



PACT

Environmental Policy Statement

ADA (Australian Defence Apparel P/L)

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Environmental Policy Statement

ADA supplies uniforms, protective apparel, and accessories to the Australian Defence Force, government, and corporate enterprises. Its head office is in Broadmeadows, Victoria, with sales offices in Sydney and Canberra, warehousing in Broadmeadows and Canberra, and manufacturing in Bendigo.

ADA is committed to protecting the environment and fulfilling its obligations under ISO 14001:2015 and the Environment Protection Act 2017 (Vic), including the General Environmental Duty. ADA's Environmental Management System (EMS) applies to all operations at the Broadmeadows and Bendigo sites, however employees at all sites are expected to comply with this policy framework.

ADA recognises that environmental stewardship is integral to its operations and ESG strategy. ADA is committed to:

- Complying with all applicable environmental laws, regulations, and other obligations.
- Preventing pollution and minimizing environmental harm through proactive risk identification and control.
- Reducing our environmental footprint by improving energy efficiency, reducing waste, and promoting sustainable resource use.
- Protecting biodiversity and supporting climate change mitigation and adaptation efforts.
- Establishing and reviewing measurable environmental objectives and targets as part of our EMS.
- Maintaining open communication with employees, regulators, and stakeholders, and making this policy publicly available.
- Continually improving our EMS and environmental performance through regular monitoring, evaluation, and leadership commitment.

This policy is reviewed annually by ADA's Executive Team to ensure its ongoing relevance and effectiveness.



Chris Dixon
CEO, Australian Defence Apparel

September 2026



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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

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