



PACT

# Environmental Policy Statement

2025

ADA (Australian Defence Apparel P/L)

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# Environmental Policy Statement

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ADA provides uniforms, protective apparel and accessories to the Australian Defence Force, government and corporate enterprises. Head office is located in Thomastown, Victoria, with sales offices in Sydney and Canberra. Warehousing is included at the Thomastown and Canberra sites, whilst the manufacturing facility is situated in Bendigo.

ADA's environmental management system applies to all operations and services at its Thomastown and Bendigo sites, however employees at all sites are expected to comply with the framework of this policy.

ADA recognises the importance of environmental management and is committed to conducting its business in an environmentally responsible manner at all times. In the context of this, ADA, and its employees at all levels, are committed to fulfilling all compliance obligations, preventing pollution and seeking continuous improvement in its environmental performance. It is ADA's declared policy to operate with and to maintain good relations with all regulatory bodies.

Our Environmental Management System is an integral part of our ESG program which is designed to ensure ADA's focus on achieving continual environmental improvement. This will be achieved through the development and implementation of a management system with objectives and targets to:

- Reduce our environmental footprint.
- Maintain open and continual communication with employees and other stakeholders.
- Implement preventative pollution practices.
- Be in compliance with legal and other requirements, and
- Be a good corporate neighbour, citizen and role model for others to follow.



Chris Dixon  
CEO, Australian Defence Apparel






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# Let's make a PACT!

PACT is ADA's ESG program. It is a movement towards Promoting Accountability, Community and Transparency. Through this innovative initiative, PACT and its partners are not just contributing to global ESG standards - they're reshaping them.

The PACT Program includes 4 pillars and tangible pathways to achieve our vision.

ESG Program Name	PACT			
4 Pillars Sits under ESG	 Planet	 People	 Practice	 Performance
Pathways Sits under Pillars	Designing for End of Life Circularity Waste Reduction	Indigenous Partnerships Diversity & Inclusion Employer of Choice Responsible Supply Chain Corporate Social Responsibility	Ethical Trade Transparency Risk Management	Job Growth Exceeding Customer Expectations Research, Development & Innovation Responsible purchasing and sourcing

Join us as we define what it means to do business in the 21st century!

Learn more about PACT  
[ada.com.au/pact](http://ada.com.au/pact)



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