

Building a  
**GREENER FUTURE**  
WITH PEOPLE, PRODUCT & PURPOSE

Sustainability Report 2024 - 2025







**EMBRACING A FORWARD-  
LOOKING PERSPECTIVE,  
WE PLEDGE TO REMAIN  
DEDICATED TO THE  
JOURNEY TOWARD 2030  
AND BEYOND.**



# WEATHERTEX 2024/25 SUSTAINABILITY REPORT

At Weathertex, sustainability is at the heart of everything we do. We're dedicated to environmental care, social responsibility and ethical governance across our operations and supply chain, which guide our business practices and culture. These environmental, social and governance (ESG) principles reflect our dedication to responsible growth and a safer future.

Our 2024/25 Sustainability Report highlights our progress in key areas, focusing on our people, products and safety. This report reflects the collective voices of our team, partners and customers, demonstrating how we continue to uphold our values and drive sustainable outcomes.

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### ACKNOWLEDGEMENT OF COUNTRY

At Weathertex, we acknowledge the Traditional Custodians of the lands on which we operate and live, and we pay our respects to Elders past, present, and emerging. We recognise their enduring connection to the land, waters, and communities, and honour their custodianship of the environment for thousands of years. As we strive for sustainability in our business, we are inspired by their deep relationship with the earth and their practices of caring for Country.

# Message from Chairman & Managing Director

## Prioritising sustainability now and in the future.

We are proud to present the Weathertex 2024/25 Sustainability Report, this report reflects our progress as we continue to strive for excellence in environmental responsibility, social impact and innovative, safe manufacturing. As a leader in sustainable building cladding products, Weathertex remains dedicated to remaining carbon negative on durable high quality weatherboards and architectural panels, enhancing the wellbeing of our employees and communities and ensuring the utmost safety standards across our operations. Through this report, we share the milestones we've achieved and outline our vision for a more sustainable future.



### Paul Michael, Chairman

The integrity of our manufacturing process and our focus on safety are core to Weathertex's success. Our production methods are designed to be as environmentally friendly as possible, using natural resources responsibly and ensuring that our cladding remain free from adding any nasty chemicals such as resins, formaldehyde or silica. Safety is at the forefront of everything we do, not just for our team but for everyone who uses our weatherboards and wall panels.

Paul Michael  
Chairman

### Jason O'Hagan, Managing Director

At Weathertex, sustainability is more than a goal; it's our responsibility to the planet, our people and the communities we serve. We've made strides in reducing our environmental impact while building stronger connections with the people who make our success possible. Whether through our commitment to sustainable products or our partnerships with distributors, specifiers, builders and homeowners, we're proud to create positive change that extends beyond our business. We believe that by investing in our people and the community, we can contribute to a better, greener future for all.

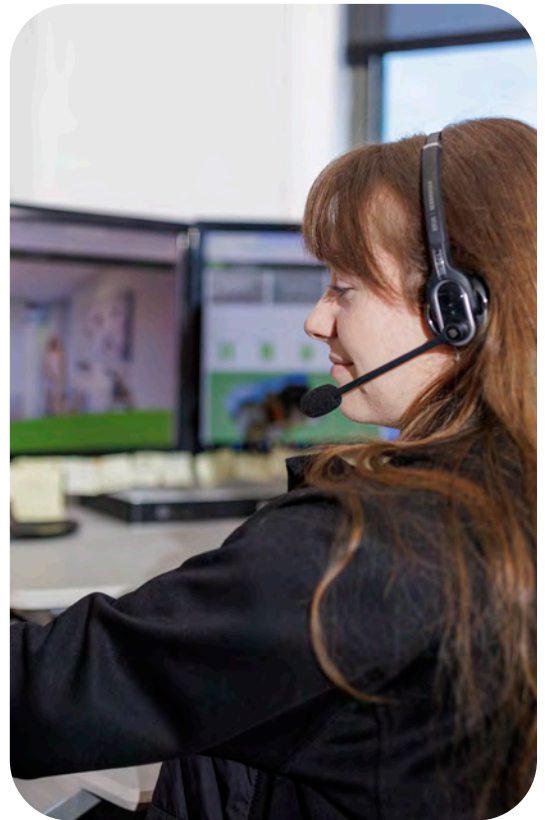
Jason O'Hagan  
Managing Director

# At a Glance

Weathertex is a proudly Australian-made and family-owned manufacturer of sustainable cladding products, based in Heatherbrae, NSW, since 1964. For over six decades, we have been dedicated to producing high-quality, eco-friendly building materials that stand the test of time. Our unique manufacturing process is one-of-a-kind globally, making Weathertex products truly distinctive in the market.

What sets our durable products apart, is the absence of harmful chemicals—no glues, resins, formaldehyde or silica are added. This commitment to a cleaner product contributes to our better-than-zero carbon footprint, further solidifying our position as a leader in sustainable building cladding solutions.

Our dedicated team of just under 150 employees is integral to our success, driving innovation and maintaining the high standards that define Weathertex. We are proud to export our durable and sustainable cladding products to customers across Europe, Asia and Oceania, extending our reach and impact on a global scale.



## Our Core Values



### SUSTAINABILITY

Commitment to environmentally responsible practices and products, aiming to reduce our carbon emission and enhance ecological well-being.



### SAFETY

Prioritise the health and safety of our employees, customers and communities. Maintain rigorous standards in our manufacturing processes and product design.



### EXCELLENCE

Strive for excellence in everything we do, from our product quality to our customer service, ensuring exceptional outcomes and lasting impact.



### INTEGRITY

Uphold the highest standards of honesty and transparency in all our operations, ensuring trust and reliability in our products and relationships.



### COMMUNITY

We value and support the communities we are part of, fostering strong relationships and contributing positively to social and environmental wellbeing.

# International Reach and Exports

From Australia to the world, we provide sustainable cladding solutions for diverse projects.

Weathertex proudly extends its global reach by exporting to 12 countries across Asia, Europe and Oceania. Our commitment to producing durable, sustainable cladding solutions has earned us a reputation for excellence on an international level.

The unique qualities of Weathertex products such as our manufacturing process and superior durability make them a preferred choice for diverse and demanding applications worldwide. Notable projects that highlight the versatility of Weathertex cladding include, the Dubai Lifeguard Beach Huts and the groundbreaking Neom Project in Saudi Arabia. These high-profile projects showcase how our products meet the stringent requirements of both aesthetic appeal and functional performance.

In addition to our global reach, Weathertex has made significant strides in New Zealand, where we have achieved a double-digit increase in sales and coverage. For FY 23/24, New Zealand accounted for 69% of our overall international sales, reflecting our growing impact and success in the region.

International sales increased by 12% compared to the previous year, highlighting our growing impact and success in the global market.

Our expanding international presence and continued growth underscore our dedication to providing innovative and sustainable building solutions that resonate with customers and projects across the globe.

**12%+**

International sales  
overall increase

**69%**

of overall international sales  
was for New Zealand





Weathertex currently exports to New Zealand, India, Dubai, Korea, Italy, France, Israel, Noumea, Netherlands, United Kingdom, Saudi Arabia and Fiji.



### BIG EXPO SAUDI ARABIA

Weathertex Managing Director Jason O'Hagan had the opportunity to chat to Abd Hakmi about Weathertex, sustainability and the Saudi Arabia market heading towards 2030.



### NEOM SAUDI ARABIA

Weathertex Managing Director Jason O'Hagan joined with BeautexWood Managing Director Ranjit SS Dhody to discuss the future of Weathertex products being used in the construction of NEOM in Saudi Arabia.



### DUBAI MARKET EXPANSION

Watch as Ranjit SS Dhody from BeautexWood takes you through Weathertex incredible journey in the Dubai market!



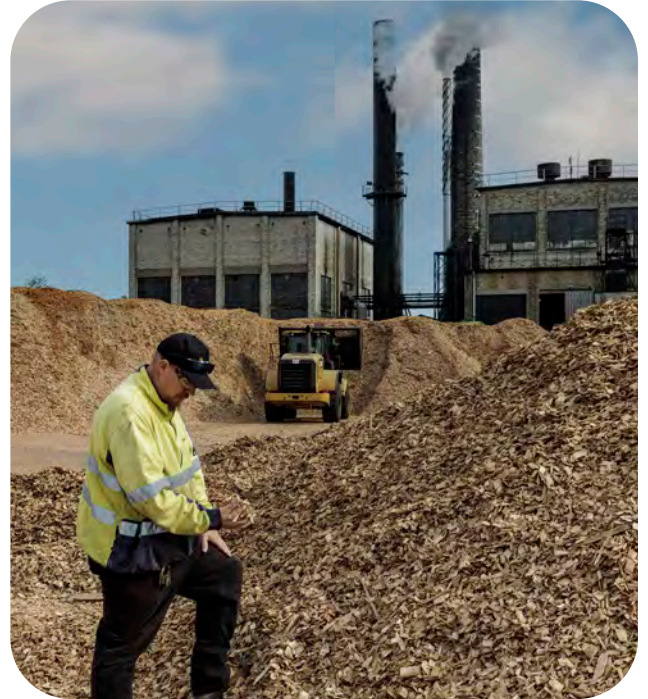
# Looking Ahead

## Forging the Future: Our Path Forward

As we look towards the future, Weathertex remains committed to pushing the boundaries of sustainability, product quality, innovation and responsible growth. Building on the achievements of the past year, we will continue to refine our processes, strengthen our global presence and invest in new technologies that align with our vision for a greener, safer tomorrow.

Our goals are clear: to lead the building industry in sustainability and deliver products that meet the evolving needs of our customers around the world.

With an unwavering focus on quality, safety and community engagement, we are excited to embrace the opportunities ahead and remain at the forefront of sustainable building solutions.



### CHAMPIONING SUSTAINABILITY AND CIRCULAR ECONOMY:



We are committed to reducing the environmental impact of construction by embracing circular economy principles. Our goal is to minimise waste and carbon emissions through innovative product design and promoting the reuse and recycling of materials.

### EXPANDING MARKET PRESENCE:



We plan to grow our market presence both domestically and internationally. By enhancing our distribution networks and exploring new regions, we aim to bring Weathertex's superior products to a broader audience. Reinforcing our position as a market leader in the industry.

### COMMITMENT TO TRANSPARENCY:



At Weathertex, we are dedicated to providing complete transparency to our customers through integrity and accountability. We back our sustainability claims not only with honest communication but also with trusted third-party accreditations, ensuring our practices and products meet the highest standards. By doing so we maintain our commitment to delivering genuine, environmentally responsible solutions.

### DRIVING PRODUCT INNOVATION:



Innovation is at the core of our product development. Weathertex is continually expanding our range of cladding solutions, focusing on sustainability, aesthetic appeal and performance. Our aim is to provide the construction industry with the highest quality materials that align with modern building standards.

### ENHANCING CUSTOMER EDUCATION AND ENGAGEMENT:



Educating our customers about sustainable building practices and the benefits of our products is a priority. Through webinars, conferences, live demos, and other educational initiatives, we strive to empower our clients with the knowledge needed to make environmentally responsible choices.



## 2. SUSTAINABILITY





**6** CLEAN WATER AND SANITATION



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**15** LIFE ON LAND



# United Nations SDGs

## Supporting the United Nations Sustainable Development Goals

At Weathertex, we are proud to align our sustainability efforts with the [United Nations Sustainable Development Goals \(SDGs\)](#). Our commitment to these global initiatives reflects our dedication to creating a more sustainable, equitable and responsible future. Through our innovative, eco-friendly manufacturing practices and our focus on reducing environmental impact, we contribute to the broader mission of addressing critical challenges such as climate action, responsible consumption and sustainable communities.

By supporting the UN SDGs, Weathertex reinforces our responsibility not only to our customers but to the global community, ensuring that we play an active role in building a better world for future generations.



# Our Commitment to Sustainability



At Weathertex, sustainability is at the heart of everything we do. We are deeply committed to minimising our environmental footprint while delivering quality, stylish and durable weatherboards and wall panels.

All Weathertex products are 100% natural, made from 97% hardwood and 3% paraffin wax. Our unique manufacturing process (which does not add harmful chemicals such as glue, resin, formaldehyde or silica) ensures that our products maintain a better-than-zero carbon footprint (i.e. there is more carbon stored in the timber used to make Weathertex than is produced by its manufacture). Weathertex leads the industry in eco-friendly cladding solutions.

We believe that sustainability extends beyond just our products. It's about creating a holistic approach that includes responsible sourcing of raw materials, efficient production practices and fostering a sustainable mindset among our employees, customers and communities. With third-party certifications and programs, such as Global GreenTag and Declare, we ensure that our sustainability claims are verified and transparent.

Looking ahead, we will continue to push for further innovations that not only meet but exceed the evolving demands of environmentally conscious building, while actively contributing to the global goals of climate action and sustainability.

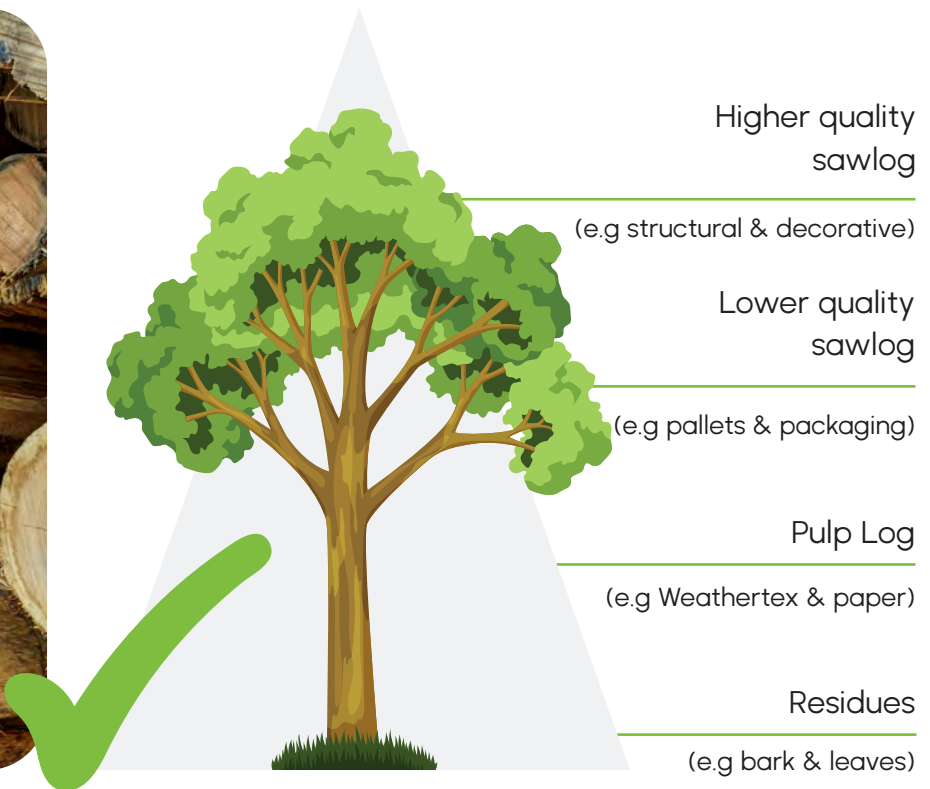
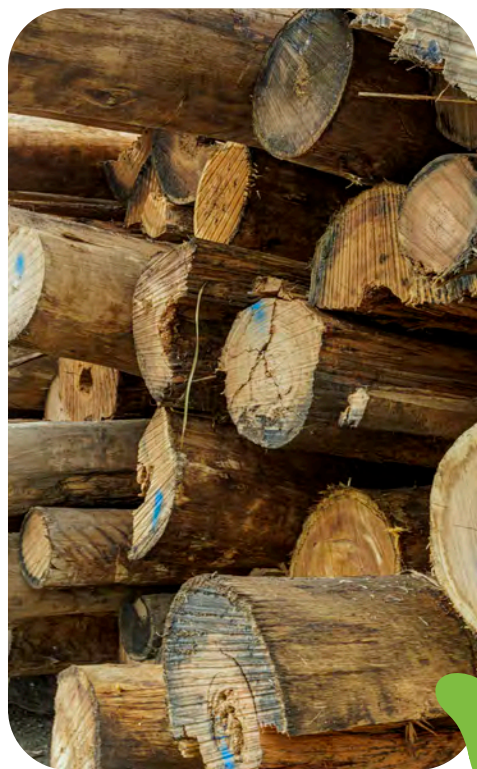
# Third-Party Certification/Programs

## Ensuring Sustainable Integrity

At Weathertex, we are proud to back our sustainability efforts with rigorous third-party certifications, providing transparency and accountability in an industry sometimes plagued by greenwashing. Our products are certified by Global GreenTag, CodeMark Australia and part of the Declare label program, offering assurance that our environmental claims are genuine and trusted.

A notable achievement is that Weathertex was the first manufacturer globally to receive a Platinum LCARate™ and first in the cladding category to receive Platinum HEALTH HealthRATE™ certification from Global GreenTag for Weathertex's Natural Range. Additionally, our primed flat cladding and wall panel sheets have achieved Gold certification, further validating the eco-friendly nature of our products.

Weathertex cladding use only waste timber sourced locally from PEFC and Responsible Wood certified forests and controlled sources, ensuring that our materials come from sustainably managed sources.

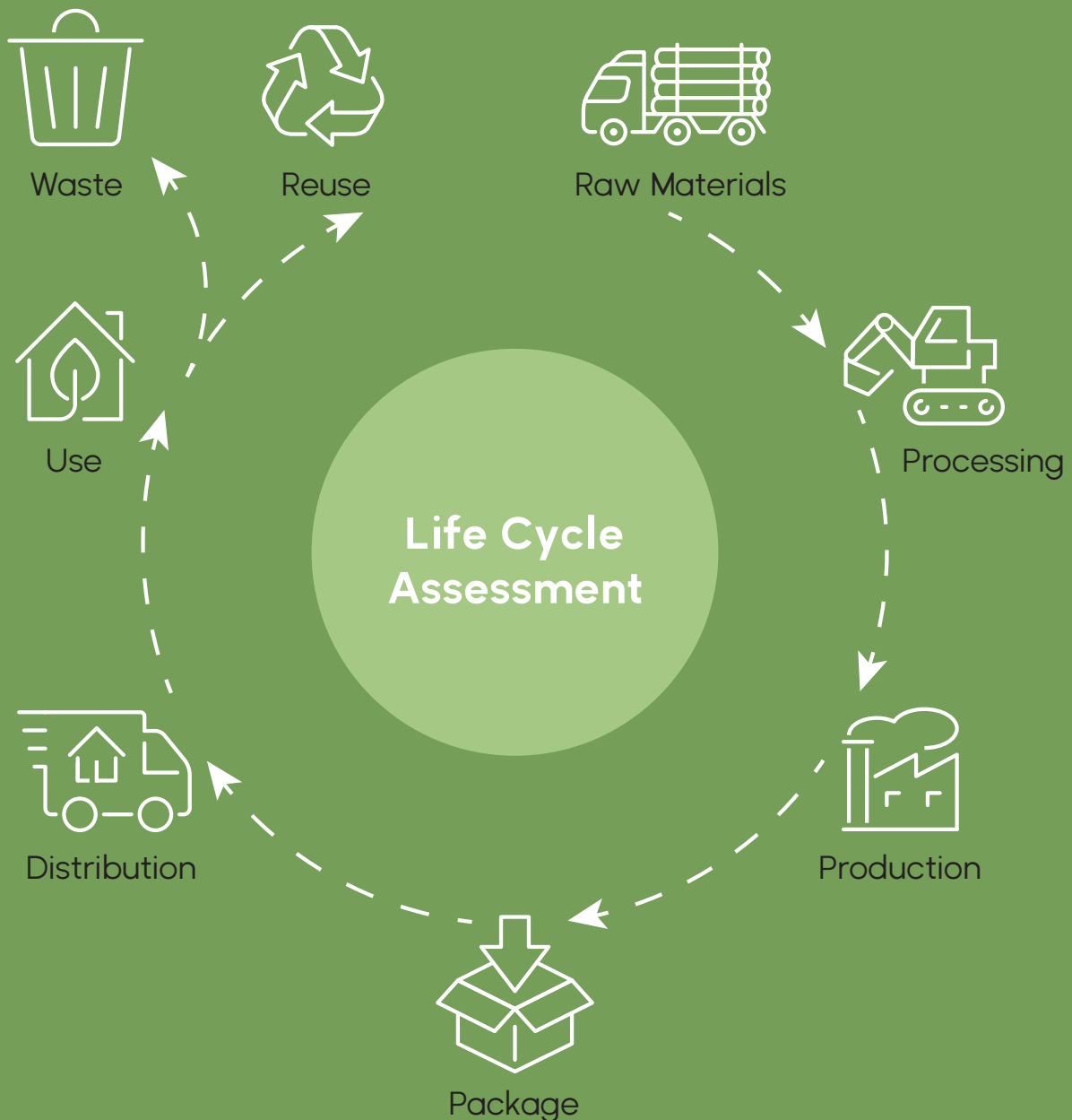


We take harvested timber that is of too low a quality to be used directly for other purposes and re-engineer it into a premium product. By repurposing this otherwise wasted resource, we transform low-grade materials into high-quality, sustainable solutions.



# Circularity Life Cycle

Weathertex positions itself as a sustainable manufacturer of timber-based building materials, focusing on the principles of circular economy to minimise waste and maximise resource efficiency throughout its product lifecycle. Weathertex prioritises sustainability and circularity in its lifecycle:



## Recycling and Reuse

Weathertex supports the recycling and reuse of materials where possible. We have initiatives to recycle production waste and encourage the repurpose of end-of-life products into recycling. This helps to close the loop in the product lifecycle and reduce overall waste generation.

## End-of-Life Considerations

At the end of their useful life, Weathertex products can be chipped and used for mulch, recycled or repurposed rather than ending up in landfills. This is part of Weathertex's commitment to circularity, ensuring that materials retain their value and are reintegrated into the economy.

# Sustainable Manufacturing

Our manufacturing facility operates in Heatherbrae NSW. We transform sustainably sourced hardwood into high-performance cladding using a unique steam and pressure process, eliminating the need for harsh chemicals. By prioritising sustainable operations and minimising emissions, we ensure that every Weathertex product reflects our commitment to reducing environmental footprints while maintaining industry-leading durability and aesthetic appeal.

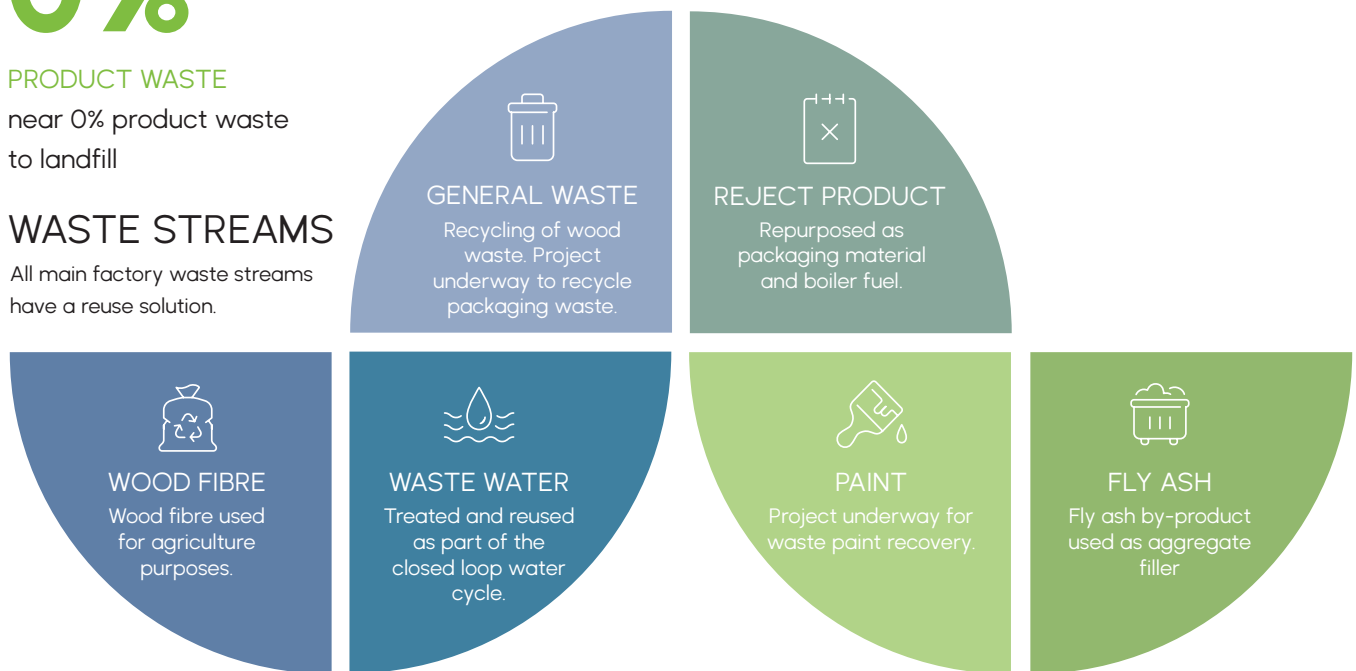
# 0%

## PRODUCT WASTE

near 0% product waste to landfill

## WASTE STREAMS

All main factory waste streams have a reuse solution.



We are constantly striving to improve our manufacturing efficiencies and continuously refining our processes to eliminate waste. Through our waste stream utilisation efforts, we've achieved near-zero product waste to landfill. Any waste produced is either **converted onsite into packaging materials or biofuel for energy generation**. Offsite, we collaborate with NSW EPA-approved resource recovery and waste utilisation programs, ensuring that even our by-products are put to responsible use.

# -19%



## ENERGY REDUCTION

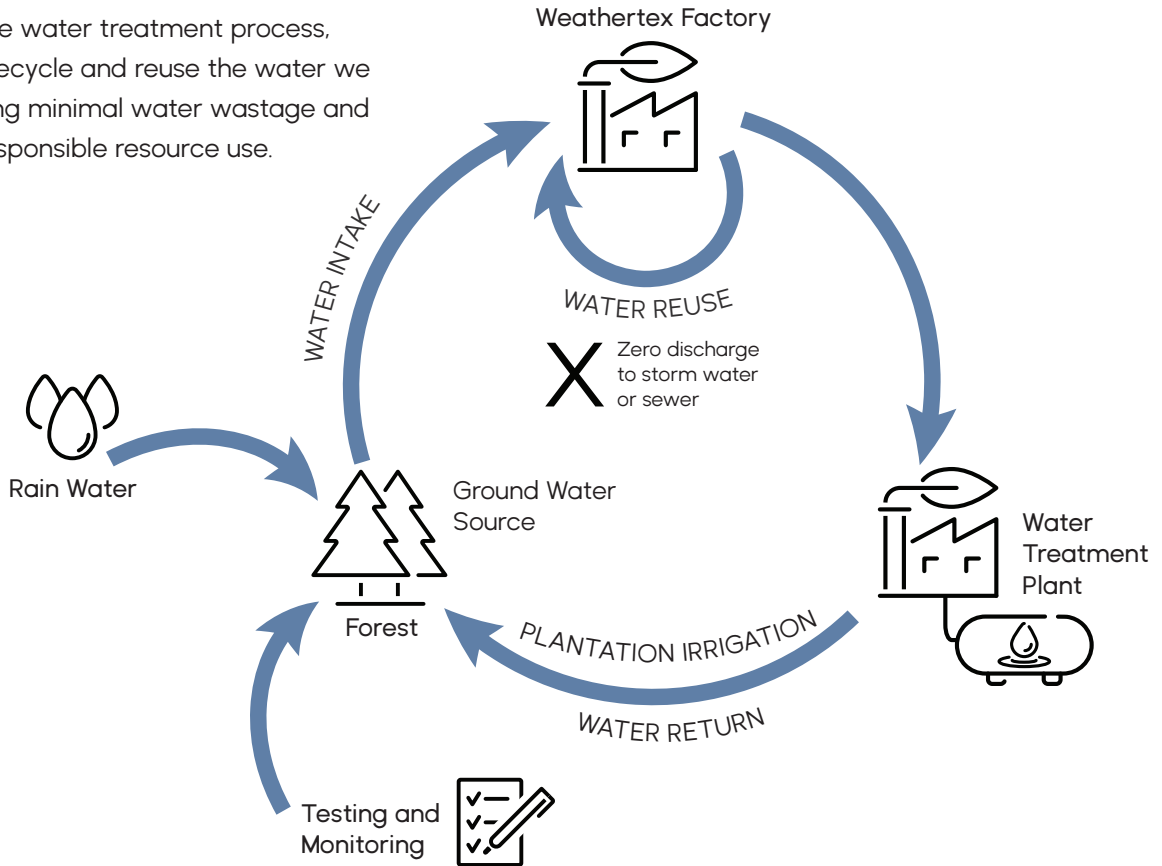
Weathertex is committed to reducing the amount of energy needed to produce our products. Over the last four years through continuous improvements, production efficiencies and eliminating waste, we've been able to reduce energy input required to manufacture each piece by 19%.

# 0%

## WATER WASTE

near 0%

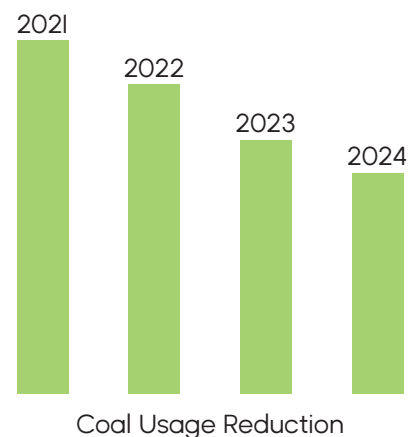
Our innovative water treatment process, allows us to recycle and reuse the water we utilise, ensuring minimal water wastage and promoting responsible resource use.



# -38%

## COAL USAGE REDUCTION

Through energy improvement initiatives and use of reject product as boiler fuel, Wehertex has achieved a 38% reduction in coal usage.



Additionally, we are also committed to partnering with freight providers that are pursuing similar sustainability initiatives in their businesses and utilise modern transport fleet with improved fuel consumptions.

This commitment to sustainable operations and partners not only reduces our environmental impact but also reflects our dedication to innovation and responsible manufacturing, contributing to a cleaner, more efficient future for the building industry



# Commitment to NET ZERO

Looking ahead, our next goal is to achieve net zero emissions throughout our entire business operations. While we already have a better than zero carbon footprint for our products, we are dedicated to continuously improving our processes and reducing our environmental impact even further to reach this milestone. This accomplishment positions Weathertex as a leader in the building industry, demonstrating that environmentally responsible practices can deliver meaningful results.



# 3. OPERATIONS





**8** DECENT WORK AND ECONOMIC GROWTH

**10** REDUCED INEQUALITIES

**11** SUSTAINABLE CITIES AND COMMUNITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

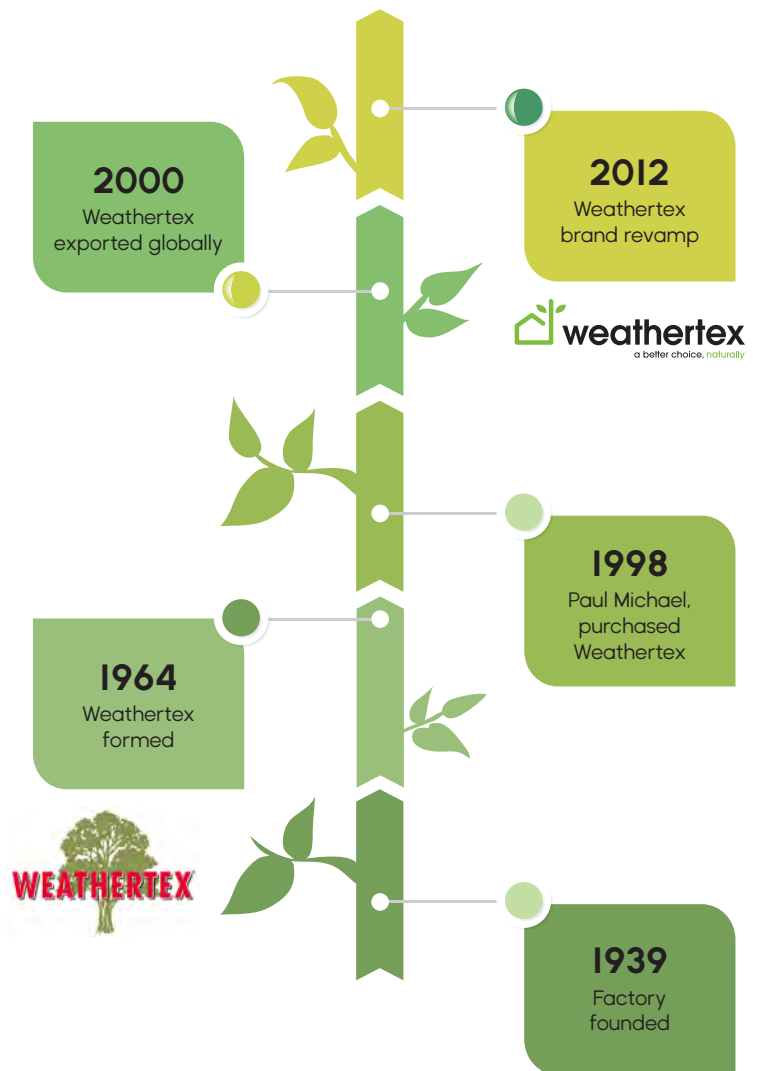
**15** LIFE ON LAND

# History of Weathertex

Since our inception in 1939, Weathertex has built a strong legacy as an Australian-made, family-owned cladding manufacturer, based in Heatherbrae, NSW. Our factory has been a hub of innovation, blending both old and new technologies to create one-of-a-kind, sustainable cladding products.

Over the years, we have made substantial investments in our factory to support continuous production advancements. These include enhancing our painting facilities and introducing modern computerisation systems to improve efficiency, quality control and output. By incorporating new technologies while preserving time-tested methods, we have created a manufacturing process that is truly unique.

As the Weathertex brand continues to evolve, we remain committed to growth, expanding our capabilities to meet increasing demand both domestically and internationally. Our journey is far from over and we are excited to continue driving innovation in sustainable building solutions for the future.



**85 Year**

old factory in Heatherbrae, NSW



**120 +**

locally employed for over 50 years







The board machine (left) and steam presses (below) are distinctive pieces of manufacturing equipment vital for producing Weathertex products. Remarkably, the board machine has been part of the factory since its inception in 1939.



# Manufacturing Process

Our commitment to innovation and sustainability shines through our unique manufacturing process.

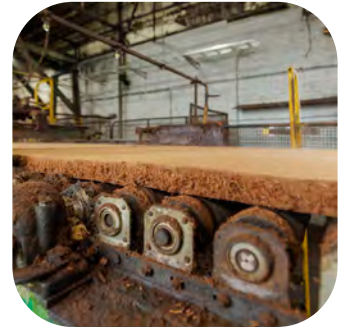
## Step 1

Weathertex comes from REAL timber sourced from sustainably harvested PEFC certified and controlled sources.



## Step 5

At this stage the "wet-lap" is approximately 60% moisture and around 35mm thick.



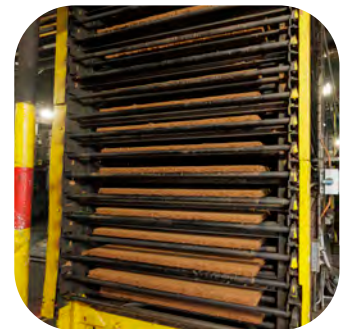
## Step 2

Logs are then reduced to chips using a high volume chipping machine.



## Step 6

The "wet-lap" is then fed into the hydraulic press for 26 minutes where steam platens "cook" the finished sheets.



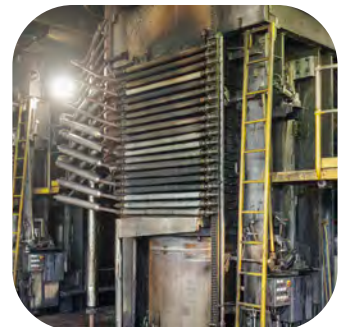
## Step 3

The woodchips are then fired, using high pressure steam, through the Mason guns, the only two of their type in the world.



## Step 7

Stainless steel and nickel plates are used in the press to emboss the easily recognised textures of our feature sheets.



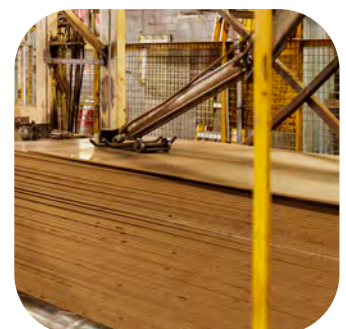
## Step 4

Our wet process adds 3% wax and water to the fibres passing through a board machine and reconstituted into what is known as "wet-lap".



## Step 8

The sheets emerge from the presses having been reduced to around 10mm thickness.





## 3D Factory Tour

Embark on a virtual journey through innovation with Weathertex's 3D factory tour in Heatherbrae, all from the comfort of your own space.

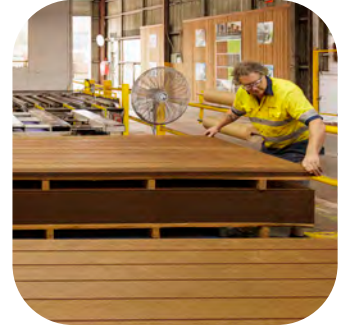
### Step 9

After being sorted into textures, the sheets are then humidified and processed through the planer, to ensure all sheets are 9.5mm thick.



### Step 13

Our quality control teams grade the weatherboards and architectural panels as they exit the paint line.



### Step 10

Now 9.5mm thick, the sheets are processed into weatherboards or architectural panels using multisaw and/or groovers.



### Step 14 (Primelok)

Weathertex's innovative "Primelok" systems utilises a special spline machine to insert the spline into the board.



### Step 11

The sheets have now become a Weathertex profiled Weatherboard or architectural panel. Our preprimed range receive their first primer coating.



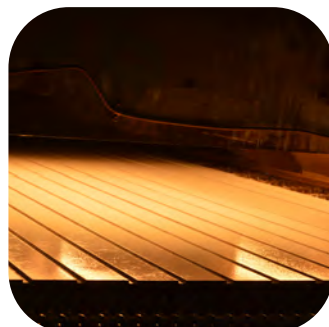
### Step 15

Almost ready for despatch, Weathertex is then packed and wrapped using an orbital plastic wrapping machine.



### Step 12

The boards then enter the infra-red ovens to cure, where they reach temperatures in excess of 70°C.



### Step 16

Safely packed, it is now ready to begin the journey to warehouses and building projects throughout Australia and the World.



# Responsible Supply Chain

## Sourcing with Integrity

At Weathertex, we are committed to ensuring that our supply chain aligns with our sustainability and ethical values. We source our raw materials and accessories responsibly, adhering to the principles of modern slavery prevention and human rights protection.

Weathertex collaborates closely with industry-leading organisations such as PEFC and Responsible Wood, as well as other timber related associations, to ensure that resource efficiencies and sustainable practices are upheld throughout our supply chain.



### Key Highlights of Our Supply Chain:

We take pride in sourcing all our raw materials locally reducing environmental impact and supporting the domestic economy.

By working with certified and controlled sources, we ensure that the timber we use is responsibly harvested, supporting the regeneration of forests and maintaining biodiversity.

All timber is sourced within a 250-kilometer radius of our factory in Heatherbrae, NSW. This proximity reduces the need for long-haul transportation, significantly cutting down on truck fuel consumption and lowering our carbon footprint.



# Future Plans for the Factory

## Investing in Sustainable Growth

Weathertex is committed to continuing its legacy of innovation and sustainability by making significant investments in our factory to support future growth and efficiency.

**Over the next 3 years, we plan to invest \$6 million** in several key initiatives that will enhance our production capabilities, improve sustainability and ensure that Weathertex remain at the forefront of environmentally responsible manufacturing.

### Key Project Initiatives:

#### RECOVER AND REUSE ENERGY:

Harness waste energy from production processes and repurpose it to reduce energy consumption, improving sustainability across operations.

#### EXPAND RENEWABLE ENERGY SOURCES:

Transition to cleaner, renewable energy by increasing the proportion of energy derived from non-fossil fuel sources, aligning with our commitment to environmental responsibility.

#### REDUCE RAW MATERIAL CONSUMPTION:

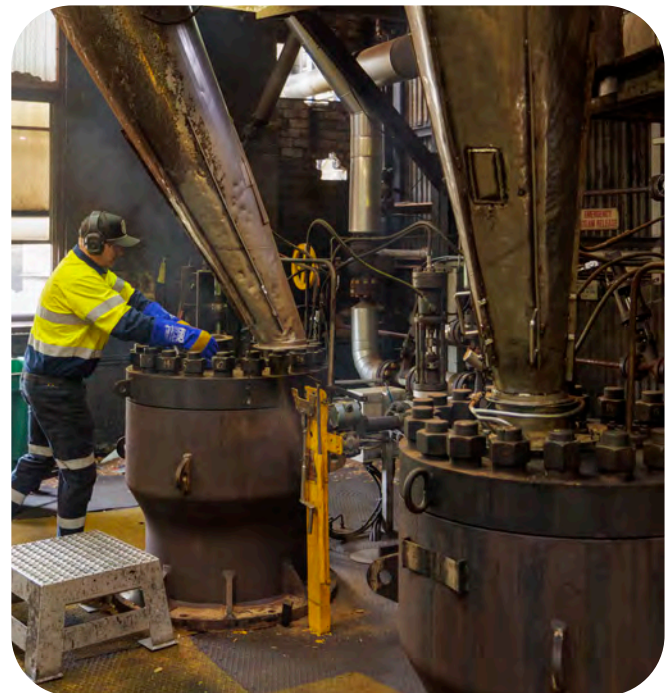
Implement resource-saving strategies and optimise material usage to minimise environmental impact and lower production costs.

#### MINIMISE WASTE GENERATION:

Develop advanced waste management systems to significantly cut down on industrial waste, contributing to a more sustainable production cycle.

#### BOOST OPERATIONAL EFFICIENCY:

Streamline processes and adopt cutting-edge technology to maximise productivity and improve overall performance across operations.



Our Targets:

# 2.5%

Reduction in raw material use.

# 20%

Reduction in our direct carbon emissions.

# 600t

per annum reduction in waste generation.

## 4. EMPOWERING SAFETY





**3** GOOD HEALTH AND WELL-BEING



**8** DECENT WORK AND ECONOMIC GROWTH



**10** REDUCED INEQUALITIES



# Commitment to Workplace Safety

At Weathertex, safety is at the heart of everything we do.

At Weathertex, we are dedicated to maintaining a safe and healthy environment for our employees, partners and the communities we serve. From our manufacturing operations to our products, we prioritise safety as an integral part of our business.

Weathertex is committed to delivering quality controlled products to our clients whilst maintaining a workplace that is safe and without adverse risk to the environment. Weathertex operates an integrated Quality, Work Health and Safety and Environmental (QHSE) Management System.

By embedding safety into our culture and operations, Weathertex not only safeguards our people but also strengthens the reliability and sustainability of our products.

## USING POSITIVE PERFORMANCE FOR CONTINUOUS SAFETY IMPROVEMENTS

Safety inspections and observations are undertaken by supervisors, team leaders and the leadership team, engaging with workers to mitigate risks within the business.



Weathertex recognises the importance of providing workers in safety critical roles with the skills and knowledge in order to work effectively and deliver safe outcomes.



By developing and implementing positive safety culture programs Weathertex's goal is to be an employer by choice.



Safety is recognised within Weathertex through a reward and recognition program.





# Core Safety Values

Our core values have been established to provide guidelines to our workers. Our values provide a behavioural framework around our risk management process within our business. The key element of success within the business rests in the resourcefulness and competence of our workers and the openness, honesty, partnership, flexibility, responsiveness and innovation of our company.

Weathertex has a duty of care under Workplace Health and Safety and Environmental Legislation to provide a safe and healthy working environment.

01



## RISK MANAGEMENT

Weathertex adopts a strategic risk management approach by identifying, assessing and prioritising risks, as well as developing and implementing strategies to mitigate or minimise those risks to the business.

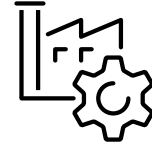
02



## MONITORING

Weathertex monitors performance against objectives and targets, effectiveness of work, health, safety, environmental controls, product conformity and compliance with legislative requirements.

03



## IMPLEMENTATION

Implementation and effectiveness of our work, health, safety and environmental controls are continually monitored and reviewed to maintain compliance through scheduled site inspections, safety observations, safety leadership walks, internal and external auditing.

COME TO WORK SAFE,  
WORK SAFE,  
GO HOME SAFE...  
EACH AND EVERY DAY



## 5. OUR PEOPLE

OUR PEOPLE ARE OUR  
GREATEST ASSET,  
DRIVING INNOVATION,  
SUSTAINABILITY AND  
COMMUNITY IMPACT  
EVERY DAY.





4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

# Our Team

At Weathertex, our people are the cornerstone of our success. We take immense pride in our diverse, talented and dedicated team who bring their passion and expertise to every aspect of our business.

Our workforce is a vibrant mosaic of individuals from various backgrounds, cultures and experiences, all united by a shared commitment to excellence and sustainability.

We believe in empowering our employees to reach their full potential. Through continuous learning opportunities, professional development programs and a culture of innovation, we ensure that our team members are equipped with the skills and knowledge to excel in their roles. Our inclusive environment encourages collaboration and open communication, fostering a sense of belonging and mutual respect.

Our people are more than just employees; they are our greatest asset. Their dedication and hard work drive our mission to deliver high-quality, sustainable products that make a positive impact on the environment and our communities. Together, we are Weathertex—building a brighter, sustainable future, one board at a time.



**142**

Employees



**29%**

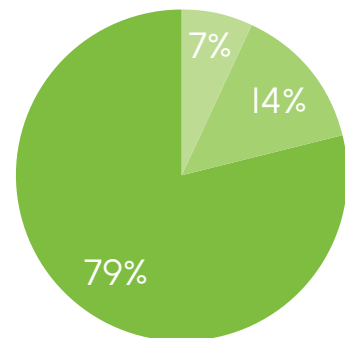
have a 10+ year tenure



**89%**

live locally to the Heatherbrae factory

Location of Employees in NSW



Employee Occupation Distribution

- Manufacturing
- Sales & Marketing
- Administration





# Workplace Diversity

At Weathertex, we believe in fostering an inclusive and equitable workplace where every individual, regardless of gender, can thrive and succeed. Our commitment to gender equality is not just a statement but a core value that drives our policies, practices and culture. We recognise that a diverse workforce enhances our creativity, innovation and overall business success.

Weathertex is committed to providing equal opportunities for all employees. We ensure that our recruitment, promotion and compensation practices are fair and unbiased. We actively seek to eliminate any form of gender discrimination and strive to create a balanced representation across all levels of our organisation.

Weathertex is dedicated to nurturing talent and developing leaders from all backgrounds. We provide mentoring, training and career development programs aimed at empowering women and men equally. Our leadership team is committed to promoting gender diversity and supporting the growth of future leaders within the company.



WOMEN REPRESENT

**11%**

of Employees

**27%**

of Management

Diversity drives our innovation at Weathertex, where every perspective matters.



# Culture

As a company, we believe that a strong corporate culture is the foundation of our success. Our culture is built on principles of integrity, innovation and collaboration. We strive to create an inclusive environment where every employee feels valued and empowered to contribute their best. By fostering a culture that encourages open communication and continuous learning, we ensure that our team remains agile and responsive to the ever-evolving needs of our customers and the market. Our commitment to a positive and dynamic workplace culture drives our ability to deliver high-quality, sustainable products that set the industry standard.

## EMPLOYEE RECOGNITION

At Weathertex, we believe in celebrating our dedicated team members who consistently go above and beyond in their roles. To honor their hard work and commitment, we proudly recognise outstanding achievements with our "Employee of the Quarter" and "Employee of the Year" awards. These accolades highlight the exceptional contributions and positive impact our employees have on our company and our customers. By acknowledging their efforts, we aim to foster a culture of appreciation and excellence, inspiring everyone at Weathertex to strive for greatness in all that they do.

## CHARITY EVENTS

Over the past few years at Weathertex, we have faced the heartbreaking loss of two team members to cancer. This had a profound and devastating impact on all of us. In response, we've organised several BBQ's and morning tea's to not only boost team morale but also to raise money for vital cancer and mental health charities. All donations from our employees, along with the company contributions from these events, were contributed to relevant charities in the hope that, together, we can make a difference in the fight against cancer.



## TEAM BONDING EXPERIENCES

We understand the importance of a united and cohesive team. To strengthen our bonds and foster a sense of camaraderie, we regularly organise team bonding activities. These events are designed to bring our coworkers together in a relaxed and enjoyable environment, promoting teamwork, enhancing communication and building lasting relationships. By investing in these experiences, we aim to create a supportive and collaborative workplace where everyone feels valued and connected. Together, we achieve more and our team bonding activities are a testament to our commitment to a positive and united company culture.



# Support & Wellbeing

As a business we are dedicated to the support and wellbeing of our employees, ensuring they thrive both personally and professionally.

## TRAINING AND DEVELOPMENT

Our comprehensive training and development programs are designed to enhance skills, foster career advancement and ensure our team remains at the forefront of industry innovation. Through a variety of workshops, courses and on-the-job training opportunities, we empower our employees to reach their full potential. By investing in our team's professional development, we not only drive the success of Weathertex but also create a dynamic and fulfilling workplace where everyone can thrive.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

As a business we are dedicated to the support and wellbeing of our employees, ensuring they thrive both personally and professionally. We prioritise the wellbeing of our employees by offering a comprehensive Employee Assistance Program (EAP). Unlike other EAP programs, Weathertex's EAP therapists are professionally qualified psychologists, not just counsellors. This confidential service provides support for personal and work-related challenges. We believe that a healthy, supported workforce is key to our success and our EAP is a vital part of our commitment to the overall wellbeing of every Weathertex employee.







# 6. PRODUCTS





# Our Products

## Sustainable, Durable and Innovative

At Weathertex, we offer a wide range of cladding solutions that combine durability, sustainability and versatility. Our products cater to diverse architectural needs while maintaining our commitment to sustainable manufacturing.

### Weatherboards:

Weathertex weatherboards are designed for ease of installation and exceptional durability. Every Weathertex weatherboard product is crafted with precision to provide unique benefits for residential, multi-residential and commercial applications.

#### PRIMELOK

Known for its ease of installation, Primelok weatherboards come with an innovative design that allows for quicker installation. It features a built-in locking system, reducing labour time and ensuring a strong, seamless finish.



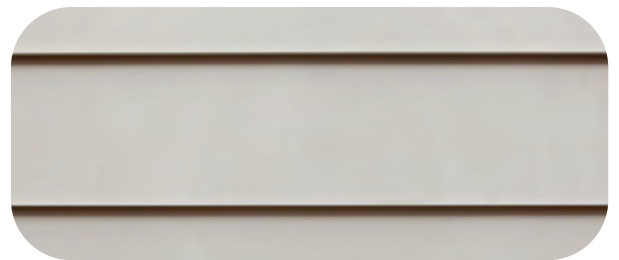
#### SELFLOK

Selflok flat panel weatherboard offers a fresh alternative to traditional lapped planks. Its flexibility (up to a 2.5m radius), various designs and finishes, makes it the perfect weatherboard choice to achieve the ultimate design.



#### CLASSIC

The Classic range is a cost effective weatherboard solution with all the durability, sustainability and low maintenance that Weathertex is known for.



### Wall Shingles:

Weathertex wall shingles are an innovative cladding option that combines the traditional shingle look with modern materials and technology.



**Natural Wall Shingles:** These shingles offer a natural timber texture, providing a rustic, organic aesthetic that's perfect for unique architectural designs. Natural Wall Shingles can be stained, painted or left to fade.

**Smooth Wall Shingles:** Offering a more contemporary, sleek finish, Smooth Wall Shingles are ideal for modern buildings, combining clean lines with the charm of shingle cladding.

## Architectural Panels:

Weathertex architectural panels provide versatile solutions for both internal and external applications, and are available in a variety of styles and textures to suit any design requirement.

### WEATHERGROOVE

The largest panel in our range, Weathergroove is perfect for large surface areas. It offers a wide range of vertical grooved profiles, textures and sizing, making it one of the most popular in the market.



### RUBIX

Perfect for modern architecture, these square and rectangle panels provide a unique, stylish look with easy installation and superior durability.

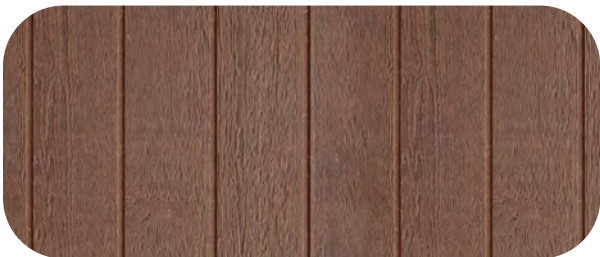


## Natural Range:

Weathertex is proud to be the first manufacturer globally to achieve a Platinum LCARate(TM) certification from Global GreenTag for our Natural Range. This range combines sustainability with a striking raw timber aesthetic.

### WEATHERGROOVE (ARCHITECTURAL PANELS)

Perfect for architects and builders looking for a natural, textured timber appearance. Weathergroove Natural offers large vertical grooved architectural panels with the natural beauty of raw timber.



### SELFLOK (WEATHERBOARD):

Our Selflok Natural cladding combines the timeless appeal of natural timber with cutting-edge self-locking technology, ensuring a sleek, flawless finish with every installation.



# Versatile Applications

Weathertex products are designed to offer flexibility and durability for a wide range of applications, providing specifiers, builders and homeowners with innovative and sustainable solutions for both residential and commercial projects. Our cladding systems are ideal for various environments and architectural styles, allowing for creativity and practicality in design.



**Residential Homes:** Weathertex is popular external and internal cladding in new home constructions and renovations. It provides a timeless appeal, making it ideal for both modern and traditional home designs.



**Multi-residential projects:** Weathertex provides a cost-effective and visually appealing solution for external cladding on apartments, townhouses and complexes.



**Education & Public Buildings:** Schools, community centers and government buildings often use Weathertex for its durability, low VOC and eco-friendly attributes.



**Aged Care & Over 50s:** Weathertex is a popular choice for aged care and retirement village projects due to its low maintenance, durability and aesthetic appeal. Its use in these facilities ensures a comfortable environment for residents.



**Modern Methods of Construction/Prefab/ Tiny Homes:** Architects and designers use Weathertex to achieve specific visual effects in both interior and exterior applications.



**Commercial Buildings:** Weathertex is used in commercial construction projects, including offices, retail spaces and hospitality venues.

# Product Compliance

At Weathertex, we are committed to ensuring that all our products meet the highest regulatory standards and industry requirements. This dedication to compliance means our customers can rely on the quality, safety and environmental performance of every Weathertex product.



## GLOBAL GREENTAG EPDs:

Weathertex is also accredited with Global GreenTag Environmental Product Declarations (EPDs), confirming that our products meet stringent environmental performance standards. This reinforces our commitment to transparency and sustainability, providing clear environmental data for our customers.



## BRANZ APPRAISAL IN NEW ZEALAND:

Weathertex holds BRANZ appraisals in New Zealand, ensuring our products meet or exceed local building regulations. This is a trusted certification across the country, verifying the suitability and safety of our cladding systems in various projects.

## CODEMARK CERTIFIED:

Weathertex products are CodeMark certified, providing independent third-party verification that our cladding solutions comply with the National Construction Code (NCC) in Australia. This certification offers peace of mind to architects, designers, builders and certifiers.



Through these certifications, Weathertex continues to meet rigorous national and international standards, solidifying our position as a leader in sustainable, compliant cladding solutions.



# Online Services

At Weathertex, we understand how busy our customers are and we are always striving to enhance the convenience and efficiency of our online services and customer service. In our domestic market, we offer a range of services to streamline project planning, technical advice and access to essential resources.



01

## FREE ONLINE SAMPLE SERVICE

Customers can easily order samples of our cladding profiles directly to their home or office. This service ensures that builders, architects and homeowners can assess the look and feel of our products before committing to larger orders.



02

## FREE ONLINE TAKEOFF SERVICE

For projects with more than two dwellings, customers can submit their plans to us and we will provide a comprehensive bill of quantities. This includes all profiles and accessories needed, ensuring accuracy and that nothing is overlooked in the ordering process.



03

## PROJECT SPECIFICATIONS TOOL

This tool allows customers to input various specifications for their project—such as framing type, class type and preferred profile. Based on the input, we provide all relevant data, accreditations and compliance information needed for the project.



04

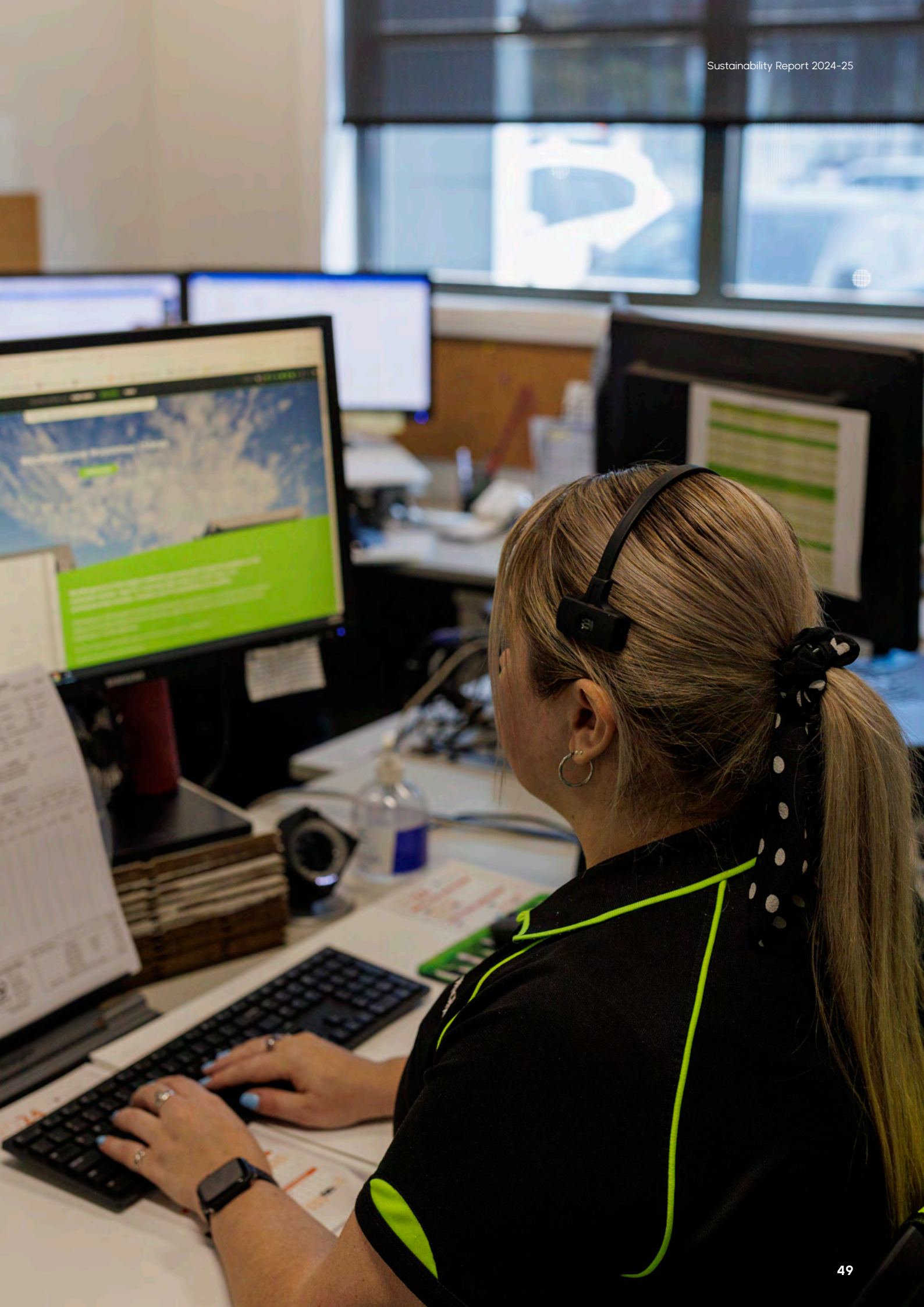
## REQUEST HARDCOPIES

Customers can request hard copies of our Product Catalogue, Installation Manuals and our annual Sustainable Design Trends magazine to be delivered directly to their home or office, giving them access to information and inspiration for their next project.



These services reflect our ongoing commitment to providing our customers with the tools and resources they need to make informed decisions and streamline their projects, all with the convenience of online accessibility.






# 7. COMMUNITY

**MAKE IT WOOD**  
Do your world some good.  
**PLANETARK**


## WOOD IS RENEWABLE

**The Ultimate Renewable**

Ecological Footprinting:  
*'Living on nature's interest, not its capital.'*



A typical Aussie frame and truss home uses about 12 cubic metres of radiata pine. This can be regrown in Australian plantations in approx. two and half minutes





4 QUALITY EDUCATION



5 GENDER EQUALITY



# WeatherTex Wellness

Strong foundations start with a healthy mind.

At WeatherTex, we are deeply committed to giving back and making a positive impact, both locally and globally. Our involvement in various community initiatives focuses on mental health, education, sustainability and local causes.



WeatherTex Wellness Month & Partnership with TradeMutt: We host WeatherTex Wellness month in October each year which focuses on mental health within the building industry. We've partnered with TradeMutt, to create meaningful collaborations, supporting our employees and customers in the construction industry and promoting mental health awareness and well-being.



WeatherTex custom TradeMutt pattern

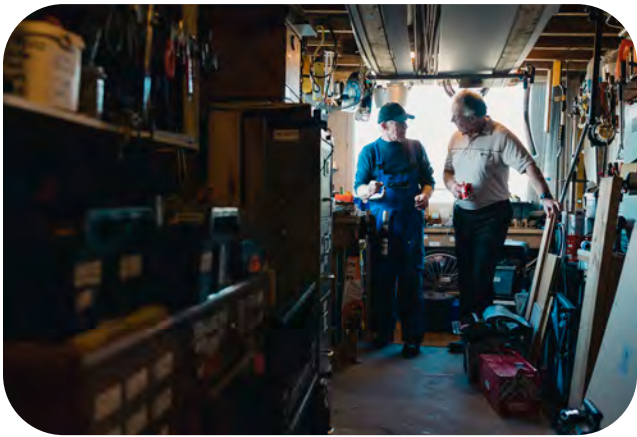
Building upon the success of our Wellness Collaboration with TradeMutt, WeatherTex is excited to unveil its very own custom designed pattern for TradeMutt shirts. This unique design features a 'Sustainable Australiana' theme that resonates with the WeatherTex brand. The unique design reflects our commitment to promoting wellness and is a great conversation starter that can be worn with pride.



# Supporting Our Communities

## MENS SHED

We're proud to support our local community by donating our products to the local Men's Shed. This initiative helps retired men stay active and engaged, giving them the materials they need to work on various projects. By contributing to the Men's Shed, we're not only providing high-quality materials but also fostering a sense of purpose and camaraderie.



## TAFES AND EDUCATIONAL PARTNERSHIPS

Weathertex supports local TAFEs and other educational institutions by donating products and resources to aid in the training and development of future tradespeople, furthering skills development in the construction industry.



## PORT STEPHENS MAYORAL ACADEMIC SCHOLARSHIP

For the past 10 years, Weathertex has proudly supported the Port Stephens Mayoral Academic Scholarship, providing financial support to local students pursuing higher education. This reflects our dedication to investing in the future leaders of our community.



## PACIFIC ISLANDS - VANUATU & SOLOMON ISLANDS

We contributed to the Vanuatu community by donating cladding to help build a school in Port Vila, providing much-needed materials to improve the local educational infrastructure. In addition to these, we have proudly contributed to the construction of five other remote region schools, hundreds of homes for families devastated by major cyclones and helped build the new Solomon Islands High School.

These partnerships are greatly valued and the gratitude expressed by the people of Vanuatu and Solomon Islands touches our hearts deeply. We are committed to continuing our support for the most marginalised communities and are grateful for the opportunity to make a positive impact.



## SUSTAINABLE RESEARCH COLLABORATION

Weathertex is actively involved in sustainable research, partnering with universities to explore innovative solutions for the building industry. These collaborations help us remain at the forefront of sustainability in construction.



## FACTORY FUNDRAISERS

Our factory team regularly hosts morning teas and fundraising events to support various charitable organisations. These efforts foster a sense of community within the company while raising funds for important causes.





**ONE TEAM, GROWING TOGETHER  
TO MAKE A DIFFERENCE**