



PUBLIC DISCLOSURE STATEMENT

KPI GROUP

ORGANISATION CERTIFICATION


FY2023–24

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	KPI Labour Hire Pty Ltd
REPORTING PERIOD	1 July 2023 – 30 June 2024 Arrears report
DECLARATION	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Simone Cravino Accounts and Compliance Manager 24 March 2026</p>



Australian Government
**Department of Climate Change, Energy,
the Environment and Water**

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Version 9.1.



1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	3,271.57 tCO ₂ -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	18.72% renewables using the market-based method
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	28 th February 2024 Pangolin Associates Next technical assessment due: FY 2026 report

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2.CERTIFICATION INFORMATION

Description of organisation certification

This organisation certification is for the business operations of KPI Labour Hire Pty Ltd, ABN 83 141 690 182, including the subsidiaries listed in the table below. Services provided by KPI and its subsidiaries are not included within the scope of this certification.

- KPI Traffic Control Pty Ltd - ABN: 90 141 690 208 & KPI Civil Construction - ABN: 92 622 249 085
 - Unit 22, 74 Thomsons Road, Keilor Park VIC 3042
- KPI Services (old QLD location) Pty Ltd - ABN: 96 154 089 353
 - Unit 17, 15 Industrial Avenue, Molendinar 4214
 - Occupied from 01/07/2023 to 20/01/2024
- KPI Services (new QLD location) Pty Ltd - ABN: 96 154 089 353
 - Unit 1, 9 Northward Street, Upper Coomera 4209
 - Occupied from 21/01/2024 to 30/06/2024
- KPI Services (NSW) Pty Ltd - ABN: 32 625 829 432
 - Level 1,9-13 Bronte Rd, Bondi Junction NSW 2022
- iTraffic Pty Ltd (old location) - ABN: 72 636 193 167
 - Unit 1/27 Industrial Circuit, Cranbourne West VIC 3977
 - Occupied from 01/07/2023 to 29/02/2024
- iTraffic Pty Ltd (new location) - ABN: 72 636 193 167
 - Unit 22, 87–91 Hallam South Road, Hallam, Victoria 3803
 - Occupied from 01/03/2024 to 30/06/2024

This Public Disclosure Statement includes information for FY2023–24 reporting period.

Organisation description

The KPI Group began its journey in January 2010, drawing upon the extensive expertise of our founder, Kevin Ramsay. With deep roots in the mining, civil, and construction sectors, Kevin's vision for excellence and innovation set the stage for KPI's ascendancy. The addition of Aaron Ramsay to KPI in 2013 further bolstered our reservoir of knowledge and industry insight.

Fast forward to today, KPI specialises in Civil, Construction and Mining major project Traffic Management and Labour Hire services. KPI boasts a network of over 800 seasoned professionals from Crane Crews and Traffic Controllers to Skilled Tradesmen, Carpenters, and Labourers, and have built a robust community of experts ready to deliver. Our dedication to maintaining the highest standards of operational excellence is evidenced by our innovation, sustainability, safety, and reliability in the industry.

With the integration of Australia's 1st Automated Cone Truck, KPI is setting new standards in the Traffic Control industry. Beyond just technological advancement, this innovation signals a deeper commitment to ensuring the safety and wellbeing of all stakeholders in the construction realm.

With strategic hubs in Victoria, Queensland, New South Wales, and Western Australia, our reach spans coast to coast, ensuring KPI remains at the forefront, ready to serve the vast expanse of Australia.

KPI group applies the operational control approach to determine its organisational boundary.

The following subsidiaries are also included within this certification:

Legal entity name	ABN	ACN
KPI Traffic Control	90 141 690 208	141 690 208
KPI Labour Hire Pty Ltd	83 141 690 182	141 690 182
KPI Services (QLD) Pty Ltd	96 154 089 353	154 089 353
KPI Civil Construction Pty Ltd	92 622 249 085	622 249 085
KPI Services (NSW) Pty Ltd	32 625 829 432	625 289 432
iTraffic Pty Ltd	72 636 193 167	636 193 167

Commented [MM1]: KPI Civil Construction was excluded from the Description of Organisation Certification (Page 4). Can you clarify if this is still a subsidiary included under the certification?

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however, are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary

Quantified

Accommodation and facilities
Cleaning and chemicals
Climate Active carbon neutral products and services
Electricity
Food
ICT services and equipment
Machinery and vehicles
Office equipment and supplies
Postage and courier
Products
Professional services
Refrigerants
Stationary energy (gaseous fuels)
Stationary energy (liquid fuels)
Stationary Energy (solid fuels)
Transport (air)
Transport (land and sea)
Waste
Water
Working from home

Non-quantified

Tenancy-controlled Natural Gas
Stationary Fuels at QLD old, NSW, VIC, and QLD new
Freight

Outside emission boundary

Excluded

N/A

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

The KPI Group commits to reduce total scope 1, 2 and 3 emissions from the business by 15% by 2030 compared to a 2023 baseline. This will be achieved through the following measures:

- Solar Panels on owned offices which will reduce our electricity use by 35% by 2030.
- We have researched Electric Vehicles, however at present there are no appropriate options available that have the load capacity for the daily required equipment. We are in communication with manufacturers and will explore when options as they become available. Fuel emissions are over 22% of our current GHG emissions. Should suitable electric vehicles become available then we will transition to these and will aim to have 15% of our vehicle fleet as EV's by 2030 which will equate to a fuel reduction of 10%.
- Upgrading our fleet to Green Fit-outs. Traditionally a Traffic Management Vehicle runs the Arrow Board / VMS Boards / Beacons by batteries which requires the vehicles to remain on while in use. We are transitioning our newer fleet to a solar operated Arrow Board / VMS Boards / Beacons which means the vehicles can be turned off and decrease emissions. Reducing our fuel use on this will equate to a 15% reduction in fuel use emissions across the fleet by 2030.
- We have researched Bio Diesel options and do have some vehicles currently within the fleet that are bio diesel compatible. We expect this to become a key area of our reduction strategy in the future when more bio diesel stations become more readily available around Australia. This is expected to provide a 10% reduction in fuel emissions by 2030.
- We provide incentives to our employees to explore more efficient commute options to/from work by paying them a daily travel allowance even when there is no cost to travel i.e., they carpool with other employees, this will reduce our commute emissions by 5% by 2030.
- We are currently exploring potential education programs for our employees regarding reduction strategies; however, these are not completed, and we will report on their progress next year.
- Advertising emission Reduction: We aim to reduce these emissions by 50% by 2030.

Emissions reduction actions

- We have commenced transitioning our newer fleet to a solar operated Arrow Board / VMS Boards / Beacons which means the vehicles can be turned off and decrease emissions
- Sky lights considered for any renovations on owned offices to reduce our electricity use by 35% by 2030. This was recently actioned during the extension of the Keilor Park office in the 2024-2025 year.
- KPI (Victoria) has acquired an asset depot facility to house our vehicle assets (Utes, POD trucks, TMAs, etc.) in an effort to minimize transport fuels consumed during the commute of these vehicles to site each day. This depot is in close proximity to our major projects. We are also working through solutions to try and house these assets on project sites. KPI (Queensland) has also moved locations to do the same.
- We have employed a full-time Onboarding Co-Ordinator who considers staff residing locations when on-boarding new staff for new long-term projects, in an aim to reduce long commutes to and from work each day, therefore again reducing transport fuels consumed.
- We have employed a full-time Fleet Manager to maintain transport fuel budgets and monitor vehicle usage, i.e. ensuring our assets are not being driven to site unless requested by our clients. This encourages staff to seek alternate transport and not rely on KPI vehicles for work commutes.
- The employment of our Fleet Manager has helped us to maintain regular servicing and tire checks to optimize fuel usage and vehicle performance. This new employment has also significantly assisted with our data collection.
- We have invested in dual screens for workstations in an effort to continue to digitalize where possible, and this has significantly decreased our paper purchasing and consumption. We aim to be a paperless office by 2030.
- We aim to consider factors when engaging suppliers for any future equipment hire and rental – i.e. discussing and requesting emissions reports.
- As a company we have and will continue to have conversations with our staff, suppliers and clients regarding the need to reduce our carbon footprint. We want to influence change and be a leader of this space in our industry.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year		
		Total tCO ₂ -e (without uplift)
Base Year / Year 1:	FY2022-23	2,783.82
Year 2:	FY2023-24	3,271.57

Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Plant leasing, hiring and renting services	179.40	445.06	This refers to equipment hire charges. The increase YoY is due to a change in data management from FY2023 to FY2024, the client providing less detailed data but confirming that all data collection in FY2024 is accurate. Due to an internal change in personnel, KPI cannot trace where FY2023's data came from and has thus acknowledged that the previous year's data collection was likely inaccurate.
Diesel oil post-2004 (GJ)	297.68	739.98	Improvement in data collection from FY2023 to FY2024, as well as an increase in car use by employees accompanied by better data collection has resulted in this increase YoY.
Diesel: Large Car	287.29	343.03	Improvement in data collection from FY2023 to FY2024, as well as an increase in car use by employees accompanied by better data collection has resulted in this increase YoY.
Petrol: Medium Car	168.50	448.75	As with large diesel cars, improvement in data collection from FY2023 to FY2024, as well as an increase in car use by employees accompanied by better data collection has resulted in this increase YoY.

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
AGL Australia	Electricity
Pangolin Associates ¹	Consulting services

¹ All payments to Pangolin were made outside of FY2024

Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Scope 1 emissions (tCO ₂ -e)	Scope 2 emissions (tCO ₂ -e)	Scope 3 emissions (tCO ₂ -e)	Total emissions (t CO ₂ -e)
Accommodation and facilities	0.00	0.00	3.51	3.51
Cleaning and Chemicals	0.00	0.00	2.04	2.04
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Construction Materials and Services	0.00	0.00	0.00	0.00
Electricity	0.00	30.82	4.21	35.03
Food	0.00	0.00	8.34	8.34
Horticulture and Agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	75.48	75.48
Machinery and vehicles	0.00	0.00	551.00	551.00
Office equipment & supplies	0.00	0.00	24.16	24.16
Postage, courier and freight	0.00	0.00	0.58	0.58
Products	0.00	0.00	27.54	27.54
Professional Services	0.00	0.00	158.66	158.66
Refrigerants	1.41	0.00	0.00	1.41
Roads and landscape	0.00	0.00	0.00	0.00
Stationary Energy (gaseous fuels)	0.00	0.00	0.02	0.02
Stationary Energy (liquid fuels)	0.06	0.00	0.02	0.07
Stationary Energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (Air)	0.00	0.00	67.72	67.72
Transport (Land and Sea)	896.47	0.00	1408.21	2304.68
Waste	0.00	0.00	4.68	4.68
Water	0.00	0.00	0.46	0.46
Working from home	0.00	0.00	6.20	6.20
Total emissions (tCO₂-e)	897.93	30.82	2342.81	3271.57

Uplift factors

N/A for this assessment.

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Verified Carbon Units (VCUs)	3,272	100%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Kirazlık Hydroelectric Power Plant Project	VCU	Verra Registry	30/06/2025	10653-234593045-234596316-VCS-VCU-1514-VER-TR-1-2092-01012018-31122018-0	2018	3,272	0	0	3,272	100%
Offset Totals:						3,272	0	0	3,272	100%

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A for this assessment.

APPENDIX A: ADDITIONAL INFORMATION

Environmental Co-Benefits

- **Renewable Energy Generation:** The project generates around 150 million kWh of electricity annually, helping to reduce reliance on fossil fuels and cut greenhouse gas emissions.
- **Run-of-the-River Design:** This design avoids the need for large reservoirs, minimising environmental impacts such as habitat disruption and methane emissions from flooded vegetation.

Social and Economic Co-Benefits

- **Improved Energy Security:** The consistent power output supports local electricity supply and contributes to regional energy stability.
- **Local Economic Development:** The project creates employment opportunities during both construction and operation phases, supporting economic growth in the surrounding area.

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	0	0	0%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	1,236	0	2%
Electricity products jurisdictional renewables (LGCS surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	8,866	0	16%
Residual Electricity	43,863	39,915	0%
Total renewable electricity (grid + non grid)	10,102	0	19%
Total grid electricity	53,965	39,915	19%
Total electricity (grid + non grid)	53,965	39,915	19%
Percentage of residual electricity consumption under operational control	99%		
Residual electricity consumption under operational control	43,362	39,460	
Scope 2	38,597	35,123	
Scope 3 (includes T&D emissions from consumption under operational control)	4,765	4,336	
Residual electricity consumption not under operational control	501	456	
Scope 3	501	456	

Total renewables (grid and non-grid)	18.72%
Mandatory	18.72%
Voluntary	0.00%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	35.12
Residual scope 3 emissions (t CO₂-e)	4.79
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	30.82
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	4.21
Total emissions liability (t CO₂-e)	35.03

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	99%	(kWh)	Scope 2 Emissions (kgCO ₂ -e)	Scope 3 Emissions (kgCO ₂ -e)	(kWh)	Scope 3 Emissions (kgCO ₂ -e)
ACT	0	0	0	0	0	0
NSW	13,953	13,794	9,380	690	159	116
SA	0	0	0	0	0	0
VIC	23,438	23,171	18,305	1,622	267	230
QLD	16,574	16,385	11,961	2,458	189	166
NT	0	0	0	0	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	53,965	53,349	39,646	4,769	616	513
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	53,965					

Residual scope 2 emissions (t CO₂-e)	39.65
Residual scope 3 emissions (t CO₂-e)	5.28
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	34.49
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	4.76
Total emissions liability	39.25

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
AGL opt-in electricity product	6,605	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.</i>		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable, but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
Tenancy-controlled Natural Gas	Immaterial in FY2024
Stationary Fuels at QLD old, NSW, VIC, and QLD new	Immaterial in FY2024
Freight	Considered immaterial in FY2024 based on FY2023 emissions values. The combined total contribution was 0.36% to total emissions.

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

Excluded emissions sources summary

N/A



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