, parks, and other locations across the city. These services are integral to addressing food insecurity and supporting the broader community.

The Foundation's efforts go beyond providing meals. The guest services team helps individuals access various support programs, such as food



AlSCO Uniforms Enfield team

assistance, emergency housing, and job training. As the first point of contact, the guest services team ensures that all visitors receive the support they need with dignity and respect. The Foundation's comprehensive approach provides not only nourishment but also hope, stability, and a sense of belonging to those who need it most.

Through the collaboration with AlSCO Uniforms, the Foundation has been able to expand its impact, serving thousands of people each year and helping to address some of the most pressing issues facing vulnerable communities in Sydney. This ongoing partnership highlights the power of community engagement and the importance of supporting organisations that provide critical services to those in need.



AUSTRALIA

Partnership with RSPCA NSW

AlSCO Uniforms is deeply committed to supporting RSPCA NSW in its mission to care for and protect animals across the state. As part of this partnership, we've donated over 3,000 towels, along with first aid supplies and blankets. These donations help provide comfort and care to animals in need, as well as vital support to the RSPCA's dedicated staff.

In addition to these essential supplies, we're delighted to sponsor two comfortable lounges: one for our canine friends and another for our feline companions. These welcoming spaces provide a cosy retreat for animals as they await their forever homes, offering them a sense of security and comfort during a stressful time. We're proud to play a role in supporting the incredible work of RSPCA NSW and helping to create brighter futures for animals in need.



Supporting Platypus Protection with Taronga Conservation Society

AlSCO Uniforms have partnered with Taronga Conservation Society Australia to help protect one of Australia's most unique and vulnerable species - the platypus. Our support directly contributes to feeding and caring for these incredible creatures at Taronga Zoo in Sydney. With platypus being one of the most expensive animals to feed, pound for pound, at the Zoo, every contribution makes a real impact.

We are proud to support Taronga, as they work to ensure these iconic animals remain part of our landscape for generations to come. Through our partnership, we are making a tangible difference for wildlife and our planet, reflecting AlSCO Uniforms' commitment to sustainability and conservation.



NEW ZEALAND

National Partnerships



AlSCO Uniforms New Zealand has partnered with the Sustainable Business Network, a social enterprise connecting organisations to promote sustainability. Through this partnership, AlSCO Uniforms actively supports the Million Metres Streams Project by replanting New Zealand waterways and participating in broader environmental restoration efforts.



Orange Sky offers free laundry and shower services to people experiencing homelessness, along with genuine conversations through their “friends on the street” outreach program.



Kidney Kids is a national charity in New Zealand providing free, non-clinical care and community support to young people affected by kidney disease. AlSCO Uniforms New Zealand proudly supports this wonderful organisation through fundraising, attending events, and creating special experiences for the kids and their families.



Medical Aid Abroad (MAA) is a charitable trust that collects and distributes unused medical supplies from New Zealand to developing countries, primarily across the Pacific Islands. AlSCO Uniforms New Zealand significantly supports MAA by covering vehicle expenses and donating transport, enabling the charity to collect and deliver these vital supplies.



Ronald McDonald House Charities (RMHC) New Zealand supports families when their child is in a New Zealand hospital away from home.



The Auckland City Mission plays a vital role in the lives of thousands of Aucklanders by providing food support, safe housing, healthcare, detox services, and mental health support.

NEW ZEALAND

Our Orange Sky Partnership Expands: Now in New Zealand

The teams from AlSCO Uniforms and Fresh & Clean Auckland attended the launch of Orange Sky's permanent wash-and-dry laundry pod in Weymouth. It was a truly inspiring event, where the Orange Sky New Zealand team welcomed us with food, provided by the Rapid Relief Team NZ, shared a blessing for the pod, and told powerful stories about their collaborative work with Maranga Fanau Trust. This event marked the beginning of our official partnership with Orange Sky New Zealand, which commenced in January 2025.

Orange Sky provides much more than just free laundry and shower services; they create a safe,

welcoming space for those facing homelessness or hardship. Their nonjudgmental, respectful approach nurtures connection and belonging, addressing not just physical needs but also the isolation and challenges faced by many in our community. This permanent laundry pod also includes a pick-up and drop-off service, bringing people directly to the pod. Beyond that, it offers cooking facilities, the chance for a genuine chat with volunteers and a hot drink.

We are excited to partner with Orange Sky and are committed to making a positive impact on the lives of people in our local community.



From left to right: Kat (Senior Impact Manager, Orange Sky Aotearoa), Kaimahi (from Maranga Fanau), Monique Welsh (GM of AlSCO Uniforms - NZ & Asia) and Alan (Orange Sky Aotearoa Board Member).



Back row left to right: Naman, Jenna, Troy, Andrew, Corey, Glenda, Monique, Scott, David, Natalie, Front Row: Christine, Kellsey - from AlSCO Uniforms NZ and Deane Apparel



From left to right: Chris, David and Mary from AlSCO Uniforms New Zealand.

NEW ZEALAND

Auckland City Mission Cook-Off

AlSCO Uniforms New Zealand proudly took part in the 2025 Auckland City Mission Cook-Off — marking our sixth year supporting this great community initiative.

The Auckland City Mission plays a vital role in the lives of thousands of Aucklanders by providing food support, safe housing, healthcare, detox services, and mental health support — all working toward their vision of a city where everyone has the chance to thrive.

This year, Monique Welsh, our General Manager for New Zealand & Asia, rolled up her sleeves and joined 20 other business leaders to prepare 150 meals for people experiencing food and housing insecurity. Guided by professional chefs, each participant helped bring to life a night focused on dignity, connection, and community.

Monique also set out to raise \$10,000 for the Mission, and thanks to overwhelming support, she surpassed that target by more than five times, bringing in an incredible \$51,987. This now stands as the highest donation in the event's history, with \$10,000 of that total directly contributed by AlSCO Uniforms.

Beyond the kitchen, AlSCO Uniforms also supplied all the chefs' uniforms and tea towels for the evening, helping to ensure everything ran seamlessly and looked the part from preparations to plating.

Reflecting on the experience, Monique shared:

"It was an incredible experience. I was on the main course team for the evening, where we served up a delicious Citrus Roasted Chicken with Lentils and Smoked Tzatziki meal to the guests. I'm proud to continue supporting the Auckland City Mission through AlSCO Uniforms, as we have done for the past six years. Thank you to everyone who backed my fundraising efforts to help those who need it most."



Left to right: Monique Welsh, Stacey Huston



Head Chef - Mike Van de Elzen. Left to right: Mark Macky, Phil Wilson, Rebecca Roberts, Grant Kunckey, Stacey Huston, Monique Welsh



Monique Welsh and Head Chef - Mike Van de Elzen

NEW ZEALAND

Supporting Families in Need: AlSCO Uniforms New Zealand's Commitment to Ronald McDonald House Charities

For over three years, AlSCO Uniforms New Zealand has proudly sponsored a room at Ronald McDonald Grafton House in Auckland. We provide linen for all the bedding at a discounted rate, ensuring comfort for families during their stay. This sponsored room has welcomed over 41 families from across New Zealand and even a family from Tonga, with one family staying a total of 46 nights.

Ronald McDonald House Charities offers stress-free accommodation to parents whose children are receiving treatment at Starship Hospital, allowing them to stay close to their kids. Beyond providing a place to stay, the charity organises activities such as trips to the zoo as well as birthday and Christmas gifts. They also provide food for the families, ensuring they have one less thing to worry about during challenging times.

We have also recently expanded our partnership with Eden Park to offer rugby tickets to family members staying at Ronald McDonald House, allowing them to enjoy a night out, have food, and watch football from a hospital environment.

*Monique Welsh - General Manager,
New Zealand & Asia
Robbie Turnbull - Regional General
Manager, New Zealand*

*Our Senior Leadership Team
recently cooking up a storm
for families staying at Ronald
McDonald House Auckland. They
managed to serve up 120 meals!
Left to right: Robbie Turnbull,
Lavi Vetelino - Cook/ Menu
Planner, Daniel Smith and
Glenda Delaney*



*From left to right Robbie Turnbull,
Kim Kempthorne, Murray Kerr,
Monique Welsh, and Gavin Smith*

Our Partnership with Medical Aid Abroad

AlSCO Uniforms New Zealand are thrilled to announce our latest donation to Medical Aid Abroad (MAA), a charity we greatly admire for its work in distributing unused medical supplies to developing countries, particularly throughout the Pacific Islands. MAA sends approximately 2,000 cartons of medical supplies each year—items that would otherwise go to landfill—to communities in need.

Since 2016, we have supported MAA by covering vehicle expenses such as registration, Warrant of Fitness (WoF), and fuel. In 2019, we donated a van to assist with their operations, and more recently, we've provided a larger, more capable vehicle from our Nelson branch. Monique Welsh, our General Manager for New Zealand and Asia, personally handed over the keys to MAA's Chairman, Murray Kerr.



41+

families across New
Zealand have been
welcomed to stay in
this sponsored room
at Ronald McDonald
Grafton House



Sustainability Growth Report

APAC EDITION 2025

ASIA

AUSTRALIA

NEW ZEALAND