

PACT



[2026 PROGRESS REPORT]

Promoting Accountability, Community and Transparency

Acknowledgement and Respect

We acknowledge the Traditional Owners of the lands on which we operate across Australia and pay our respects to Elders past and present.

In New Zealand, we recognise Māori as tangata whenua and honour the unique cultural heritage, values and traditions of Māori as the first peoples of the land.

We are committed to respecting Aboriginal and Torres Strait Islander peoples and Māori communities, and to supporting inclusive and culturally respectful practices across our operations.



For any inquiries or further information regarding this report, please contact Governance & Risk Manager Narelle Dimopoulos at narelle.dimopoulos@ada.com.au

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About PACT

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

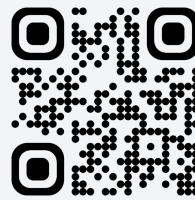
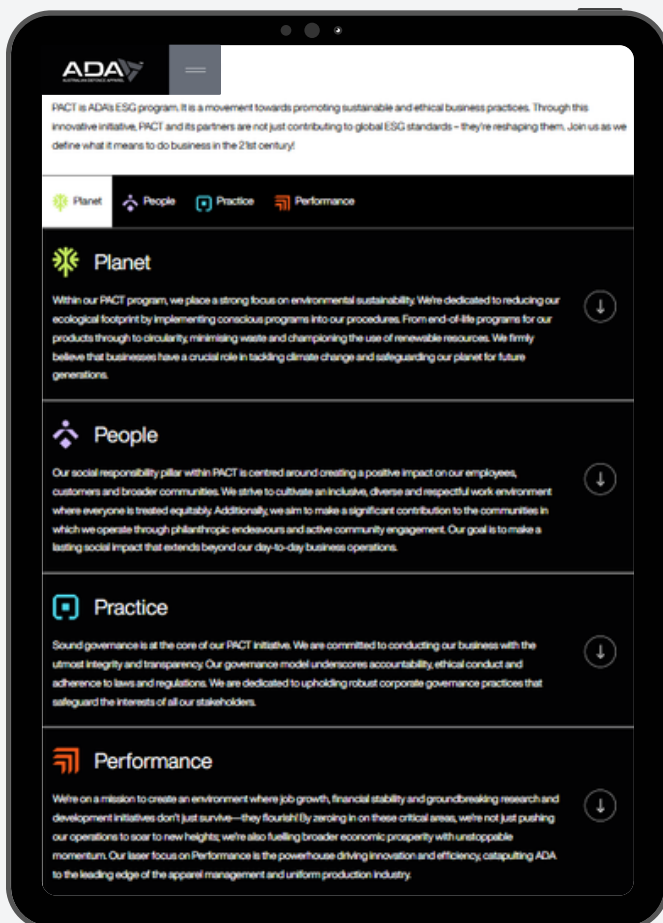
The PACT Program has four Pillars and tangible pathways to achieve our vision.

<p>ESG Program Name</p>	<h1>PACT</h1>			
<p>4 Pillars Sit under Program</p>	 Planet	 People	 Practice	 Performance
<p>Pathways</p>	GHG Emissions Waste Reduction Design for Circularity Energy Usage	ADA Academy Indigenous Design Labs Kookaburra Kids DIGGER	Fraud & Corruption Control Data Loss Prevention DISP ISO 37000	Innovation Academic Partnerships Collaboration

Scan to Explore PACT

PACT supports a consistent, risk-based approach to environmental, social and governance matters, ensuring accountability, transparency and measurable outcomes across the organisation.

By scanning this code, you can explore innovative programs and initiatives PACT and its partners are driving to redefine global ESG standards.



Scan Here Using Mobile
Phone / IPAD Camera



Letter from our CEO

Over the past year, we have made significant strides in reshaping ESG standards for ADA, and I am incredibly proud of the dedication shown by our entire team at Australian Defence Apparel (ADA).

To achieve this, we anchor our daily operations in four core pillars: Planet, People, Practice, and Performance. Protecting our planet remains a critical focus. We are actively shifting towards a circular economy through robust waste management and sustainable packaging initiatives. By partnering with experts to recycle over 17,000 textile items and diverting tonnes of food and organic waste from landfills, we are ensuring our environmental footprint is minimised. Furthermore, our transition to post-consumer recycled polyester packaging and our commitment to the Australian Packaging Covenant demonstrate our proactive approach to reducing greenhouse gas emissions and preventing microplastic pollution.

Equally important are the people who drive our success and the communities we serve. We are fostering an inclusive, diverse, and respectful workplace. Through initiatives like the ADA Academy, we are empowering our staff with clear pathways for professional development. Beyond our operational walls, we are making a tangible difference. Our partnership with Indigenous Design Labs provided young First Nations creatives with invaluable industry experience, whilst championing mental health through our dedicated First-Aiders and Health and Wellbeing Committee.

Innovation fuels our performance. We are transforming the future of mission-critical wearables through our Innovation Cell and the ADA NZ Design and Development Centre of Excellence. By collaborating with academic institutions like Bond University and engaging directly with end-users, we ensure our gear meets the highest standards of safety and reliability.

Underpinning all of this is our dedication to sound governance and ethical practice. Transparency and accountability are not just buzzwords for us; they are embedded in our daily decision-making. We remain steadfast in our commitment to upholding robust corporate governance, and driving continuous improvement across our operations.

While we celebrate these achievements, we recognise that our journey is ongoing. Real change takes time, resilience, and collaboration. I am personally invested in ensuring that ADA continues to lead with integrity, innovation, and a deep sense of responsibility.

Thank you for your continued support and for being a vital part of this journey. Together, we will continue to redefine what it means to do business in the modern world.



Chief Executive Officer
Australian Defence Apparel (ADA)

Our Leadership



Chris Dixon
CEO



Ed Holbrook
CFO



Mitch Edward
General Manager Sales and Contracts



Sarah Pender
Director ADA NZ



Bevan Williams
Head of Business Development



Narelle Dimopoulos
Governance and Risk Manager



Fiona Hasty
Human Resource Manager



Sud Patel
CTO | CISO



Melinda Soares
Design and Product Development Manager

Our Purpose & Promise

Our Purpose

is to optimise and enhance the performance of those that wear our clothing.

Our Promise

to find a way forward with agility and skill.

Our Core Values

Excellence

We empower our people. We give them the opportunity to think outside the box, share their brilliance and make an impact.

Passion

We embrace their inner spark and encourage our teams to bring their passions and ideas to the table.

Integrity

Our culture is straightforward, honest and ethical in all that we do. We inspire our people to do the same.

Collaboration

We are one Team. We are all on the same journey and evolving together. We leverage our inner Einstein's' and achieve great things.



PLANET

Planet



Within our PACT program, we place a strong focus on environmental sustainability. We're dedicated to reducing our ecological footprint by implementing conscious programs into our procedures. From end-of-life programs for our products through to circularity, minimising waste and championing the use of renewable resources. We firmly believe that businesses have a crucial role in tackling climate change and safeguarding our planet for future generations.

Pathways

GHG Emissions

Waste Management

Packaging Initiatives

Paper Towel Recycling - ADA NZ

Food Waste and Organics Initiative - ADA NZ

Textiles & Equipment Recycling - ADA NZ

Donation Program - ADA NZ

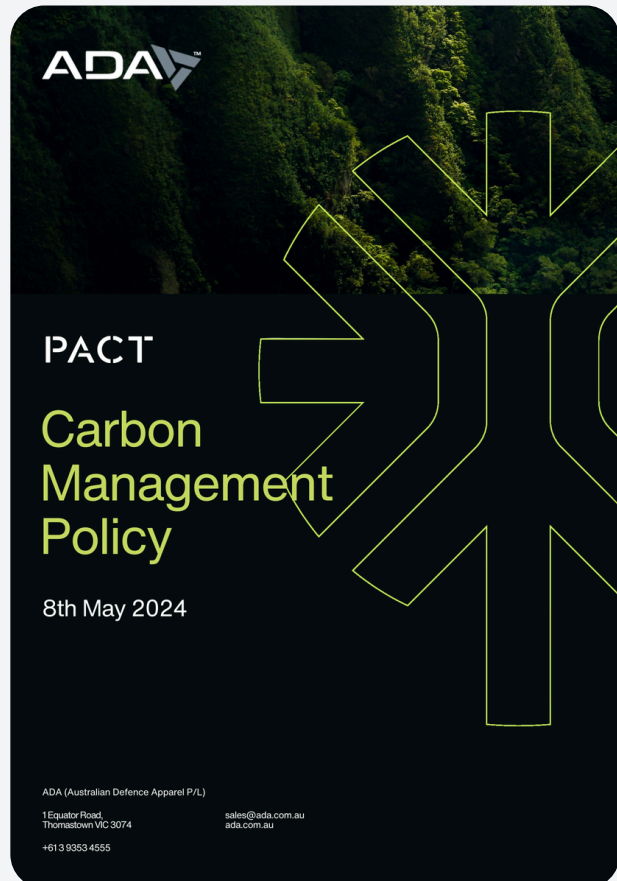
Green House Gas Emissions

Within our PACT program, ADA places a strong emphasis on reducing greenhouse gas (GHG) emissions as part of our responsibility to protect the planet. We recognise that climate change presents a significant global challenge, and we believe that meaningful action begins with understanding and actively managing our environmental impact.

ADA continues to assess opportunities to reduce emissions through improved efficiency, responsible energy use, and collaboration with internal teams and partners. These efforts support our broader goal of contributing positively to the planet while safeguarding resources for future generations.

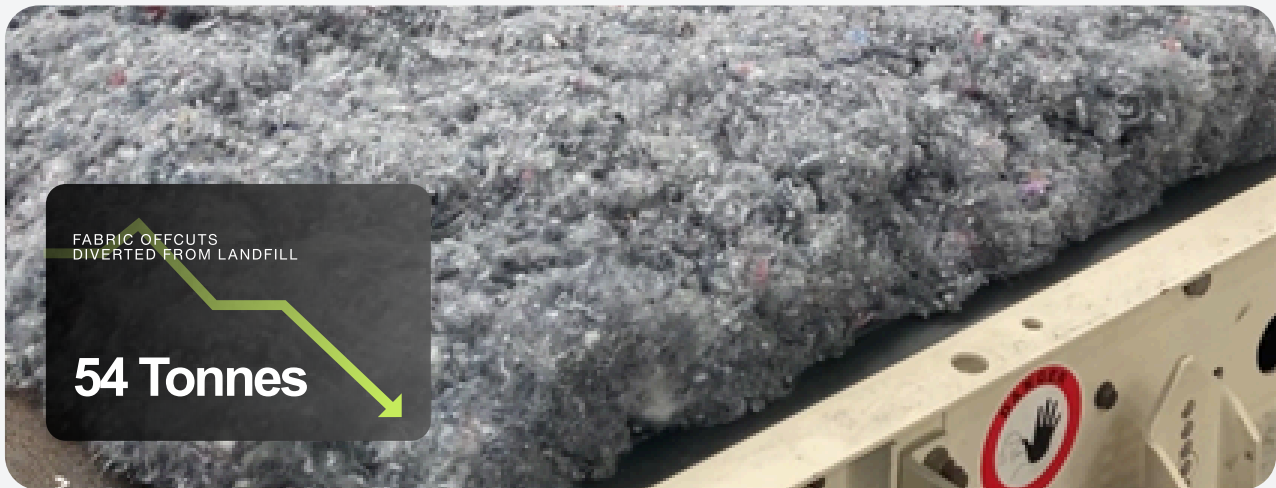
Our Carbon Management Policy guides a structured approach to identifying and reducing emissions while improving carbon efficiency.

It supports consistent measurement, monitoring, and review of emissions-related activities across the business. By embedding sustainability considerations into operational planning and everyday decision-making, we aim to support long-term environmental resilience and responsible growth. These principles help ensure climate considerations are integrated into both short- and long-term strategies.



Waste Management

As part of the PACT Project, ADA is expanding its approach to waste management and landfill reduction. Current efforts include the Organics Collection Trial, detailed waste stream tracking, and innovative recycling solutions, strengthening ADA's commitment to responsible resource management.



As a recycling solution, APR Plastics converts plastic waste into oil, helping close the loop on waste. Fabric waste, especially fabric offcuts from ADA's Bendigo factory, is now transformed into mattress fillings by local manufacturers. This process uses only pre-consumer offcut material, made possible by ADA's on-site manufacturing capabilities.

Cardboard and comingled waste are processed through established recycling channels.



In partnership with Cleanaway, ADA has also begun an Organics Collection Trial at the Thomastown site. Dedicated kitchen caddies are now used for food scraps, supporting the move away from general landfill bins. Collected organics are transported to an EPA-accredited facility, where the material is processed into compost and liquid fertiliser. Shredded fabric offcuts are delivered to Australian mattress manufacturers, contributing to the production of new goods and keeping textile waste out of landfill.

Packaging Initiatives

Through a comprehensive approach to sustainable design, ADA is transforming its packaging practices to foster a circular economy. By reducing our reliance on virgin materials and prioritising reusability, these initiatives minimise environmental impacts while supporting our long-term PACT commitments.



Working closely with our partner factories across Asia, we have transitioned our packaging to post-consumer recycled polyester. To actively support circularity, each bag now features a printed QR code. This provides customers with clear, accessible instructions on how to responsibly recycle or reuse the materials, actively diverting waste from landfill.

Guided by ADA's Sustainable Packaging Guidelines, we are systematically removing unnecessary plastic from our garment packaging. We have already eliminated 1 tonne of plastic, reducing greenhouse gas emissions by approximately 1.2 tonnes. We plan to remove an additional tonne by next year to continue this vital progress. Our post satchels are crafted from 100% recycled soft plastic, designed specifically for durability and repeated use. Designed for durability and reuse, these satchels help reduce reliance on virgin plastic and support efforts toward a more circular packaging system. As a proud signatory to the Australian Packaging Covenant (APCO) since 2018, we remain dedicated to responsible, sustainable business practices.

Paper Towel Recycling - ADA NZ

ADA New Zealand's commitment to minimising waste extends to every corner of our facilities. In 2025, we took significant steps to divert everyday bathroom and kitchen waste from landfill through a dedicated Paper Towel Recycling Initiative, proving that even small operational changes drive meaningful environmental progress.



In early 2025, we partnered with waste minimisation consultancy Precycle. This innovative collaboration allowed us to collect used paper towels from our facilities and repurpose them. Instead of heading to landfill, these materials were redirected towards product development, including organic planter boxes for horticulture studies and commercial compost.

The environmental impact of this focused effort was immediate and highly measurable. During the program, we successfully collected 36.86 kg of used paper towels. This direct diversion from landfill resulted in a total carbon offset of 33.47 kg of CO₂ emissions, significantly reducing our workplace environmental footprint.

True sustainability requires continuous adaptability. Following the conclusion of the Precycle service, we seamlessly transitioned our recycling efforts to work alongside the Palmerston North City Council (PNCC). Today, we continue to collect all paper towels, which the council now uses to manufacture organic compost for the local community.



Food Waste and Organics Initiative - ADA NZ

Through our dedicated ESG program, ADA New Zealand is taking decisive action to minimise our environmental footprint. Our Food Waste and Organics Initiative represents a practical, daily commitment to reducing landfill waste and supporting the local agricultural community.



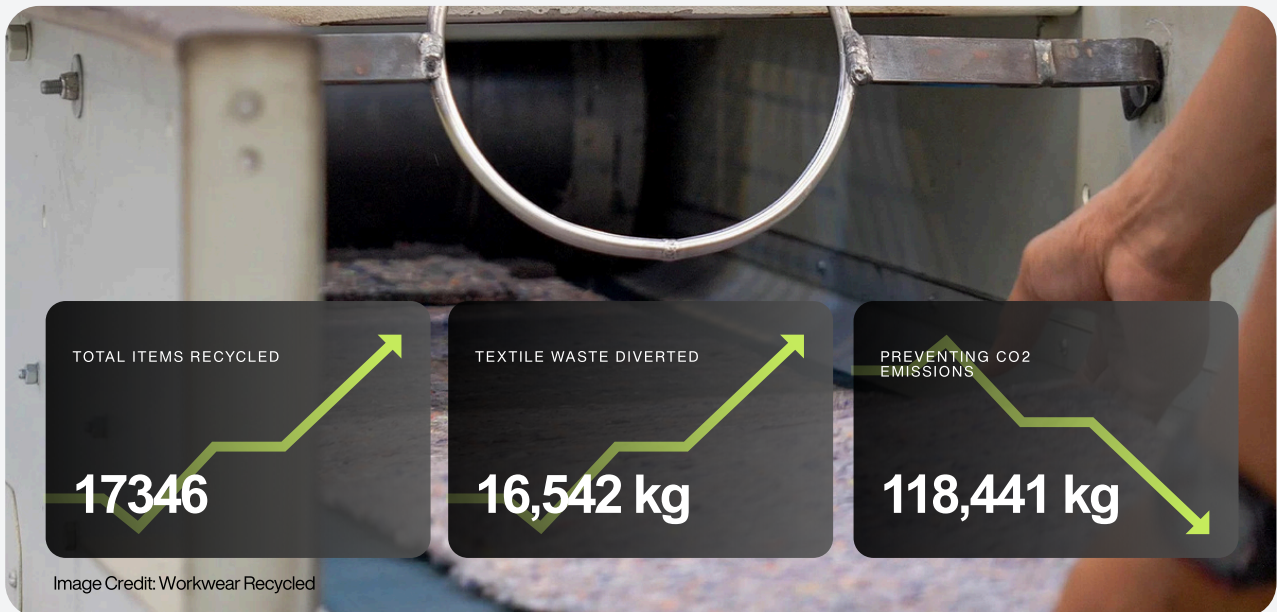
Small changes create massive environmental impacts. At the ADA NZ head office and distribution centre, we have transformed how we handle everyday waste. All organic material and food scraps from our breakout areas are now collected twice a week in dedicated organics bins, ensuring nothing valuable goes to landfill.

Instead of discarding these valuable resources, our team gathers and carefully weighs the collected organics. We then transport this food waste directly to a local pig farm in the Manawatū region. This simple shift provides high-quality animal feed while keeping our local ecosystem thriving and circular.

The data proves the success of our collective effort. By the end of 2025, this initiative successfully diverted a total of 91.2 kg of food waste away from the landfill. Every scrap saved is a step toward a more sustainable, responsible future for our community and our planet.

Textiles & Equipment Recycling - ADA NZ

As part of our PACT commitments, ADA New Zealand is revolutionising how we handle end-of-life garments. Our Textiles and Equipment Recycling Initiative is driving a true circular economy, ensuring that uniform disposal is as responsible as its creation.



In collaboration with Workwear Recycled, we have implemented a secure disposal management program for NZ Police uniforms nationwide. Instead of heading to the landfill, these garments are carefully collected and transported to a dedicated processing facility in Timaru.

Once on-site, every single item is meticulously sorted. Perfectly good buttons, badges, and zips are salvaged for reuse. Garments that are beyond repair are shredded and converted into 'Retex' an innovative, fully recyclable material used in building insulation and office partitions. Even hard plastics are repurposed into eco-friendly building panels!

The results for 2025 speak for themselves. Through this initiative, we successfully recycled 17,346 items. This means an incredible 16,542 kg of textile waste was diverted from landfill, preventing a staggering 118,441 kg of CO2 emissions from entering our atmosphere. Every uniform processed is a step toward a greener future.



Donation Program - ADA NZ

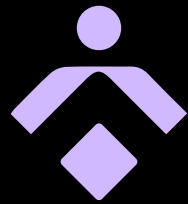
ADA New Zealand believes in the power of giving back. Through our ongoing PACT commitments, our Donation Initiatives ensure that surplus textiles stay out of landfills while providing direct, meaningful support to our local communities.



We proudly donate surplus and obsolete uniforms to groups like the New Zealand Cadet Forces and the UCOL Chef's School. By redirecting these high-quality garments, we provide essential, fit-for-purpose gear to young people as they train, learn, and start their careers.

Our support extends deep into the community. We provide surplus fabric rolls and garments to organisations like SuperGrans Manawatū, the Butterfly Compassion Community, and Te Omanga Hospice. These vital groups repurpose the materials into warm winter clothing, community blankets, and items for charity shops.

In 2025, these strong community partnerships enabled us to donate an incredible 1,026.99 kg of materials. Every single kilogram donated represents a significant reduction in waste and a direct, positive benefit to the people who need it most.



PEOPLE

People



Our social responsibility pillar within PACT is centred around creating a positive impact on our employees, customers and broader communities. We drive to cultivate an inclusive, diverse and respectful work environment where everyone is treated equitably. Additionally, we aim to make a significant contribution to the communities in which we operate through philanthropic endeavours and active community engagement. Our goal is to make a lasting social impact that extends beyond our day-to-day business operations.

Pathways

Axe Creek CFA X Harcourt Bushfire
Mental Health First-Aider Launch
Health & Wellbeing Committee
ADA Academy
DIGGER X Kookaburra Kids
Indigenous Design Labs
Kookaburra Kids

Axe Creek CFA X Harcourt Bushfire



Following the devastating Harcourt Bushfires, the significant loss experienced by local families and firefighters underscored an urgent need for assistance. The challenges faced by underfunded services across the state, including volunteers working without updated protection or basic comforts, highlighted areas that needed additional support.



The toll that firefighting takes on protective garments is substantial. When Axe Creek CFA publicly shared its need for basic facilities, including the absence of a washing machine to properly clean and maintain uniforms-ADA, through its community connections, contacted the volunteer team to discuss potential support.

The financial contribution to Axe Creek CFA resulted in immediate, practical benefits. In addition to meeting everyday necessities, the funding is being used for safety upgrades, such as providing essential lighting for fire helmets. These resources support volunteers in carrying out their roles more safely and efficiently.

Mental Health First-Aider Launch



ADA has implemented a comprehensive psychosocial health framework by appointing a dedicated group of staff as Mental Health First Aiders. This initiative ensures accessible support networks and fosters a secure environment for all team members, reflecting an ongoing commitment to workplace wellbeing and early intervention.



To recognise the launch of Mental Health First Aiders on World Mental Health Day, ADA focused on the theme 'Meaningful Connections Matter'. With the aim of building strong relationships among colleagues, reducing workplace isolation, and fostering lasting resilience, this initiative lays the foundation for a supportive, healthy workplace culture.



As a core component of this commitment, trained Mental Health First Aiders are now available as a confidential point of contact across the organisation. To ensure this support is highly visible and always at hand, staff are provided with compact reference cards listing the names of these designated first aiders. These cards are designed to easily fit into a wallet or purse, ensuring guidance is accessible whenever required.

Health & Wellbeing Committee



The Health and Wellbeing Committee delivers a structured, strategic approach to employee wellness. By focusing on key areas selected by staff, the initiative provides ADA personnel with the resources they need to excel in physical health, mental resilience, and nutrition. This employee-led program ensures support remains relevant, accessible, and impactful across the organisation.

To foster a healthier workplace, the committee champions three fundamental pillars: physical health, mental resilience, and nutrition. This comprehensive framework builds a strong foundation for long-term personal well-being and professional growth. Each month, employees choose a targeted focus. From physical activity challenges to mindfulness workshops and nutritional education, these tailored initiatives empower individuals to build healthy, sustainable habits.

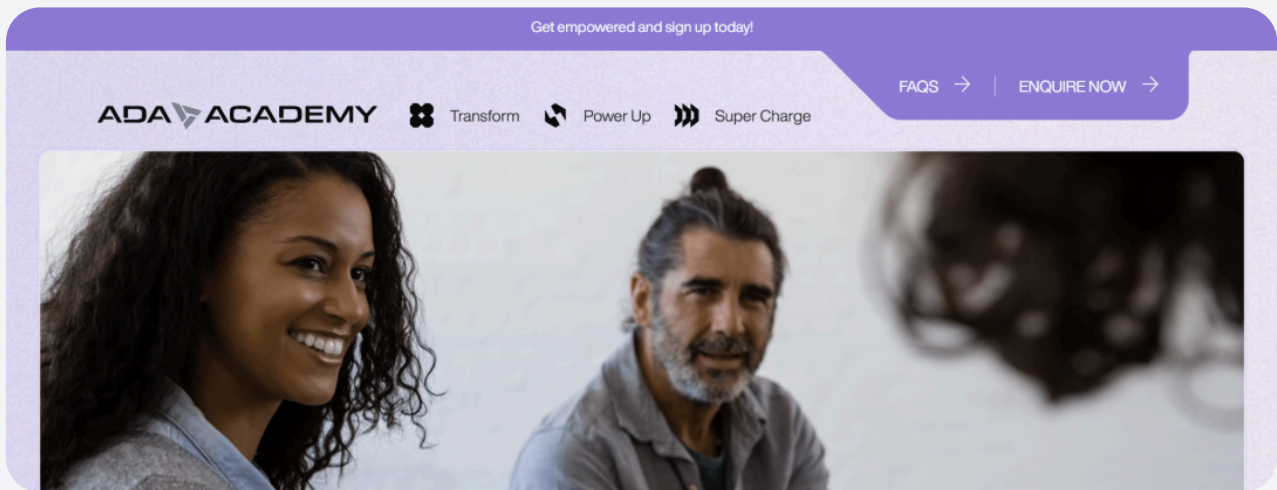
To kick off Neurodiversity Week, ADA proudly launched its brand-new podcast, The Huddle. The first episode, "Understanding ADHD," set the tone for open, insightful conversations about neurodiversity. The event encouraged everyone to celebrate the diverse minds that make ADA exceptional, promoting understanding and inclusivity across the team.



ADA Academy



ADA Academy, powered by RMIT, is a comprehensive educational initiative designed to foster both personal and professional development for our teams. Its tiered structure is carefully curated to support participants throughout their career journey, from entry into apparel management to leadership roles within the field.



Through a structured, tiered learning model, ADA Academy provides clear and progressive pathways for development. Each tier is designed to build on the last—supporting individuals as they develop foundational industry knowledge, strengthen technical and professional expertise, and ultimately step into leadership roles. This approach ensures learning remains relevant, purposeful, and aligned to both individual aspirations and organisational capability needs.

- Transform**: Transform is the foundational tier ideal for those new to apparel management. Powered by ELMQ, it covers essential skills, industry best practices, safety courses and industry knowledge, to set you up to excel in the competitive uniform manufacturing field. Gain practical expertise and a strong start to stand out.
- Power Up**: Power Up focuses on advancing your skills and expertise. Tailored for members ready to elevate their impact in their current roles, this RMIT-powered tier refines your abilities in technology, AI, project management, and creative thinking. It's designed to help you grow into a stronger expert in your field.
- Super Charge**: Super Charge is the top tier, built to sharpen your leadership abilities with advanced courses from RMIT. Build strategic thinking, master cutting-edge management techniques, and inspire meaningful change within ADA. This tier prepares you to lead teams and make a lasting impact.

By investing in education and professional growth, ADA Academy reinforces a culture of continuous learning and long-term career progression. Powered by RMIT, the program combines industry relevance with academic credibility, supporting participants to grow with confidence while strengthening ADA's workforce capability.

Together, the tiers form an integrated development journey that empowers people to evolve, lead, and contribute meaningful impact throughout their careers.

DIGGER X Kookaburra Kids



Through a purpose-driven community partnership, ADA has launched DIGGER the Dog, a K-9 plushie designed to honour Australia's heroic military working dogs. This initiative provides direct, meaningful support to the families of Defence personnel, reinforcing ADA's commitment to community well-being.



With every DIGGER the Dog plushie purchased, a significant portion of the proceeds is donated directly to the Kookaburra Kids Foundation. This contribution provides crucial funding for their life-changing programs, ensuring more young people have the opportunity to access vital mental health support and build a brighter future.

Kookaburra Kids Foundation is an organisation dedicated to supporting young people impacted by family mental illness.

Through evidence-based programs, camps, and activity days, Kookaburra Kids empowers children to build resilience and connect with peers who share similar experiences.

With every DIGGER the Dog plushie purchased, a significant portion of the proceeds is donated directly to the Kookaburra Kids Foundation. This contribution provides crucial funding for their life-changing programs, ensuring more young people have the opportunity to access vital mental health support and build a brighter future. ADA continues to support Kookaburra Kids with DIGGER and by custom designing staff and volunteer uniforms for their teams.



ADA X Indigenous Design Labs



Through a PACT partnership, ADA is collaborating with Indigenous Design Labs to empower the next generation of First Nations creatives. This initiative provides young designers with mentorship, real-world experience, and a platform to launch their careers, fostering creative entrepreneurship and community transformation.



This collaboration offered young Indigenous artists a direct pathway into the design industry. By giving them a chance to explore their creative abilities on a one-of-a-kind uniform collection, the program helped to break down barriers and amplify the voices of the next generation of designers.



The partnership is structured in three phases. It began with creating print artwork, progressed to a four-week training program where participants developed a uniform from concept to prototype, and will conclude with a launch event showcasing the final collection.

Throughout the project, participants were mentored by creative professionals and one of ADA's own technical design experts. This guidance covered everything from initial concept development to final production, ensuring the young designers gain valuable, industry-relevant skills and experience to build their future careers.





PRACTICE

Practice



Sound governance is at the core of our PACT initiative. We are committed to conducting our business with the utmost integrity and transparency. Our governance model underscores accountability, ethical conduct and adherence to laws and regulations. We are dedicated to upholding robust corporate governance practices that safeguard the interests of all our stakeholders.

Pathways

Governance Model
Cyber Security
Modern Slavery Statement
Defence Industry Security Program
ISO 37000

ADA's Integrated Management System and PACT



ADA's PACT program serves as the overarching Environmental, Social, and Governance (ESG) framework. By operationalising these commitments through an Integrated Management System (IMS), the organisation ensures strategic goals translate into structured, everyday practices.



The PACT program sets the strategic direction for environmental, social, and governance initiatives.

Organised across four core pillars:

- Practices
- Performance
- People
- Planet.

It ensures these commitments are not merely aspirational but firmly embedded in daily decision-making and performance management.

To execute these goals effectively, PACT is driven by ADA's IMS. This integrated framework aligns with internationally recognised standards and is fully certified to ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Health & Safety), and ISO 27001 (Information Security).

A consistent, risk-based approach enables the organisation to holistically manage quality, safety, and environmental impacts. Through regular monitoring, internal audits, and management reviews, the IMS guarantees transparency and continual improvement, reinforcing long-term resilience and responsible supply chains.



PERFORMANCE

Performance



We're on a mission to create an environment where job growth, financial stability and groundbreaking research and development initiatives don't just survive—they flourish! By zeroing in on these critical areas, we're not just pushing our operations to soar to new heights; we're also fuelling broader economic prosperity with unstoppable momentum. Our laser focus on Performance is the powerhouse driving innovation and efficiency, catapulting ADA to the leading edge of the apparel management and uniform production industry.

Pathways

Standardisation of Design for Sustainability
Innovation Cell
ENFORCR[®]
Law Enforcement Innovation Day (LEID)
Capability and Innovation Day (CID NZ)
Partnership with Academia: Bond University
ADA NZ Design & Development Centre of Excellence

Standardisation of Design for Sustainability



ADA is driving significant advancements in manufacturing efficiency and sustainability. This initiative streamlines production, reduces waste, and enhances working conditions, demonstrating a core commitment to responsible and innovative operational practices.



In close collaboration with primary manufacturing partners, ADA's design team has developed a range of standardised components. This includes collars, pockets, cuffs, and core garment fits. Trims and fabrics have also been rationalised to reduce unnecessary variation across styles.

This standardised approach significantly reduces tooling set-ups and component variations. It has enabled a more streamlined manufacturing process, facilitating the use of automated machinery and improving overall material utilisation.

The results are clear: fabric waste has been minimised, production times have been shortened, and material handling requirements have decreased. This not only improves efficiency but also enhances ergonomics for factory machinists, contributing to a safer and more sustainable production line.



Innovation Cell



The ADA Innovation Cell is driven by a singular mission: to shape the future of adaptive wearables and modular designs. Through relentless research and experimentation, this dedicated team develops groundbreaking, data-driven solutions that fuse innovation with practicality for frontline professionals.



The Innovation Cell is transforming the future of wearables by blending advanced research, state-of-the-art fabric technology, and intelligent design. This work is a critical component of our PACT framework, ensuring every product is purpose-built to enhance performance and achieve measurable impact for our clients. Working in close partnership with police officers, firefighters, and military personnel, the Innovation Cell assesses specific challenges to develop high-performance solutions.

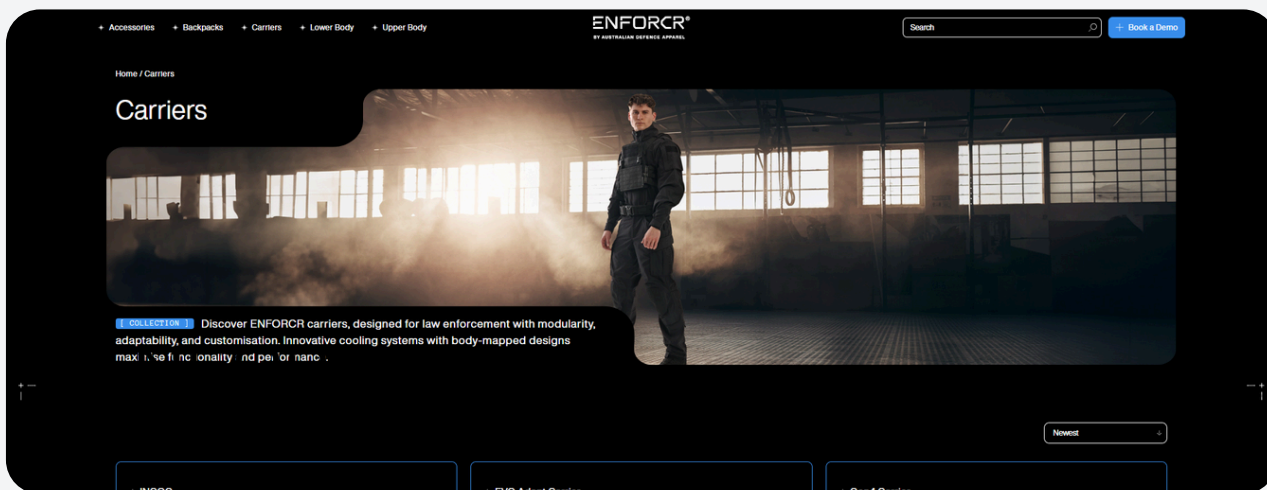


By combining our expertise with the firsthand operational insights of end-users, we create products that are proven to meet the unique demands of their roles.

The breakthroughs from the Innovation Cell directly influence the development of our specialist brands, ENFORCR and DFNDR. By prioritising client needs and adapting to evolving challenges, we deliver precision-engineered systems that empower professionals to surpass their performance goals with confidence.



The ENFORCR® brand represents a new era of tactical gear for law enforcement professionals. Born from true innovation and deep collaboration, this award-winning suite of products delivers unparalleled performance, protection, and readiness for modern policing.



ENFORCR® was introduced with the H.A.L.O. X, a next-generation body armour system that earned a prestigious Australian Good Design Award. This recognition validates a core principle: fusing cutting-edge technology with practical, user-centric design to create revolutionary, mission-critical equipment.



At the heart of ENFORCR® is the Trident Approach, a collaborative development process centred on end-user engagement. By actively involving law enforcement professionals, subject matter experts, and academic partners such as Bond University, we ensure that every product is tailored to real-world operational challenges.

From bespoke configurations to rigorous field testing, the ENFORCR® range is engineered for superior performance. This commitment ensures that every piece of equipment not only meets but exceeds the demanding needs of those on the front line, enhancing safety, efficiency, and confidence.

Law Enforcement Innovation Day (LEID)



Hosted by ADA, the biennial National Law Enforcement Innovation Day (LEID) is the premier event for advancing the capabilities of law enforcement professionals across Australia. This exclusive gathering brings together industry leaders, academic experts, and end users to innovate, collaborate, and shape the future of policing.



LEID provides a unique platform to explore cutting-edge advancements in law enforcement technology. From breakthroughs in ballistics and tactical first aid to innovations in uniforms and equipment, the event is dedicated to enhancing the protection, performance, and comfort of those who serve.



This invite-only event fosters a dynamic environment where top experts and decision-makers connect. Through insightful presentations and collaborative discussions, LEID enables like-minded leaders to share knowledge, push boundaries, and play a pivotal role in shaping the future of operational readiness.

LEID bridges the gap between industry, academia, and end-users. Featuring presentations from esteemed experts on topics like female-specific body armour, advanced textiles, and body scanning technology, the event drives progress by grounding innovation in robust research and real-world feedback.

Capability and Innovation Day (CID NZ)



The 2025 Capability Innovation Day (CID) NZ marked the inaugural event of its kind, bringing together the brightest minds to foster collaboration and showcase groundbreaking innovations. Held with the aim of enhancing the safety and operational efficiency of military and first responders across New Zealand, the day successfully set a new benchmark for capability-building within the sector.



The event showcased a distinguished lineup of industry leaders. Professor Rob Orr shared perspectives on the Trident collaboration model bridging end-users and academia. Dr David Thompson presented the latest advancements in body armour innovations and standards. Dr Samantha Rodrigues addressed critical issues, exploring the unique clothing and equipment challenges faced by women in uniform.



Attendees witnessed live demonstrations of 3D scanning and 3D rendering technology delivered by the ADA NZ Design and Development team. These hands-on sessions provided a rare opportunity to observe how strategic investment in advanced design tools directly supported and protected frontline personnel, highlighting the tangible benefits of innovation in operational environments.

The event provided unparalleled opportunities for attendees to engage, learn, and collaborate with both global and local experts. Throughout the day, meaningful connections were forged, new ideas were shared, and participants played an active role in shaping the future direction of capability and innovation for New Zealand's first responder and military sectors.

Partnership with Academia: Bond University



Through a strategic partnership with Dr. Rob Orr and the Tactical Research Unit at Bond University, ADA integrates world-class academic research directly into product development. This collaboration ensures our tactical gear meets the highest standards of safety and performance for frontline professionals.



To deliver truly innovative equipment, we collaborate with leading academic experts. The Tactical Research Unit provides robust, evidence-based testing methodologies. This academic rigour guarantees that every design is proven to perform under the extreme physical demands faced by emergency services and law enforcement.



Guided by Dr. Rob Orr, our collaborative research focuses on how the human body interacts with tactical equipment. By combining these deep academic insights with end-user feedback, we develop gear that actively reduces fatigue, prevents injury, and improves overall mobility for those operating in the field.

This ongoing partnership is a vital component of our overarching PACT commitments. It empowers us to transition from theoretical concepts to practical, life-saving solutions, ensuring those who protect our communities are equipped with the safest, most advanced apparel available today.



At ADA New Zealand, we believe that true innovation must be proven in the field. Our Design and Development Centre of Excellence puts the wearer at the heart of every solution, turning our PACT commitments into wearable, evidence-based capability.

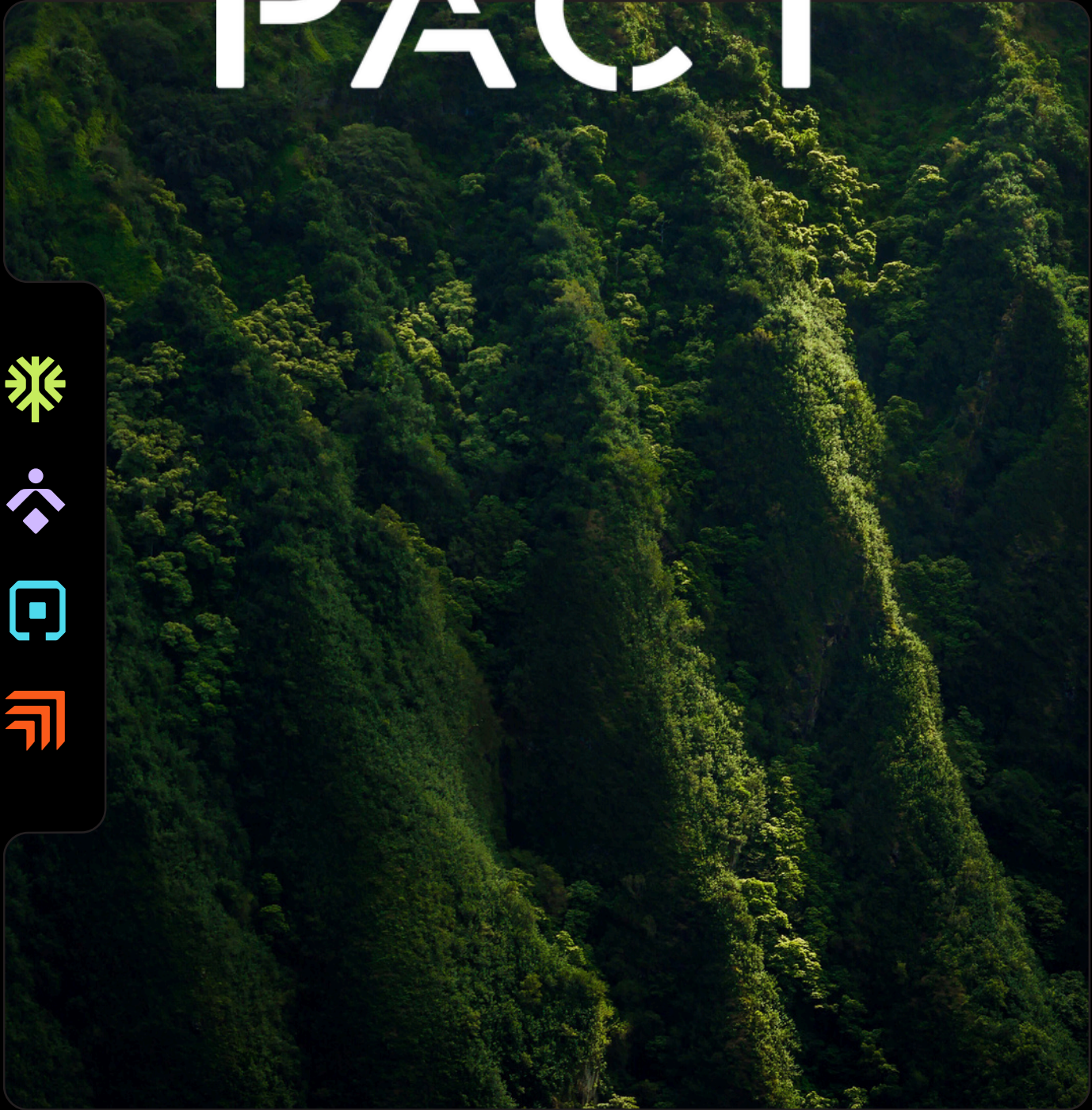


We focus heavily on Human Factors and Systems Integration. Why? Because operational equipment is not just about clothing; it is about the person. By working directly with end-users, we ensure every garment meets the highest safety, comfort, and performance standards.

Wearer trials and field evaluations are a critical part of our development process. These direct feedback loops allow our design team to validate performance in real operational environments. This hands-on approach ensures we deliver the right, fit-for-purpose solution the first time.

Getting the design right early does more than support our people—it protects our planet. Through evidence-based design and continuous improvement, we significantly reduce rework, overproduction, and unnecessary waste, directly supporting our responsible procurement goals.

PACT



Learn more about PACT
ada.com.au/pact



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