

A photograph of a young tree sapling in a field, with several other similar saplings in the background. Each sapling is protected by a light blue, corrugated plastic sleeve. The background shows a line of trees with bare branches, suggesting a late autumn or winter setting. The foreground has some green grass and small plants.

AUSTRALIA

Corporate Sustainability and Responsibility

Impact Report 2021

Reporting on 2020

Update from Alex Thompson, Managing Director Medline ANZ

In a little over 12 months COVID-19 has highlighted our vulnerability as a human race. A pandemic that has transcended border, wealth, education, power and religion. If COVID-19 has taught us anything, it is that our population, as well as our planet, is fragile and must be respected and nurtured. As a business and as individuals we are stewards for future generations.

Our industry naturally attracts caring employees. They are the basis of Medline's continuing success. But in the process of caring for patients, healthcare also has an impact on the environment. Not only does our industry consume significant natural resources, it also generates significant waste.

To keep people and the planet safe and healthy, we are committed to building a future where healthcare operates more sustainably. That's why we are partnering with experts to build a *Strategic CSR Plan* for 2021 and beyond.



Alex Thompson
Managing Director



Focus areas



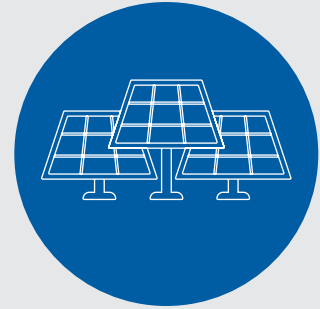
ENVIRONMENTAL SUSTAINABILITY SITE REVIEWS

Reducing waste, recycling and education



MACQUARIE UNIVERSITY PARTNERSHIP

Capstone Project
Global MBA
12 week program



INCREASED SOLAR POWER SITE INVESTMENT

Working to reduce our impact on the environment



SOLUTIONS TO REDUCE WASTE IN HEALTHCARE



SUSTAINABILITY AND RESPONSIBILITY THINK-TANKS

What can we do to make a difference?



ONE TREE, ONE CONTAINER

Helping re-build our forests and eco systems



OUR PEOPLE



TALKING TO CUSTOMERS

Understanding how we can work together for our planet and our communities

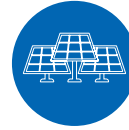


HEALTH-BASED INITIATIVES

What we're doing to make a difference?



Environmental Sustainability



Medline Team Sustainability & Responsibility Strategic Plan

At the end of 2020, we were delighted to engage Prof, Debbie Haski-Leventhal as an expert consultant to help advise and develop our Strategic CSR Plan for 2021 and beyond.

In the first quarter of 2021 we held 3 employee think-tanks to re-evaluate what is important to us and how we can most effectively move forward to address both social and environmental issues. We are currently running a company-wide Materiality Assessment and will focus our Strategic Plan based on the feedback from these activities.



Partnership with Macquarie University – Capstone Project

We have been invited by Macquarie University Business School to participate in their Global MBA Capstone Project.

Global MBA background

Current MBA programs often lack accessible solutions to help develop skills for a disrupted workforce. In response, Macquarie University developed the Global MBA <https://globalmba.mq.edu.au>



The Capstone Project

Is a 12 week course, partnering with a group of MBA students from around the globe to consider and offer solutions to a business issue. Our brief focuses on the United Nations 17 Sustainable Development Goals, and in particular SDG12: Responsible consumption and production.

Medline Global Responsible Sourcing

Medline globally continues to include environmental considerations as an integral part of our business practices. We expect our suppliers to commit to reducing any negative environmental impacts of their operations as much as practically possible. This includes proper waste management and disposal, conservation of waterways and sources, conservation of energy, and properly controlling emissions into the air. Suppliers must adhere to all local laws applicable to environmental protection.

Additionally, we encourage suppliers to aggressively reduce their environmental impact by setting goals to reduce waste, reduce consumption of water, energy and materials, and assess progress against those goals on a recurring basis. We also encourage workers and companies to continuously innovate ways to operate more efficiently that result in reduced environmental impact.

"Medline Australia aims to better align with SDG 12 and offer supply chain solutions to create less pollution and waste. We would like to investigate how to better partner with our customers and other stakeholders to reduce and/or recycle disposable/ single use medical consumables."

Medline Facilities

SYDNEY

Energy Efficiency

During 2020 our roof mounted solar panels generated 127 MWh of electricity; 10% of the total usage. The solar generated electricity avoided 88 tonnes of Co₂ emissions.

All lighting throughout the office uses energy efficient lighting, and illuminates on movement reducing the time lights are in use and prolonging the life span of lighting. Lighting and air conditioning throughout the facility also operates according to set time frames.

Water Recycling

The rainwater captured on site is used for toilet flushing and drip irrigation which during 2020 was approximately 23% of our total water usage. During 2020 due to Covid a number of staff worked from home which reduced the annual water usage by 30%.

Cardboard Recycling

Approximately 1250 bales of cardboard @130kg, were processed during 2020, equating to approximately 162 tonnes of cardboard recycling.

In 2021 the cardboard from Marsden Park will be recycled and returned as custom procedure pack cartons creating a closed loop.

MP External security floodlights were upgraded in 2020 to energy efficient LED fittings reducing the kilowatt hours by 60% avoiding 21 tonnes of Co₂ emissions.

Solar Expansion

In March 2021, our solar expansion project was completed, increasing our generation capacity by 450 kW, to a total of 550 kW. This will increase the amount of solar energy produced to 37%+ of our total usage.



National Site Waste Management Project

In the first quarter of 2021 Medline launched a project to review waste management practices across all our sites. This is currently in progress and aims to reduce landfill, increase recycling and provide an educational program for our employees and customers.

One Tree, One Container

Medline is now in its third year partnering with Greenfleet, committing to plant one tree or plant for each container imported or exported. Greenfleet is a not-for-profit organisation focused on native reforestation of key areas across Australia, legally protected for 100 years, to positively impact our climate, build resilience and restore biodiversity. Greenfleet is committed to a Reconciliation Action Plan (RAP) and work with local indigenous communities to restore land.



TREES & PLANTS DONATED TO DATE: 2,022



COVERING ALMOST 2 HECTARES OF LAND



EQUIVALENT TO AN AREA LARGER THAN MELBOURNE CBD



TONNES CO₂ OFF-SET TO DATE: 235

Our People



Since the beginning of 2020, when our world suddenly changed, our CSR Committee and indeed our Executive Leadership Team, saw Corporate Social Responsibility as an opportunity to unite our people to do something positive during a difficult time.

How could we engage our people 'virtually'? COVID 19 restrictions meant many of our employees were forced to work from home and likely to feel increasingly isolated. Equally, we were aware our essential production and warehouse employees were still required to physically come to a much emptier building every day, whilst having to adhere to distancing and health protocols.

Our field-based sales team were no longer able to meet customers in the hospitals, healthcare environments, and aged care facilities at a time when frontline healthcare workers were struggling and all but the most urgent surgeries were put on hold.

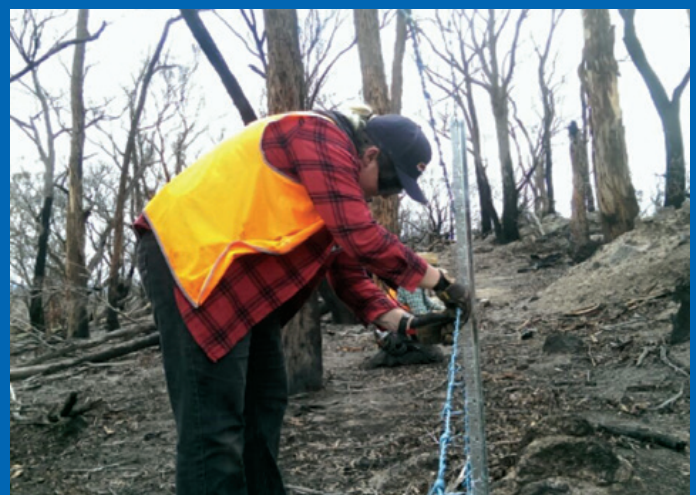
For all of us, childcare, family, employment instability, and fear for elderly parents or compromised family and friends added to a stressful and uncertain future.

Disaster Response

Bushfire Emergency Appeal.

For the first few weeks of 2020, before COVID19 became apparent, Australia was still in the midst of the worst bushfires on record. Through December 2019 and early 2020, employee fundraising matched by Medline corporate donation, collectively raised \$12,500 for the Rural Fire Service Emergency Appeal.

With collaboration across all departments, we were quickly able to put together product donations for wildlife charities dealing with thousands of injured and burnt animals. And we supported employee's personal volunteer work with BlaizeAid, helping fix fencing on farms and properties in fire-affected areas.



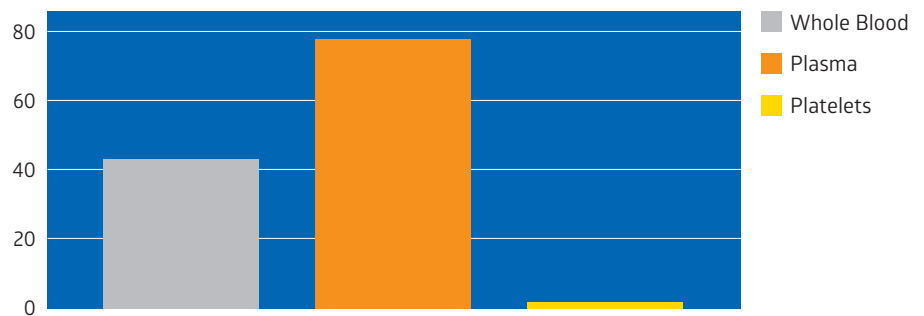


Red Cross Blood and Plasma Donations.

Red Cross blood donation centres have faced significant challenges to help hospitals with much needed blood and plasma products. Starting with forced closure in fire affected areas, and then centres required to adhere to social distancing regulations (and therefore considerably less available appointments) we still managed to help save the equivalent of 384 lives in 2020 with our Medline Team Donation program.

STATE	WHOLE BLOOD	PLASMA	PLATLETS	LIVES SAVED in 2020
ACT	0	2	0	6
NSW	42	37	0	237
QLD	2	27	0	87
SA	3	0	0	9
VIC	3	12	0	45
NATIONAL TOTAL	50	78	0	384

DONATIONS DURING 2020



Wrap With Love.

Wrap With Love have wrapped more than 414,000 people with much needed blankets, in Australia and around the World, through their network of non-government aid organisations. They deliver aid to needy countries, some experiencing extreme poverty or other natural disasters and some involved in war.

This was an ideal opportunity to be able to contribute to a common cause whilst adhering to COVID guidelines. With the help of our employees and their family and friends, we were able to knit and donate hand-made blankets in disaster-stricken regions around the world.



Health-based initiatives



During 2020 -2021 the Medline Executive team were acutely aware of their heightened responsibility for employee wellbeing. It has been particularly important to ensure they have the tools and support to be mentally and physically well whilst performing their roles. Apart from practical support such as ensuring safe work-from-home practices and improving flexible work arrangements, we have also provided reminders on sleep, nutrition, exercise and caring for one another during a pandemic; to remind employees how important it is to care for themselves and others.

Additionally, to provide confidential professional support, Medline provides online Wellbeing Check-Ins for employees to share anything in their lives that might be troubling them.

Wellbeing for Medline employees is an ongoing focus and responsibility of the company and as such the executive leaders attended a Better Mental Health program in 2020 which will be shared with all leaders and employees in 2021. In 2021 a more targeted wellbeing plan incorporating Better Mind, Better Body Better Self will incorporate, physical, mental, social and financial wellbeing for all employees.

Being in the health industry, we are keen to raise awareness and funds for health-related issues.

Fundraising.

Through 2020 we were happy to support both Cancer Council's Daffodil Day and October's Breast Cancer Awareness Month as well as Movember. Albeit with social distancing in mind, we held gold coin sausage sizzles and pizza lunches for our essential workers and raised donations with virtual raffles.





International Nurses Day

2020 highlighted the dedication of our health professionals and front-line workers like no other time in recent history. They were frightened yet brave, tired yet worked long hours in challenging environments, and had no idea where it might be leading. We were proud to recognise the country's wonderful nurses and health staff by sending personal thank-you cards to our customers, not only on the frontline but in procurement and warehousing and across Aged Care.

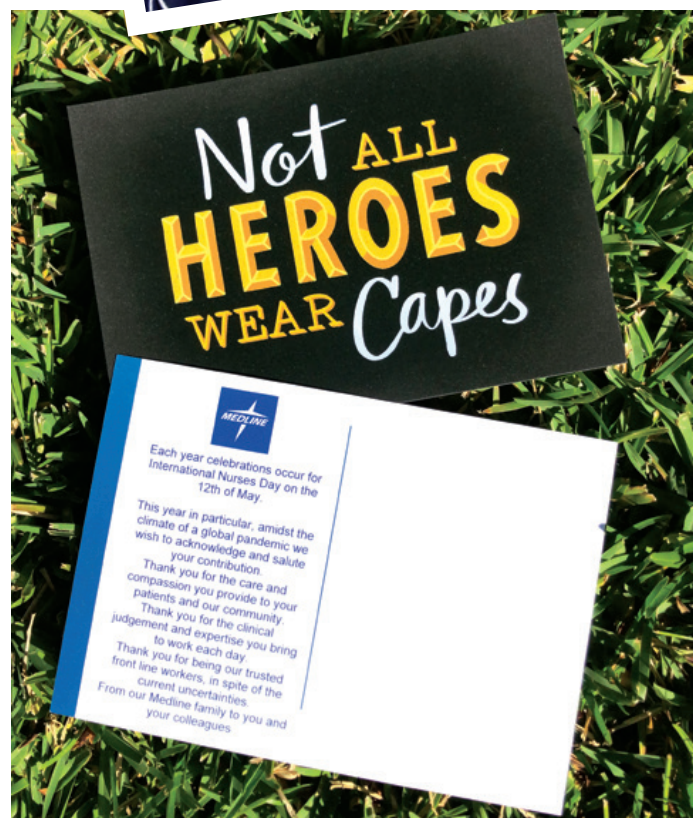
“I was in at work today to see a patient in Acute and found my Medline Hero postcard sitting on my desk.

I am so thrilled, even a little teary...

We sometimes feel like the forgotten nurses in the continece role, we don't seem to fit in with everyone else.

And in this year, and on that day, and in these times, this token is so gratefully accepted.

Thank you so much for my precious postcard.”





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