



PEOPLE | PRODUCTS | PLANET
SUSTAINABILITY REPORT 2022/23

Abey^{AU}

ACKNOWLEDGEMENT OF COUNTRY

Abey Australia acknowledges the Traditional Owners and Custodians of the lands on which we work and where our products are used throughout Australia and their continuing connection to land, waterways and community.

We recognise that Aboriginal and Torres Strait Islander history and cultures are inseparable from Australia's collective history and culture and we are proud to celebrate First Nations stories and talent through the work that we do.

We pay our respects to all Aboriginal and Torres Strait Islander people and acknowledge Elders past, present and emerging.





Injidup Spa, Western Australia



Mollymook Beach. NSW



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INTRODUCTION

Abey Australia's commitment to People, Products and Planet is the basis of our approach to business.

Our products, and those which we distribute, are designed to enhance the lives of our customers whilst minimising the impact on our planet and natural resources.

We continue to refine and innovate the manufacturing process of our products to minimise impact on our planet whilst ensuring rigour in our own supply chain and advancing a circular economy.

People play a key role in our business. Our workforce of over 200 embody the Abey values in every aspect of their work. These are Abey heroes; their health, safety and enjoyment of a fair, safe, and equitable workplace is a priority of our business. Our business is inclusive, connected, fair and responsible.

We see ourselves as playing an important role in a circular economy, one that champions regenerative living and advancing climate action.

At Abey, we're not aiming for bare minimum; we are striving for industry leadership. The Abey Australia leadership team are working on strategies that will lead our business towards a Net Zero Carbon future.

This report embodies our current sustainability efforts, progress and impact and our commitment to these principles. Importantly, this report represents the efforts of our people – and the products they make and distribute – that enrich a better planet.

Abey is on a journey: a journey to enhance the lives of our customers and clients to a future that embodies sustainable practices at its core. We understand that healthy, sustainable communities are thriving communities.

Join us on our journey.



Geoff Anderson
Managing Director, Abey Australia

Abey is family-owned
Australian business tracing
its origins back to 1956.
Our vision is to be the
premier destination for
quality designer products
that are the genesis of
new design possibility.



Anna Bay, NSW



Abey Australia Showroom, Melbourne

Our purpose

To establish a legacy of exceptional kitchen, bathroom and laundry design in Australia.

Through enduring partnerships and inspired collaborations we fuel a culture of creativity that reaches beyond the product to influence environment and lifestyle.

Our mission

We push the limits of design possibility with a variety of exceptional designer products.

We are both creators and innovators, drawing on our heritage as leaders in business and aficionados of design. Over the past 67 years we have established a diverse portfolio of premium products with global brand partners who share our vision for innovation and remarkable design. Together we empower our clients to push the limits of creativity and design in the kitchen, bathroom and laundry.

Abey is family-owned Australian business tracing its origins back to 1956. Our vision is to be the premier destination for quality designer products that are the genesis of new design possibility.

We are the source of Australia's best and most innovative designer products for the kitchen, bathroom and laundry. Our collective knowledge and expertise, coupled with our strong company heritage, empowers us to create, lead and facilitate.

The relationships we enjoy with the Australian design industry and our global brand partners allow us to shine a light on Australia's most talented creatives. Our expert and efficient service, and shared passion for inspired design empowers our clients to create new design possibilities.

Our collective knowledge and expertise, coupled with our strong company heritage, empowers us to deliver on this vision.

Abey is a proud promoter of Australian Made with our head office and manufacturing facility located in the Melbourne suburb of Cobblebank and supported with showrooms in Brisbane, Melbourne, Perth and Sydney. Abey's strategic expansion plans include New Zealand and Asia.

In addition to a range of taps, sinks and decorative plumbing products, Abey manufactures and provides the building industry with over 1,200 products including plumbers clipping systems, flexible connectors, gas fluing systems, stainless steel building connectors, flashings and a range of accessories.



Abey Australia employs over 200 full-time and part-time staff across our corporate headquarters, manufacturing plant and showrooms.

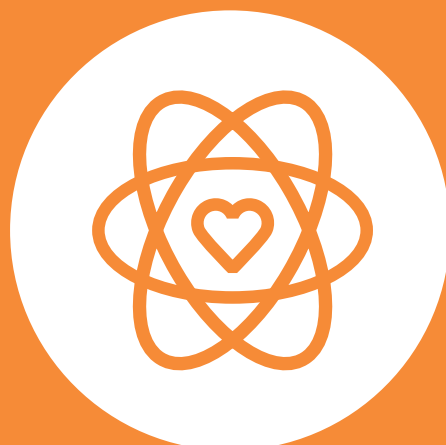




200 FULL-TIME AND PART-TIME STAFF



HEALTH AND SAFETY POLICY



EQUAL EMPLOYMENT OPPORTUNITY,
HARASSMENT AND
ANTI-DISCRIMINATION POLICY

Abey Australia employs over 200 full-time and part-time staff across our corporate headquarters, manufacturing plant and showrooms.

We actively promote a diverse workforce and provide opportunities for our people to participate in ongoing learning and development.

We recognise that health and safety is vital to the combined well-being of our employees, contractors and customers, and the success of our business. To support this, our comprehensive **Health and Safety Policy** outlines how we seek to develop a cooperative, consultative relationship with all our employees and contractors to achieve the highest standards of Health and Safety. We regard this to be of equal importance to all our other business objectives.

To deliver on this, we acknowledge that Abey's Management has a duty to provide and maintain, so far as is reasonably practicable, a working environment that is safe and without risks to health.

As a family-owned company, Abey has consistently upheld equality and fairness – in all forms – in our approach to our most important asset, our people.

Our **Equal Employment Opportunity, Harassment and Anti-Discrimination Policy** outlines our zero tolerance towards any form of discrimination, bullying, harassment, racial and religious vilification.

This policy is the compass which points towards the level of respect and behaviours we expect from our people and the standards to which we hold management and leadership accountable.

Our Health and Safety and Equal Opportunity Policies are endorsed by the Abey Board, signed-off by Managing Director Geoff Anderson, and actively promoted and reinforced throughout Abey Australia.

Abey upholds a zero tolerance towards any act of modern slavery including the requirement for full transparency from all of our overseas and local suppliers in relation to their workforce policies.

Abey Australia partners with a range of community-based and charitable organisations to support their endeavours which is in line with our vision of making life better.





COMMUNITY

Abey Australia partners with a range of community-based and charitable organisations to support their endeavours which is in line with our vision of making life better.



Salvation Army

Abey supports the work the Salvation Army provides across Australia during times of crisis and when needed. The recent floods and bushfire work they have provided has been invaluable to many communities. We respect and admire their values of integrity, compassion, respect, diversity and collaboration and donate regularly to their cause.



Apollo Bay Surf Lifesaving Club

Abey is a major sponsor of the Apollo Bay Surf Lifesaving Club. With many of the Abey family keen surfers and beach goers, we see first-hand the work and commitment this volunteer service provides to the Victorian Community.

INDUSTRY

Abey is a member and contributor to the following industry associations:

APCO – Australian Packaging Covenant Organisation

Master plumbers association

Ppig -plumbing products industry group



OUR
MANUFACTURING
PROCESS

We combine
a dedication to
craftsmanship, and
years of innovation,
in the design and
manufacture of all
our products.





ABEY AUST
ABEY AUST
ABEY AUST

We combine a dedication to craftsmanship, and years of innovation, in the design and manufacture of all our products. Research and development are particularly important to our ongoing evolution as a business.

From our factory in the Melbourne suburb of Cobblebank, our team of engineering and production specialists are empowered to innovate, think differently and create sustainable products. We are supported in these ambitions by strong partners and supplier networks who uphold the same values of quality, innovation and sustainability.

Steel sourcing and recycling

As reported in our circularity section, we source the majority of our raw steel used at our plant from Bluescope Steel. Waste metal that results from the process of stamping or pressing parts from these metal coils is separated – according to Stainless Steel, Copper or Mild Steel – and collected in dedicated recycling bins.

Our contracted steel recyclers collect this waste metal, separate out any impurities, compact and ship the steel to overseas scrap metal recycling companies. These accredited companies in turn transform the scrap for reuse in various products across diverse industries.

“I continually strive to ensure our procurement, R&D and manufacturing is as sustainable and environmentally responsible as possible”.

Venky Kittur

Manufacturing Engineering Manager,
10+ years at Abey Australia.

“I continually strive to ensure our procurement, R&D and manufacturing is as sustainable and environmentally responsible as possible”.

Venky Kittur

Manufacturing Engineering Manager

As a result of
our efficiencies,
we recycle 97%
of all powder with
a total wastage
of 3% or less.



Powder coating

Through research, testing and innovation, we have designed and implemented a unique and highly efficient powder coating line which is one of a kind in Australia. We have refined our methods to recycle the powder by recovering and reusing excess overspray during the coating process, from the coating booths.

Our powder recovery system consists of three components:

- 1. The Booth:** A contained area for the application and collection of excess powder.
- 2. The recovery system:** Separates and retrieves the oversprayed powder and reintroduces reclaimed powder with the virgin powder.
- 3. The Filter:** Allows for the return of cleaned conditioned air.

As a result of our efficiencies, we recycle 97% of all powder with a total wastage of 3% or less.

Our manufacturing engineering team have sourced electrostatic powder that contains zero volatile organic compounds (VOCs) within the formulation, ensuring safety for our people, customers, and the local biodiversity in proximity to our manufacturing plant. We have this product made-to-order to suit the application specifications and quality in more than one colour from Azko Nobel¹ which ensures high performance coverage and product bonding.

We have also reduced the use of fresh water and natural gas by about 40% through the introduction of recycled processed water at different stages of our coating line.

Energy efficient ovens

Our self-designed powder coating ovens operate at high efficiency resulting from superior heat retention and highly effective insulation. The design is such that the ovens maintain the conditioned atmosphere within the interiors, with minimum disruption and influence from the outer air or temperature. This allows the product that is being coated to retain heat effectively and cure with high quality.

We have also reduced the overall energy used by preheating the product materials with energy efficient infrared stations as they enter the ovens for curing.

This eliminates the entry of cold air by creating a thermal barrier. This implementation enhances the heat curve for the products being coated and minimises time required within the oven.

Innovation

We undertake intensive research (using customer feedback to guide our process), along with prototyping, testing, final customer approval and eventually manufacture.

Evolution of our products and the creation of solutions for our customers is core to our business operations and our brand values. We look to continually improve the design of existing products to improve their versatility, durability, and materiality.

We recently developed a range of innovative acoustic clips aimed at dampening structure-borne and airborne sounds, in plumbing applications. This range has been developed with consultation, testing and validation with independent acoustic engineers.





OUR MANUFACTURING PROCESS

Offshore manufacturing

Abey have partnered with Lota to manufacture some of its tapware range. As the largest tapware manufacturer in Asia, we have carefully selected Lota as our offshore manufacturing partner based on:

- high quality of manufactured products
- sustainable and efficient manufacturing processes
- fair and ethical treatment of all employees
- the filtering and re-use of waste water used in their manufacturing process
- the recycling of all plastic packing materials, cardboard and scrap metal
- awarded RedDot Design Awards (2018 & 2019)².

Lota's manufacturing facilities are supplemented by a separate dedicated R&D centre. Lota is a Member of the Xiamen Association of Environmental Protection Industries and are certified with ISO 14001, ISO9001, and UPC Certified Lab.

Lota was named the top "Green Tap & Faucet Manufacturer" by China Sanitary and Plumbing Association and is also recognised as a leading "Water Conservation Manufacturing Facility" by the Xiamen Environmental Protection Administration.

All Abey taps meet Australian Standards and Abey have an extensive range of water efficient showers and taps to save our most precious resource - water.





In combination with our ongoing efficiencies in our manufacturing process, Abey Australia has instigated measures that directly impact the reduction of our Scope 1 emissions and subsequent impact on our overall financial and sustainability materiality outcomes.

Safety and Water Efficiency

All Abey taps meet Australian Standards and Abey have an extensive range of water efficient showers and taps to save our most precious resource - water. Our range consists of WELS certified taps, showers and spouts ranging from 3 star to 6 star ratings.

Brass has traditionally been used in the manufacture of most tapware. By September 2025, all taps, spouts and outlets intended for drinking water in Australia will need to be lead free. Brass with a lead content of less than .25% will enable the drinking water to be considered lead free.

Abey has already commenced the process of transitioning all tapware ranges towards the new regulations and will have all tapware lead free compliant by 2025.

Energy and GHG

Abey has replaced all existing halogen lighting at its Cobblebank manufacturing facility with energy efficient LED lighting. This upgrade has resulted in reducing greenhouse gas (GHG) emissions by approximately 225 tonnes a year, equivalent to a 74% reduction in carbon emissions.

A rooftop photovoltaic system was installed at the Melton facility in 2019. This 187KW solar panels installation contributes to a reduction of 7 tonnes of GHG emissions a month or 193 tonnes a year.

**This has reduced our factory
GHG emissions by 38%.**

Packaging

Abey is a member of APCO – the Australian Packaging Covenant Organisation. Members of this group receive guidance on how to improve the sustainability of their packaging and also agree to reduce the impact of their packaging on the environment. All of the cartons we use in the packaging of our manufactured products are sourced from APCO approved suppliers utilising recycled materials.

Abey have eliminated the use of foam and synthetics in all our packaging and all of our packaging is 100% recycled and recyclable. This strategy and approach has resulted in an “Advanced” performance rating from APCO³.

We are targeting further paper reduction with the inclusion of QR codes on all Abey packaging to replace printed instructions and documents within the next 24 months.



CIRCULAR ECONOMY
AT ABEY

Our focus on quality and attention to detail has been a hallmark of our business since 1956.







Abey Australia Showroom, Sydney

CIRCULAR ECONOMY AT ABEY

Our focus on quality and attention to detail has been a hallmark of our business since 1956.

Underpinning this focus are our customers who are integral to any new product development we undertake with customer feedback on any new developments at prototype stage.

We pursue the goal of balancing this fulfillment of our customers' needs with the provision of functional, precisely fitting and, sustainable building products, taps, sinks and accessories.

This commitment ensures we continuously seek to improve our production methods and the products we distribute, with the ambition to make our entire range more user-friendly and sustainable with increased longevity.

This balance of form and function guides our brand philosophy and is brought to life by our in-house engineering and development team.



Figure: Abey Circular Economy

CIRCULAR ECONOMY AT ABEY

We are aware that natural virgin materials are precious and limited. Accordingly, we strive to use responsibly sourced raw materials – or where possible reduce the use of virgin materials – in our manufacturing process.

The majority of our raw steel coils used in our manufacturing process are purchased from Bluescope steel. Bluescope have independent third party ResponsibleSteel™ Certification⁴ as well as a well-documented production method that supports the UN Sustainable Development Goals⁵.

With our suppliers, we look to ensure that they use, wherever possible and appropriate, recycled or renewable materials in their own supply chain and transparency in their reporting.

This Abey philosophy of responsible procurement along with reusing, recycling, reducing, and waste avoidance is promoted in all areas of our business. With an ongoing focus on the resource-saving manufacture of our products we have set ourselves the goal of improving the proportion of natural, renewable and recycled raw materials in our products and packaging and, where possible, acquiring those resources locally.



GESSI®

Abeç™

GESSI 316 Collection

Abey's economic, social and environmental purchasing principles are mandated for our employees, partners and suppliers.





SUPPLY CHAIN

The Abey purchasing team is responsible for procuring raw materials, goods and services for our manufacturing process and our distribution channels. This team operates in accordance with our stipulated purchasing and supplier management processes which follow social, legal, ethical and environmental principles; practices that underpin our purchasing guidelines.

Beyond economic considerations, we have ensured that social and environmental aspects are clearly anchored in these guidelines as highlighted by our rigorous selection of offshore manufacturing plants for Abey products and scrutiny of international suppliers which we represent.

Abey's economic, social and environmental purchasing principles are mandated for our employees, partners and suppliers. This process ensures employees, partners and suppliers maintain continuous improvement in social and environmental considerations in our supply chain.

For products we represent from our global brand partners, we ensure these partners have clear and documented supply chain transparency – both upstream and downstream – including staff welfare programs, anti-bribery and modern slavery policies.

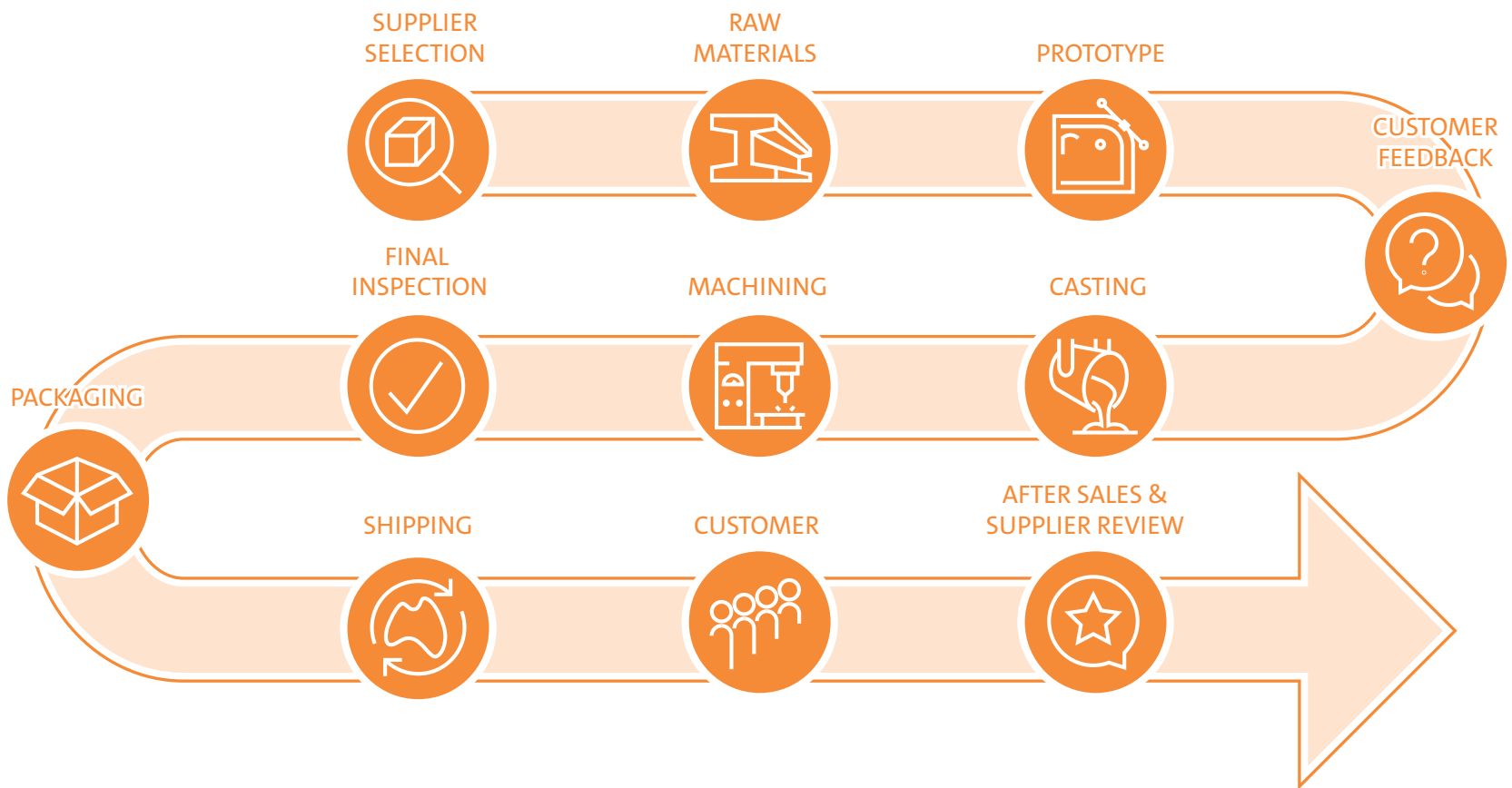


Figure: Abey Supply Chain

Abey has carefully selected these partners based on quality of product, aligned values, and a shared commitment to sustainable products and operations.





Abey[®]
BATH & KITCHENWARE

Australian-owned since 1956.

We push the limits of design possibility with a variety of beautiful designer products.

We are both modern and innovative, always in our design choices of form and materials of design. Our products are designed to be both functional and beautiful, with a focus on quality and durability. We are committed to providing the highest quality products and services to our customers.



Abey[®]
BATH & KITCHENWARE

Abey Australia Showroom, Sydney

GLOBAL BRAND PARTNERS

Abey has carefully selected these partners based on quality of product, aligned values, and a shared commitment to sustainable products and operations.

In addition to manufacturing and distributing products under our own Gareth Ashton brand⁶ Abey is the exclusive partner for European brands Armando Vicario, Barazza, Burlington, Chambord, Gessi, and Schock.

These principles by which all of our partners operate, including the fair treatment of their employees and customers, and their commitment to sustainable and transparent practices, underpins our combined efforts that are leading to best practices in our collective supply chain.

Abey^{AU}
CREATING POSSIBILITIES

ALFRESCO

BARAZZA
taste of design

Burlington[®]


Chambord
FRANCE

 GARETH
ASHTON

GESSI[®]

GESSI
EMPORIO

SCHOCK

 **ARMANDO
VICARIO**

BARAZZA

Abey^{AL}



GLOBAL BRAND PARTNERS

— BARAZZA

Barazza have committed to a manufacturing framework of eco-sustainability, using energy-saving systems and materials that have a reduced impact on the environment.

Commencing operations in 1968 and located in the Northern Italian region of Sarano, Barazza is a family-owned business that manufactures high performance taps, sinks and household products.

Barazza mainly uses AISI 304 stainless steel in its products, a material with a high chrome and nickel content and are 100% recyclable⁷. This materiality also provides products that are hygienic, cause no toxic emissions and do not change over time, ensuring longevity of product lifetime.

Barazza have achieved UNI EN ISO 9001 and 14001 certifications⁸ which guarantee quality control and optimisation of the production processes, a constant commitment to improving the environmental system, and a commitment to optimise natural and energy resources to move towards the prevention of environmental pollution.



GESSI®

Abeç AU



Headquartered in Valsesia, within the Italian Province of Vercelli, Gessi is a family business that designs and manufactures luxury bath and kitchen taps, faucets, and shower systems.

Since its foundation in 1992, Gessi have a long-standing commitment to sustainable practices with strategic business plans that include targets⁹ for achieving SDGs in seven key areas:

- Good Health and Wellbeing
- Gender Equality
- Decent Work and Economic Growth
- Industry Innovation and Infrastructure
- Sustainable Cities and Communities
- Responsible Consumption and Production
- Life on Land ¹⁰

Gessi publicly document their sustainability achievements, targets and materiality analysis in an annual sustainability report against the Global Reporting Initiative (GRI) Sustainability Reporting Standards.¹¹

Gessi has achieved certifications in ISO 14001, 9001 and 45001 and in 2021 introduced ESG criteria to assess the quality of suppliers.

Gessi is a member of the Green Building Council of Italy¹² and is targeting LEED and WELL certification for future building developments.



GLOBAL BRAND PARTNERS

— GESSI

Sustainability snapshot



All Gessi taps are lead free and 100% recyclable aligning with circularity ambitions of Abey.



Biodiversity is important: 20 beehives on site provide a home for over 600,000 bees.



A 4-hectare photovoltaic rooftop installation produces 31% of the plant's energy requirements. 9,913 tons of CO2 saved in a four-year period.



Balance of energy required for the plant is sourced from all renewable sources: solar, wind, hydroelectric and thermal.



Gessi misting showers save 60 litres of water during a five-minute shower whilst their innovative shower heads save 50 litres of water during a five-minute shower without compromising on water flow.



Gessi no touch sensor taps save an average of 2 to 3 litres of water per every hand wash.



PVD (Physical Vapor Deposition) technology is used on products to ensure hardness, resistance to wear as well as being non-toxic and hypo-allergenic. The PVD coating is generated by evaporating metals in a vacuum chamber without causing any environmental impact.





SCHOCK

Abey^{AU}



GLOBAL BRAND PARTNERS

— SCHOCK

Headquartered in Regen within the Bavarian Forest, SCHOCK manufactures some of the world's most innovative taps and sinks. SCHOCK have a rigorous and well documented sustainability strategy¹³ which includes active participation in the United Nations Global Compact and a commitment to the ten principles of the UN Global Compact¹⁴ as well as the Sustainable Development Goals (SDGs) of the United Nations. Continuous improvements to their processes at all levels have resulted in SCHOCK achieving ISO 9001 and ISO 14001 certifications as well as DIN ISO 45001 and ISO 50001.

To efficiently implement environmental protections, SCHOCK not only follows the objectives laid down in ISO 14001, but also meets the considerably more extensive requirements and objectives of EMAS Regulation (EC) No 1221/2009¹⁵ and amending regulations 2017/1505 and 2018/2026.

In 2020 SCHOCK established and certified an energy management system in accordance with ISO 50001 to support achieving their ambitious environmental objectives. The safety of all employees in the workplace is a priority for SCHOCK which has led to achieving certification of ISO 45001 (occupational health and safety management) in 2022.

Recent certification from the German Institute for Sustainability and Economy¹⁶ further recognises SCHOCK's leading approach to ecological, economic and social skills.

SCHOCK have subscribed to the Bavarian Environmental Pact¹⁷ and meet the requirements of EMAS, the world's most demanding environmental management system.



GLOBAL BRAND PARTNERS

— SCHOCK

Sustainability snapshot



All SCHOCK packaging is recyclable and more than 95% of the packaging materials can be separated by type. SCHOCK operate within a packaging take-back system.



The manufacturing process uses 4.0 litres of water to produce one sink and only 2.81 grams of waste is generated.



The amount of CO₂ emitted per sink in the factory grounds or through the electricity consumed (Scope 1 and Scope 2) is equivalent to the CO₂ emissions of a vehicle driving 31 km.



SCHOCK systems ensure 95% of process water is kept in a water circuit and is continually recycled.



Climate neutrality of SCHOCK through carbon offsets.



Introduction of a remanufacture process of internal scrap material as part of small batch production.

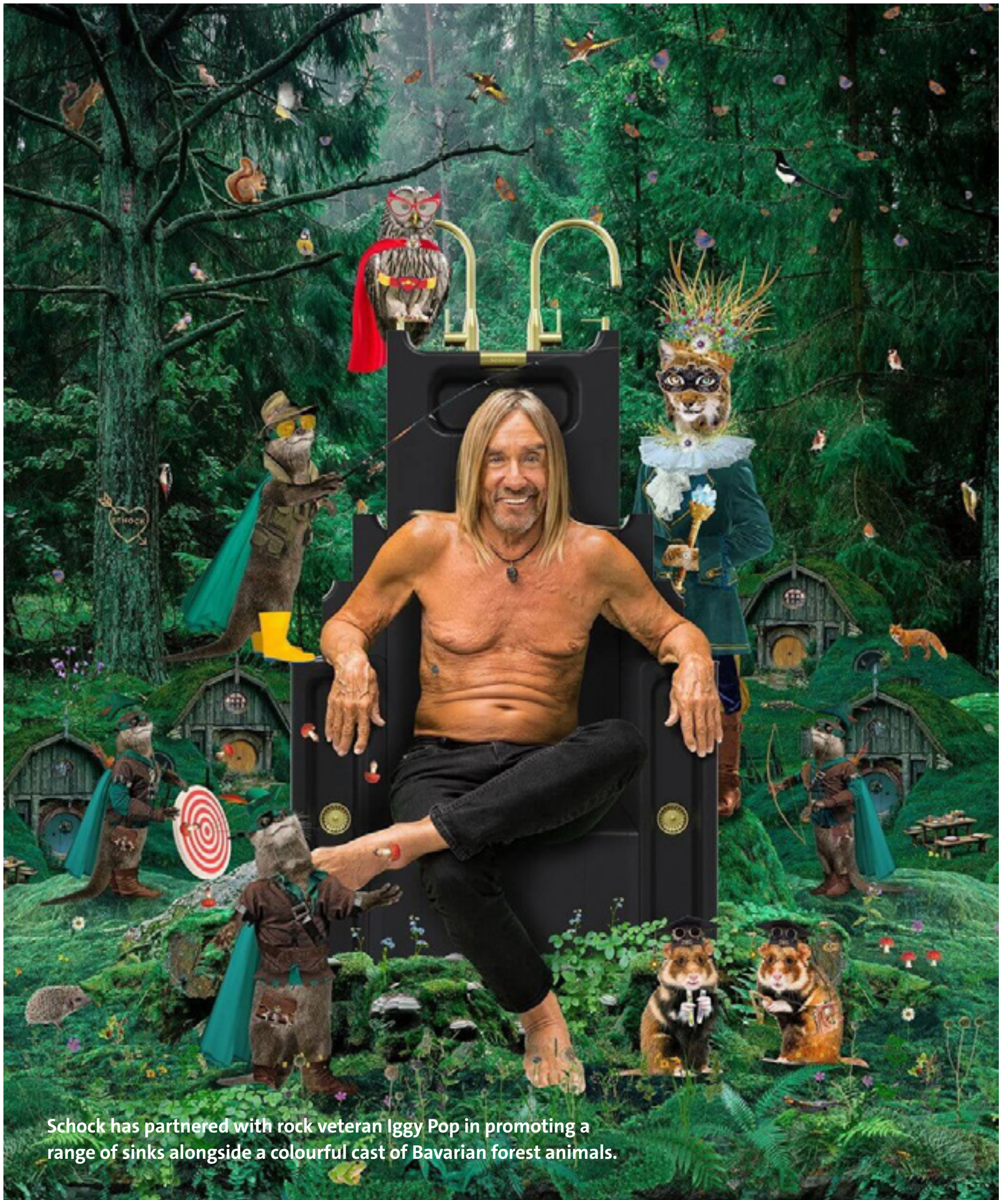


Promotion of biodiversity through the establishment of three bee colonies.



Establishment of a Target Gender Equality Team.





Schock has partnered with rock veteran Iggy Pop in promoting a range of sinks alongside a colourful cast of Bavarian forest animals.

As a successful
Australian-owned
business moving
towards 68 years in
business, we continue
to strive for better.



As a successful Australian-owned business moving towards 68 years in business, we continue to strive for better.

We recognise that our success is built upon three words: People, Products, Planet. As highlighted in this report, this means we: hire good people; design and manufacture quality products that make a difference; partner with like-minded businesses; treat people – staff and customers – with respect and dignity; continue to innovate; contribute to community; respect natural resources; and tread lightly on our planet.

To support our purpose of establishing **a legacy beyond the product to influence environment and lifestyle**, Abey Australia is committed to ongoing progress and transparency across our environmental impact, our social connection, and our organisational governance.

The measures we have initiated to reduce the environmental impact of Abey Australia's manufacturing processes, to reduce our energy consumption and emissions, to actively embrace a circular economy model, and to partner with companies that support our supply chain transparency, position our business as a responsible forward-thinking brand.

We realise that we are on a journey: a collective industry and societal journey towards a zero-carbon future.

The Abey Australia Board and Management continue to explore all opportunities that support this vision and build a strategy that actively strives towards better outcomes for people, products and the planet.



PEOPLE



PRODUCTS



PLANET



Shark Bay, Western Australia

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Abey^{AU}

BNE | MEL | PER | SYD

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