



# **PUBLIC DISCLOSURE STATEMENT**

**INDUSTREE GROUP PTY LTD (INDUSTREE  
GROUP)**

**ORGANISATION CERTIFICATION  
FY2024–25**

Australian Government  
**Climate Active**  
**Public Disclosure Statement**



NAME OF CERTIFIED ENTITY	Industree Group Pty Ltd (Trading as Industree Group)
REPORTING PERIOD	1 July 2024 – 30 June 2025 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><i>Stuart McBrien</i></p> <hr/> <p>Name of signatory          Position of signatory: Director – Finance &amp; Legal          Date: 18/12/2025</p>



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

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Version 10.



# 1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	340 tCO <sub>2</sub> -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	18.20%
CARBON ACCOUNT	Prepared by: Pangolin Associates Pty Ltd
TECHNICAL ASSESSMENT	Next technical assessment due: FY2026

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## 2. CERTIFICATION INFORMATION

### Description of organisation certification

This organisation certification is for the business operations of Industree Group Pty Ltd, ABN 83124894033. This certification does not include products manufactured and sold by Industree, which fall outside the organisational boundary for this certification.

The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards:

- Climate Active Standards
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008

Where possible, the calculation methodologies and emission factors used in this inventory are derived from the National Greenhouse Accounts (NGA) Factors in accordance with "Method 1" from the National Greenhouse and Energy Reporting (Measurement) Determination 2008.

The greenhouse gases considered within the inventory are those that are commonly reported under the Kyoto Protocol; carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and synthetic gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>). These have been expressed as carbon dioxide equivalents (CO<sub>2</sub>-e) using relative global warming potentials (GWPs).

This Public Disclosure Statement includes information for FY2024-25 reporting period.

### Organisation description

Industree Group Pty Ltd, ABN 83 124 894 033 (trading as Industree Group), is a designer, manufacturer and wholesaler of Personal Protective Equipment (PPE).

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007 as well as a relevance test as prescribed by the GHG Protocol. An operational control approach has been taken, covering the following locations:

- 3 Blade Close, Berkeley Vale, NSW 2261
- 184 Bay Terrace, Wynnum, QLD 4178

There are no subsidiaries relevant to this 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  
Electricity  
Food  
ICT services and equipment  
Postage, courier and freight  
Products  
Professional services  
Refrigerants  
Transport (air)  
Transport (land and sea)  
Waste  
Water  
Working from home

### Non-quantified

N/A

## Outside emission boundary

### Excluded

Manufacture of PPE products  
Sale of PPE products

# 4. EMISSIONS REDUCTIONS

## Emissions reduction strategy

Industree Group aims to reduce its base year Scope 1, 2 and 3 carbon emissions by 10% per FTE by 2028 – based on its FY2023 baseline of 42.43 tCO<sub>2</sub>-e per FTE. This years FTE intensity is 12.14 tCO<sub>2</sub>-e per FTE. Below are the business' yearly FTE intensity targets:

- Target in FY2026 = 30.93 tonnes per staff member
- Target in FY2027 = 27.84 tonnes per staff member
- Target in FY2028 = 25.05 tonnes per staff member

## Scope 1

### Fleet & Equipment Upgrades

- Replace remaining **LPG or diesel forklifts** with **electric forklifts** during natural asset rollover.
- Implement a **fleet idle-reduction policy** and telematics for delivery vehicles.

**Expected reduction:** 10–15% Scope 1 emissions over 2 years.

## Scope 2

Due to current constraints in electricity metering and data access, Scope 2 emissions are reported using the best available information; ongoing improvements to metering and data systems will enable incorporation of higher-quality data in subsequent reporting cycles.

## Scope 3

### Packaging Redesign

- Reduce virgin plastic usage in Trident® respirator packaging by:  
Switching to **PCR (post-consumer recycled) plastic** or FSC-certified cardboard.
- Shrinking carton size where possible.
- Redesigning pallet configurations to optimise freight density.

**Expected reduction:** 5–10% of packaging-related Scope 3.

### **Logistics Optimisation**

- Introduce **transport route planning software** to minimise interstate backhauls.
- Consolidate deliveries for NSW Health, HSV and WA Health into pre-scheduled weekly or fortnightly runs.
- Shift a portion of domestic freight from road to **rail** where feasible.

**Expected reduction:** Up to 8% of domestic transport emissions.

### **Material Substitution in PPE Products**

- Investigate biodegradable or lower-carbon polymer blends for:
  - Mask straps
  - Nose foam
  - Mask body layers (recycled polypropylene)
- Partner with universities or Cooperative Research Centres for R&D on biodegradable melt-blown alternatives.

**Expected reduction:** 8–12% of embodied emissions in respirators.

### **Supplier Transition to Lower-Carbon Manufacturing**

- Move a portion of production to suppliers using:
  - Solar thermal
  - Electric boilers
  - Renewable electricity
- Encourage long-term OEM partners in China and Vietnam to shift energy mix.

**Expected reduction:** Largest Scope 3 impact — up to 15–25% reduction in purchased-goods emissions.

### **Circular PPE Program (Client-Facing Initiative)**

- Establish a partnership with NSW Health, WA Health and large mining clients (BHP, South32) to implement a:
  - Mask recycling / resource recovery program
  - Use of chemical recycling for polypropylene recovery
- Aligns to NSW Government circular procurement policies.

**Expected reduction:** 5–12% depending on adoption.

## Transition to Low-Carbon Freight

- Negotiate contracts with freight forwarders providing:
  - Biofuel-blended shipping
  - Green sea freight options
  - Higher utilisation of slow-steaming vessels
- Pilot **electric or hydrogen trucks** for last-mile delivery within Sydney/Newcastle corridor.

## Emissions reduction actions

- Implementation of energy-efficient technologies and operating practices to **reduce electricity consumption**, contributing to lower operational emissions footprints.
- Comprehensive recycling of paper and cardboard across operations.
- Reuse of corrugated packaging and cartons.
- Reductions in stretch wrap usage through alternative palletisation methods (use of pallet bands/straps).
- Through the Epicycle initiative, developed in partnership with TerraCycle, Industree provides Zero Waste Boxes that enable recycling of PPE products—such as respirators, safety gloves and safety glasses—that are otherwise not accepted through standard kerbside recycling streams. This initiative diverts PPE waste from landfill and contributes to circular materials reuse.  
Company-wide practices to minimise water use in operational processes, which supports broader environmental resource conservation and indirectly reduces associated energy/carbon impacts.

## 5. MISSIONS SUMMARY

### Emissions over time

Emissions since base year			
		Total tCO <sub>2</sub> -e (without uplift)	Total tCO <sub>2</sub> -e (with uplift)
Base Year / Year 1:	2022-23	1,119.53	1,119.53
Year 2:	2023-24	481.51	481.51
Year 3:	2024-25	340.00	340.00

### Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO <sub>2</sub> -e)	Current year emissions (t CO <sub>2</sub> -e)	Reason for change
Road Freight (diesel van)	3.04	46.79	We have had less movement overall but larger local orders which has seen higher emissions.
Advertising services	50.60	73.77	Increased budget to suit strategic moves of the company

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

Certified brand name	Product/Service/Building/Precinct used
Pangolin Associates	Consulting

## 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 <sub>2</sub> -e)	Scope 2 emissions (tCO <sub>2</sub> -e)	Scope 3 emissions (tCO <sub>2</sub> -e)	Total emissions (t CO <sub>2</sub> -e)
Accommodation and facilities	0.00	0.00	3.96	3.96
Cleaning and chemicals	0.00	0.00	0.71	0.71
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Climate Active 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	16.32	2.22	18.54
Food	0.00	0.00	17.03	17.03
Horticulture and agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	21.62	21.62
Machinery and vehicles	0.00	0.00	0.00	0.00
Office equipment and supplies	0.00	0.00	0.00	0.00
Postage, courier and freight	0.00	0.00	59.59	59.59
Products	0.00	0.00	17.01	17.01
Professional services	0.00	0.00	138.35	138.35
Refrigerants	0.34	0.00	0.00	0.34
Roads and landscape	0.00	0.00	0.00	0.00
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	21.17	21.17
Transport (land and sea)	17.12	0.00	17.55	34.67
Waste	0.00	0.00	3.48	3.48
Water	0.00	0.00	0.16	0.16
Working from home	0.00	0.00	3.38	3.38
<b>Total emissions (tCO<sub>2</sub>-e)</b>	<b>17.46</b>	<b>16.32</b>	<b>306.22</b>	<b>340.00</b>
<i>Figures may not sum to total due to rounding.</i>				

## Uplift factors

N/A

## 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)	340	100.00%

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
Installation of high efficiency wood burning cookstoves in Kenya	VCU	Verra Registry	16/12/2025	14149-560004129-560004313-VCS-VCU-1289-VER-KE-3-2349-01012021-31082021-0	2021	185	0	0	185	54.41%
Installation of high efficiency wood burning cookstoves in Kenya	VCU	Verra Registry	16/12/2025	14149-560007583-560007737-VCS-VCU-1289-VER-KE-3-2349-01012021-31082021-0	2021	155	0	0	155	45.59%
<b>Offset Totals:</b>						<b>340</b>	<b>0</b>	<b>0</b>	<b>340</b>	

## 7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

### Renewable Energy Certificate (REC) summary

N/A

## APPENDIX A: ADDITIONAL INFORMATION

N/A

## 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 <sub>2</sub> -e)	Renewable percentage of total
Behind the meter consumption of renewable electricity generated	0	0	0%
<b>Total non-grid renewable electricity</b>	<b>0</b>	<b>0</b>	<b>0%</b>
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)	0	0	0%
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)	4,482	0	18%
Residual Electricity	20,152	18,540	0%
<b>Total renewable electricity (grid + non grid)</b>	<b>4,482</b>	<b>0</b>	<b>18%</b>
<b>Total grid electricity</b>	<b>24,634</b>	<b>18,540</b>	<b>18%</b>
<b>Total electricity (grid + non grid)</b>	<b>24,634</b>	<b>18,540</b>	<b>18%</b>
Percentage of residual electricity consumption under operational control	100%		
<b>Residual electricity consumption under operational control</b>	<b>20,152</b>	<b>18,540</b>	
Scope 2	17,742	16,323	
Scope 3 (includes T&D emissions from consumption under operational control)	2,409	2,217	
<b>Residual electricity consumption not under operational control</b>	<b>0</b>	<b>0</b>	
Scope 3	0	0	

<b>Total renewables (grid and non-grid)</b>	<b>18.20%</b>
<b>Mandatory</b>	<b>18.20%</b>
<b>Voluntary</b>	<b>0.00%</b>
<b>Behind the meter</b>	<b>0.00%</b>
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>16.32</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>2.22</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>16.32</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>2.22</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>18.54</b>

*Figures may not sum to total 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	100%	(kWh)	Scope 2 Emissions (kgCO <sub>2</sub> -e)	Scope 3 Emissions (kgCO <sub>2</sub> -e)	(kWh)	Scope 3 Emissions (kgCO <sub>2</sub> -e)
ACT	0	0	0	0	0	0
NSW	19,111	19,111	12,613	764	0	0
SA	0	0	0	0	0	0
VIC	0	0	0	0	0	0
QLD	5,523	5,523	3,921	552	0	0
NT	0	0	0	0	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
<b>Grid electricity (scope 2 and 3)</b>	<b>24,634</b>	<b>24,634</b>	<b>16,534</b>	<b>1,317</b>	<b>0</b>	<b>0</b>
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		
<b>Non-grid electricity (behind the meter)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Total electricity (grid + non grid)</b>	<b>24,634</b>					

<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>16.53</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>1.32</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>16.53</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>1.32</b>
<b>Total emissions liability</b>	<b>17.85</b>

#### Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct 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 building/precinct under the market-based method is outlined as such in the market-based summary table.</i>		

#### Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	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
N/A	

## 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

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
<b>Manufacture of PPE products</b>	Y	N	N	N	N	<p>Although the emissions from these products may be large, they do not meet the rest of the relevance test for this specific assessment. This assessment only covers the organisation administrative operations. PPE Products manufactured to customers are outside of its emissions boundary, therefore PPE Products manufactured to customers are excluded for the assessment.</p> <p>These emissions would be captured in a Carbon Neutral Product Certification, should Industree wish to pursue this pathway in the future.</p>
<b>Sale of PPE products</b>	Y	N	N	N	N	<p>Although the emissions from these products may be large, they do not meet the rest of the relevance test for this specific assessment. This assessment only covers the organisation administrative operations. PPE Products sold to customers are outside of its emissions boundary, therefore PPE Products sold to customers are excluded for the assessment.</p> <p>These emissions would be captured in a Carbon Neutral Product Certification, should Industree wish to pursue this pathway in the future.</p>



An Australian Government Initiative

