



Sustainability Plan 2026+

Powering the future of transport with reliable, low-carbon charging for all.

Ironbark EV is an Australian wholesaler of AC/DC EV charging solutions for commercial, fleet, and public applications. We integrate solar, battery storage, and intelligent load management to deliver robust, sustainable infrastructure.

OUR SUSTAINABILITY FRAMEWORK



PLANET & CLIMATE

Net Zero & Circularity



PEOPLE & LEADERSHIP

Culture, Safety & Diversity



PARTNERS & COMMUNITY

Engagement & Access



PROSPERITY & OPERATIONS

Resilience & Future-Proofing



PLANET & CLIMATE

Supporting a healthy environment and net zero future through **Ironbark's** intelligent charging infrastructure.

KEY THEMES

- ✓ Net Zero
- ✓ Circularity
- ✓ Resilience

Strategic Focus Areas

Ironbark EV's approach to minimizing environmental impact across the value chain.

2026-2029



RENEWABLE INTEGRATION

Pairing **our charging solutions** with solar PV and battery storage. Utilizing smart load management to maximize renewable consumption and enabling off-grid capabilities where grid capacity is limited.



CIRCULAR INFRASTRUCTURE

Designing **our products** for repair, modular upgrades, and reuse. Establishing take-back programs and certified e-waste recycling partnerships. Reducing packaging waste across our supply chain.



EMISSIONS REDUCTION

Quantifying Scope 1-3 footprint across **our operations** and supporting customer avoided-emissions reporting. Assessing physical climate risks for sites and products to ensure long-term resilience.

Ironbark EV Commits To (2026-2029)

- Publish **Decarbonisation Roadmap** for operations & logistics.
- Define supplier engagement strategy for **Scope 3** emissions.
- Launch **refurbish/repair program** for end-of-life units.
- Establish **recycling partnerships** for components.
- Integrate **renewable-ready** load control in **Ironbark** designs.
- Develop standard **off-grid kit** for remote applications.

INDICATIVE METRICS

100%

Scope 1 & 2 Emissions Inventories Completed

>50%

Ironbark Products with Modular / Repairable Design

Target

Establish E-Waste Diversion Baseline by 2027



Tracking Progress

Annual sustainability reporting aligned with industry standards.



PEOPLE & LEADERSHIP

Ironbark EV Culture & Safety

Culture & Capability

Embedding carbon literacy for the entire **Ironbark EV team**. Delivering an innovation program focused on our energy tech and software integration.

Safety & Wellbeing

Maintaining a zero-harm electrical safety culture with robust procedures for **our field staff**. Proactive support for ergonomics and mental health.

Diversity & Inclusion

Commitment to equal opportunity hiring. Initiatives to increase women in **our technical roles** and create First Nations employment pathways.

INDICATIVE METRICS

Training Hours / FTE

40+

Safety Incidents (LTIFR)

0

Women in Technical Roles

Target 30%

PARTNERS & COMMUNITY

Engagement & Shared Value

Our Customer Partnerships

Co-designing sites with transparent TCO modeling. Ensuring reliability with **our customer partnerships** through uptime SLAs and open standards (OCPP).

Community Access

Collaborating with councils and fleets to expand **Ironbark-supported community sites**, specifically targeting gaps in regional areas.

Indigenous Engagement

Advancing Reconciliation Action Plan (RAP) actions. Incorporating cultural considerations in project planning and growing **Ironbark's** Indigenous supplier spend.

INDICATIVE METRICS

Customer NPS Score

>50

Regional Sites Deployed

Growth

Indigenous Supplier Spend

Target 2%

Operational Focus

**Sustainable Procurement**

Implementing clear sustainability and ethical standards that all Ironbark EV suppliers must meet. We evaluate lifecycle impacts by preferencing low-embodied-carbon materials for our charging hardware.

**Resilient Operations**

Deploying durable, modular Ironbark EV hardware specifically built for harsh Australian environments. Ensuring redundancy for critical components and robust cybersecurity for our charging network.

**Future-Proofing & Governance**

Committing our product roadmap to open standards (OCPP, ISO 15118) and V2G/V2B pilots. Embedding sustainability criteria in Ironbark EV's product development and publishing annual progress.

Implementation Roadmap

1

NOW (2026)

- ▶ Establish Supplier Standards
- ▶ Baseline Ironbark GHG Inventory
- ▶ Modular Design Guidelines

2

NEXT (2027)

- ▶ Take-back & Repair Program Live
- ▶ Renewable-Ready Standard
- ▶ Integrate Climate Risk in BCM

3

LATER (2028+)

- ▶ Scope 3 Supplier Targets
- ▶ V2G / V2B Pilots at Partner Sites
- ▶ Circular Materials Expansion

Performance Indicators

PROCUREMENT

100%

Spend under Supplier Code

CIRCULARITY

>80%

Modular units shipped

RELIABILITY

99.5%

Ironbark Network Uptime

Measuring Success

FUTURE-READY

ISO

15118 & OCPP Compliance