

Sustainability highlights


We recognise that delivering sustainable outcomes is a business imperative and critical for us to thrive over the long term. We strive to deliver value and positive change for all our stakeholders, our communities and the environment.

Our sustainability priorities

 <p>Safety</p> <p>World-class health and safety outcomes for our people – Zero Harm Today</p>	<p>Nil</p> <p>employee and contractor reportable fatalities</p> <hr/> <p>>130,000</p> <p>hazards reported</p>	<p>7.6</p> <p>recordable injury frequency rate¹</p> <p>Comparable data</p>  <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>Recordable Injury Frequency Rate</th> </tr> </thead> <tbody> <tr> <td>FY16</td> <td>8.8</td> </tr> <tr> <td>FY17</td> <td>8.1</td> </tr> <tr> <td>FY18</td> <td>8.7</td> </tr> <tr> <td>FY19</td> <td>7.5</td> </tr> <tr> <td>FY20</td> <td>7.6</td> </tr> </tbody> </table>	Fiscal Year	Recordable Injury Frequency Rate	FY16	8.8	FY17	8.1	FY18	8.7	FY19	7.5	FY20	7.6
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FY16	8.8													
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 <p>Our people</p> <p>Diverse, capable and engaged workforce, enabling them to deliver their best</p>	<p>19%</p> <p>women at Boral</p>  <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>Percentage of Women</th> </tr> </thead> <tbody> <tr> <td>FY16</td> <td>14%</td> </tr> <tr> <td>FY17</td> <td>14%</td> </tr> <tr> <td>FY18</td> <td>18%</td> </tr> <tr> <td>FY19</td> <td>19%</td> </tr> <tr> <td>FY20</td> <td>19%</td> </tr> </tbody> </table>	Fiscal Year	Percentage of Women	FY16	14%	FY17	14%	FY18	18%	FY19	19%	FY20	19%	<p>1:1</p> <p>female to male base salary pay equity in Boral Australia</p> <hr/> <p>~700</p> <p>employees completed Leading Safe Work program</p>
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 <p>Environment</p> <p>Minimise our environmental footprint and build resilience to climate change</p>	<p>2.2 million tonnes CO₂-e</p> <p>↓8%</p> <p>Scope 1 and 2 GHG emissions</p> <hr/> <p>Completed stage 1 of climate-related physical risks scenario analysis</p>	<p>↓6%</p> <p>Scope 1 and 2 GHG emissions intensity²</p>  <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>GHG Emissions Intensity</th> </tr> </thead> <tbody> <tr> <td>FY16</td> <td>491</td> </tr> <tr> <td>FY17</td> <td>488</td> </tr> <tr> <td>FY18</td> <td>375</td> </tr> <tr> <td>FY19</td> <td>348</td> </tr> <tr> <td>FY20</td> <td>329</td> </tr> </tbody> </table>	Fiscal Year	GHG Emissions Intensity	FY16	491	FY17	488	FY18	375	FY19	348	FY20	329
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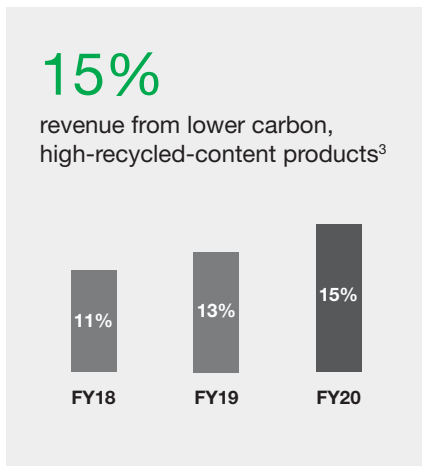
1. Per million hours worked for employees and contractors in all businesses and all joint ventures from FY2018. Prior years excludes less than 50%-owned joint ventures and Headwaters.
 2. Tonnes CO₂-e emissions per A\$million revenue.

External recognition


Customers

Deliver innovative and **sustainable products** and **superior customer experience**



~\$30m
invested in R&D, in line with prior year

>50%
of our concrete customers using Boral Connects digital portal



Suppliers


More **efficient and sustainable supply chain** delivering better customer outcomes

>\$4b
procurement spend

Multi-year supply chain optimisation program focused on improving our customers' experience

>\$4m
spend with Indigenous-owned and social enterprises⁴

Strengthened approach to modern slavery risk



Communities

Make a positive contribution to our **local communities**



Delivered 2019–2020 Reflect Reconciliation Action Plan commitments

Cement Concrete & Aggregate Association NSW/ACT Innovation Award for community leadership and engagement

3. Defined as having a minimum 40% recycled content, and based on share of Group-reported revenue adjusted to include Boral's 50% share of underlying revenue from USG Boral and Meridian Brick joint ventures, which are equity accounted.
 4. Excludes indirect spend with Indigenous-owned businesses.