



'23/24 FY

IMPACT REPORT

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Down to Earth Beer.

At Rocky Ridge Brewing Co, we take a couple of things very seriously: making F*cking good beer, and protecting the planet.

Sustainability isn't a marketing strategy – it's who we are at our core. We're not interested in greenwashing or half-measures.

We're Australia's first brewery to achieve both Certified Sustainable status and Carbon Neutral certification, and we're not stopping there.

Our mission. Net Zero. Soon.

People. Planet. Beer.

Rocky Ridge Brewing Co. was born on April 22nd, 2017, in Jindong, Western Australia – yeah, where the f*&^ is that? About 15 kilometers south of Busselton, nestled in the heart of the Margaret River Wine Region, sits a 100-year-old family dairy farm that would become the birthplace of something pretty bloody special.

Rocky Ridge was established with a simple but powerful idea: what if we could brew exceptional beer that actually gave a shit about the planet? The story starts like many great brewery tales – with a night of too many beers. But the lightbulb moment wasn't just "we could make beer." It was deeper than that. Sitting on a farm that had been in the Coates family for generations, looking at prime pastureland in one of Australia's most fertile regions, the question became obvious: why the hell weren't more breweries using quality, locally-sourced ingredients with real provenance?

From day one, Rocky Ridge was founded on a deep desire to do the right thing. Not just brew good beer – brew beer the right way.

The vision for Rocky Ridge has always been measured in generations, not quarters. It's about building something that lasts – a legacy of quality beer, environmental stewardship, and community connection that will still matter in another 100 years.



Our Seventh Year on This Wild Ride.

'23/'24 FY Highlights

- Rocky Ridge Farm turned 100
- WA Champion Large Brewery – 3rd year running
- Jindong Juicy re-brand launched
- Rocky Ridge Brunswick – our first east coast venture
- 17 new local jobs created, 37 total team members
- Australia's Best Fruit Beer – Rock Candy @ AIBA's
- More than \$30,000 invested in local charities, sponsorships, community support & environmental initiatives
- Renovated our Busselton Taphouse, including 40 new taps!
- Released our Sparkling Hop Water
- Many efficiency upgrades to the Brewhouse in Jindong



'23/24 FY

IMPACT REPORT

01 | PEOPLE



UN Sustainable Development Goals achieved
3 | Good Health & Well-being
8 | Decent Work & Economic Growth

Keeping Our Crew Safe: Beyond Compliance to Culture

We look after each other. We actively design out and minimise risks to both the physical and mental health of our team by building a proactive, "Safety-First" culture across the brewery. Moving beyond regulatory checkboxes, we rolled out a strategic safety framework in the 23/24FY to tackle physical hazards and psychosocial risks head-on. This commitment is built on four core pillars:

- **Open Consultation & Team Participation** – Safety is everyone’s shout. Through regular Toolbox Talks, an open-door policy, and transparent hazard reporting, we empower every team member to step up as a safety leader. This keeps hazard awareness high and drives continuous, crew-led improvements.
- **Smart Hazard Elimination** – We strive to eliminate dangers at the source by rethinking how we tackle high-risk tasks. Whenever possible, we redesign our workflows to completely remove operational hazards before our team ever encounters them.
- **Engineering Out Risk** – We invest in high-tech upgrades and common-sense gear to make the brewery inherently safer. In the 123/24FY, we upgraded our hot-side hardlines, increased brewhouse automation, and brought a shiny new scissor lift for working at height (no more risky ladder use).
- **Support, Training & Empowerment** – A safe brewery is a supported brewery. We champion a culture of open communication, mental health awareness, and practical training, ensuring our crew has the tools, skills, and confidence to succeed safely every day.



UN Sustainable Development Goals achieved

- 1 | No Poverty
- 2 | Zero Hunger
- 8 | Decent Work & Economic Growth
- 15 | Life on Land

Family Owned, People Powered, Community Minded

Old fashioned grassroots connection to people and place is what inspire us as a business, and is the heart and soul of our venues. We strive to collaborate and align with like-minded businesses and organisations in our region by establishing meaningful partnerships and connections.

We are committed to giving back to the communities in which we live and work. While we can't help every cause we come across, we do our best. We support charities, local community groups, sporting clubs and much more. Below is a snapshot of some of the worth causes we have supported over the '23/24FY.

- 35 + Industry Collaboration Brews & Events, including our community Brewmaster for a Day!
- Donated shiny new beers taps to the Busselton Hockey Club, ensuring fresher & cheaper post match beers for the club!
- Cash donation to Busselton Hospice's Go Blue for June Campaign in support of palliative care volunteers in the SW.
- Cash donation to Busselton's Lamp Inc. in support of mental health services in the SW.
- \$28,485 Donated to support Environmental Projects, incl. forest protection & planting projects, and establishment of windfarms in 3rd world countries.

Many cases of beer and gift cards we've handed out to local fundraisers, which we forgot to track how many...whoops!



UN Sustainable Development Goals achieved

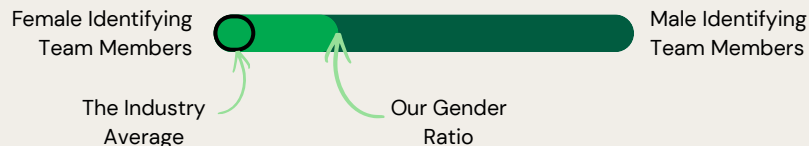
- 1 | No Poverty
- 4 | Quality Education
- 5 | Gender Equality
- 10 | Reduced Inequalities

We Treat Our Team (and Their Pets!) Like Family

We are strong believers that diverse teams are more innovative and more fun! We embrace all employees, regardless of their cultural background, religion, experience, age, sexual orientation, gender identity or personal expression. We seek to create an environment where our team feels safe, valued, and empowered. An environment with zero inequality in opportunities.

The Gender Gap in Beer.

The Australian brewing industry is heavily male-dominated, with data indicating that women make up only about 10% of the Australian brewery workforce. In the '23/'24FY our workforce gender equality ratio was 30% female / 70% male, representing a workplace three times more gender diverse than the industry average.



To support our female identifying staff, we provide memberships to Pink Boots Society Australia – a not for profit society that “aims to assist, inspire and encourage women and gender diverse people in the fermented beverage industry to advance their careers through education”.



Team Travel & Education Opportunities

We believe that company-sponsored travel is a benefit that offers opportunities to advance Rocky Ridge's goals, and the personal lives of our team. Travelling for conferences, collaborations, events and industry shindigs can open many doors, facilitate personal networks, provides new experiences and education opportunities, whilst providing friendly banter between teams and the wider industry.

Below is a snapshot of the team travel & education opportunities in the '23/'24FY.

- Hop Harvest in Nelson, New Zealand
- AIBA Awards in Melbourne, VIC
- Royal Food Awards in Perth, WA
- Hop Harvest in Bridgetown, WA
- WA Good Food Guide Awards in Perth, WA
- Brew Asia in Ho Chi Minh, Vietnam
- Beer & Brewer Awards in Melbourne, VIC
- Collaboration Brew in Woolgoolga, NSW
- Aust. International Beer Awards in Melbourne, VIC
- BrewCon in Gold Coast, QLD
- Froth Town Beer Festival in Perth, WA
- Hop Harvest Festival Beer Event at King Road, WA
- Collaboration grape harvest in Margaret River, WA
- Endeavour Group Supplier Awards in Melbourne, VIC
- Numerous staff undertaking the Diploma in Brewing studies at the CIBD

Sensory Program

In the '23/'24FY we introduced a team sensory program. This is an opportunity for all Rocky Ridge team members to learn about our products, train to critically evaluate them, and how to properly present and serve products, as well as give feedback on both packaged products and in-process tastings.

'23/24 FY

IMPACT REPORT

02 | PLANET



UN Sustainable Development Goals achieved
7 | Affordable and Clean Energy
9 | Industry, Innovation and Infrastructure
11 | Sustainable Cities and Communities
13 | Climate Action
17 | Partnerships for the Goals

When we Count “Our Carbon”, we Count All of it

Rocky Ridge is certified through Certified Sustainable, an independent not-for-profit certification program that validates high environmental and social (ESG) performance.

This isn't a self-declared status – it's independently verified proof that we meet rigorous standards across environmental impact, social responsibility, and governance.

We're the first brewery in Australia to hold this certification.

We're proudly 100% Carbon Neutral for our Scope 1, 2, and 3 emissions through certification with Carbon Neutral Australia.

We measure, reduce, and offset our carbon footprint of all of our beers – from ingredient sourcing to production to distribution to disposal, we mean consumption!

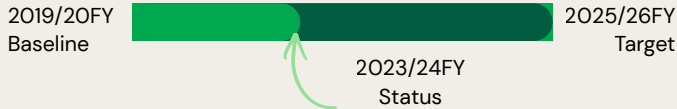
BREWERY FOOTPRINT

In 2020, we set the ambitious goal (Science Based Targets) to reduce our direct operational emissions (scope 1 and 2) to Net Zero by the end of 2025. By the end of the 2023/24 FY we have reduced these emissions by almost 40% from our 2019 baseline.

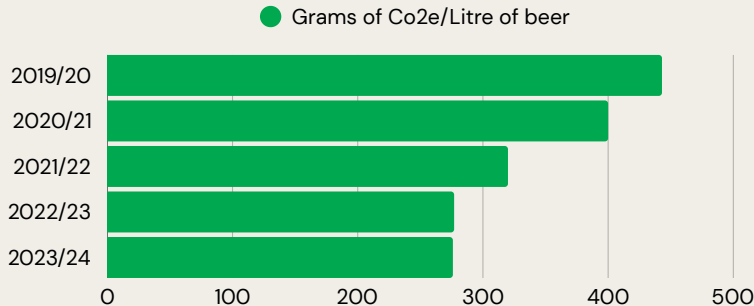
We have also reduced these emissions to just two sources:

- Wastewater fertigation emissions,
- Fuel emissions from fleet transport & power generation.

Since 2019, we've grown production by 230%. Yet we've achieved an emissions reduction of 38%. Reducing CO2e down to just 103g / 375ml can

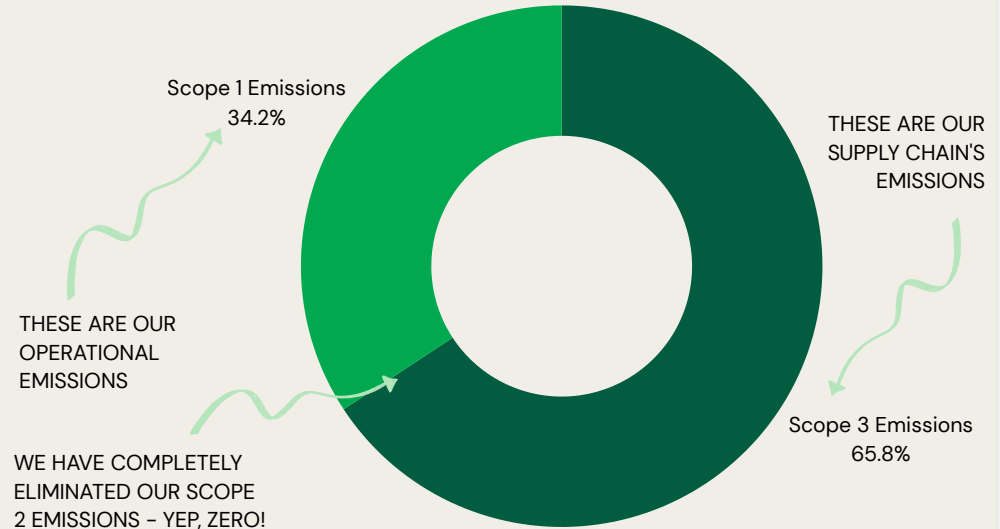


OUR EMISSIONS REDUCTION PROGRESS



TOTAL BREWERY EMISSIONS

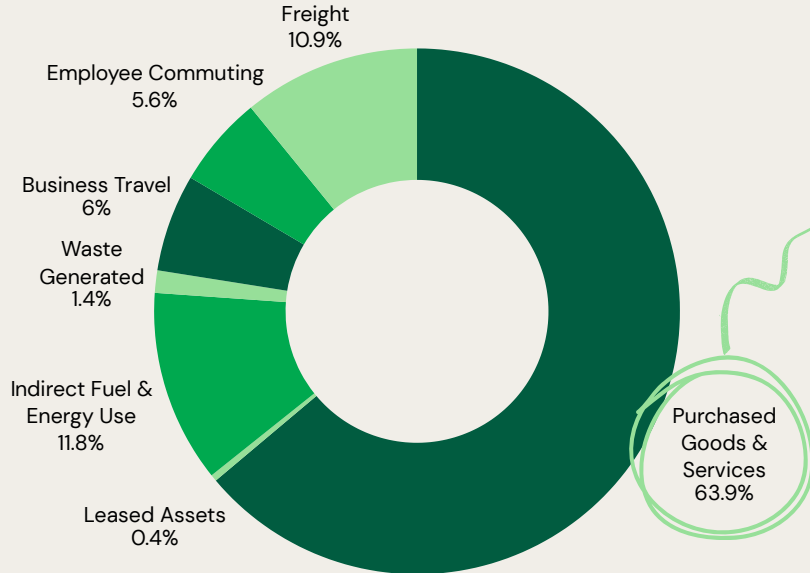
'23/24FY = 761 T-CO2e



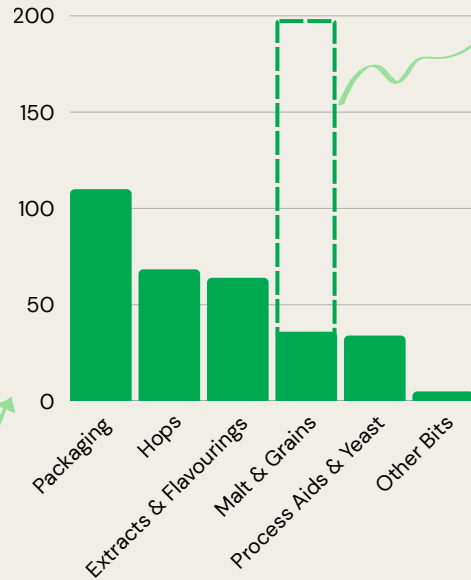
BREWERY FOOTPRINT

BREWERY SCOPE 3 EMISSIONS

'23/24FY = 490 T-CO₂e



BREWERY PURCHASED GOODS & SERVICES



In the '23/24FY, we reduced our grain emissions by a whopping **80%** from our 2019 baseline.

This was achieved whilst increasing grain use by over **200 tonnes per year**.

All thanks for our **Certified Sustainable Grain Project** - See our 'REGENERATIVE AGRICULTURE & SUSTAINABLE FARMING' section for more info!

100% of our packaging is of recycled origin, biodegradable, or fully recyclable.



Our off grid system ensures we have energy independence and resilience. It's also proof that large-scale brewing can run entirely on renewable power!

Our system generated enough electricity to power more than 35 Aussie homes in the '23/24FY!

Our Jindong Brewery is 100% Off-grid

We run one of the largest off-grid solar installations in Western Australia, complete with battery backup for our generator.

We're not connected to the grid. We're not buying renewable energy certificates. We're smart with our power use, and don't waste resources. We're generating every watt we use, right here on the farm.

In the '23/24FY our system generated 227,196.5kwh of power, saving over

120 tonnes of GHG Emissions – the equivalent of burning 117 tonnes of coal!

RETAIL FOOTPRINT

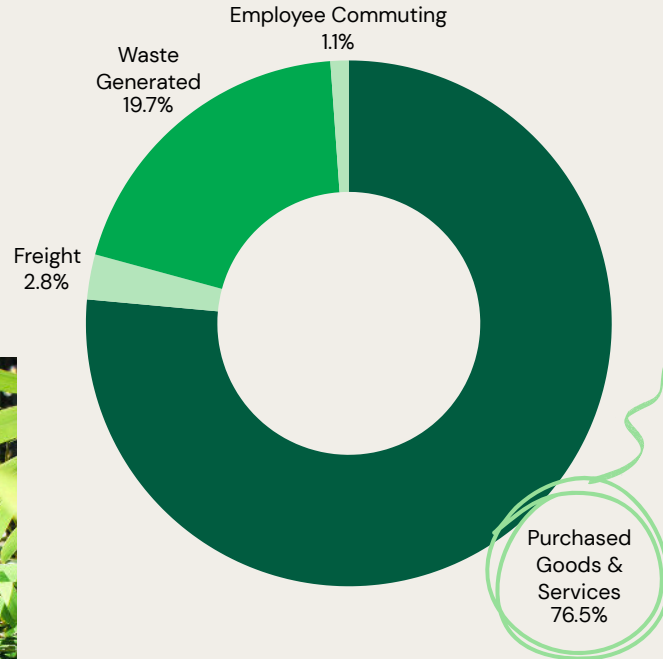
Our Busselton Taphouse has ZERO Scope 1 emissions. All power used on site is 100% Certified Green Power, meaning Scope 2 emissions are also ZERO! Saving more than 20 tonnes of GHG emissions annually.

By recycling card & wine bottles at our Busselton Taphouse, we save more than 20 tonnes of GHG emissions annually.



BUSSELTON TAPHOUSE SCOPE 3 EMISSIONS

'23/24FY = 84 T-CO₂e



The GHG emissions from our Merchandise Shop make up more than **50%** of these emissions.

We only purchase merchandise from fair trade suppliers and prioritise the use of recycled textiles and fabrics.

In the '23/24FY we saved almost **3000 x 600ml** plastic bottles from landfill by prioritising garments with recycled polyester.

Roughly **2 x 2ltr bottles** are used to make enough polyester for one of our hoodies.



UN Sustainable Development Goals achieved
2 | Zero Hunger
12 | Responsible Consumption & Production
13 | Climate Action
15 | Life on Land

The Tolga Farms Story: Sustainable Malt Revolution

The Problem: Traditional malting processes are energy-intensive and often rely on grain transported long distances, racking up emissions, compromising traceability, and doesn't provide long term support for our farmers.

The Solution: We partnered with Tolga Farms in Kulin to source Certified Sustainable, regeneratively grown, carbon-neutral, single-origin malt.

This isn't just one product, or one trial batch to claim 'green credits' - we are all in - proudly sourcing more than 300,000kg worth annually! This is the first time ever that a regenerative malt project of this scale has been undertaken in Australia!

By working directly with farmers who are committed to sustainable practices, by ensuring our malt is certified & traceable, by choosing quality & provenance over convenience - we removed almost half of our raw ingredient emissions in the

the '23/24FY - saving over **160 tonnes** of GHG Emissions!

This is what's possible when you give a shit and do the work!



In order to facilitate this Certified Sustainable malt feat, in the '23/24FY we installed two additional 60 tonne silos, allowing for bulk deliveries of grain straight to the brewery. This improves traceability of our grain, with the whole 140 tonne grain delivery (including our 20T baby silo!) coming in a single batch, direct from the malting plant or Tolga Farms. Less handling of product, and reduce 'middle men' results in a fresher grain, with better traceability and quality control, and fewer food miles.

Also, malt bags are made from a woven polypropylene (PP) with a plastic liner – ie they create plastic waste that isn't recycleable in Australia! Our bulk silos eliminate the need for bagged grain, removing over **12,000** plastic grain bags in the '23/24FY! See the 'Waste Reduction & Resource Conservation' section below for more info.

A further benefit of silo storage is the reduction in pallet shipments. Without the need for bagged grain, in the '23/24FY we eliminated more than **300** pallets of grain that would previously needed to be transported to the brewery. This means fewer trucks on the road, cutting down on fuel use and carbon emissions.



UN Sustainable Development Goals achieved
6 | Clean Water & Sanitation
9 | Industry, Innovation & Infrastructure
12 | Responsible Consumption & Production
14 | Life Below Water

Water Conservation


Water is life. It is one of the most precious resources on earth, and the main ingredient in beer, so we treat it with the respect it deserves.

We are 100% Self-Sufficient for our water, with all of Rocky Ridge's water harvested from rainfall or sourced from Jindong's groundwater aquifer.

We strive to be industry-leading in our water efficiency, using just 4.6L of water per L of beer, in the '23/24FY, approximately half of the industry average of 9.1L*. This represented a saving of **4,410,000** litres of water for the year.

Additionally, all of our wastewater is treated and re-directed back into the agricultural system as irrigation, pumping over **3,500,000** litres of precious water back into the soil and aquifer.

We're managing our own water, treating our own waste, recycling wherever possible, and creating a regenerative cycle that benefits the entire farm ecosystem. Every improvement in water efficiency means less environmental impact and more sustainable brewing for generations to come.



This is landfill-biodegradable,
30% post-consumer recycled,
microplastic-free

Zero Plastics

Over 90% of all plastic that has ever been made IS NOT RECYCLED! Every year, 12,000,000 tonnes of plastics find their way into our oceans and waterways. We f*&king hate plastic. It's synthetic, man-made, contains no molecules that are found in nature, and is the devil!

If it can be done without plastic, we do it without plastic. We have systematically phased out plastics by converting to a combination of earth friendly products and opting for infinitely reusable products.

We're committed to eliminating plastic from our production line by using alternatives such as reuseable 'Velcro' keg bands, 'Bearhug' pallet wraps, corn starch post packs, recycled cardboard in boxes & 4-packs, recycled polyester fibres for our merchandise, non-plastic pallet wrap, and much more.

Just by switching to BearHugs instead of plastic pallet wrap, we've saved 780kg of plastic in the '23/24FY.

Additionally, by switching to our landfill-biodegradable/30% post-consumer recycled /microplastic-free stretch wrap, we saved another 780kg of plastic in the '23/24FY.



Spent Grain Re-Use

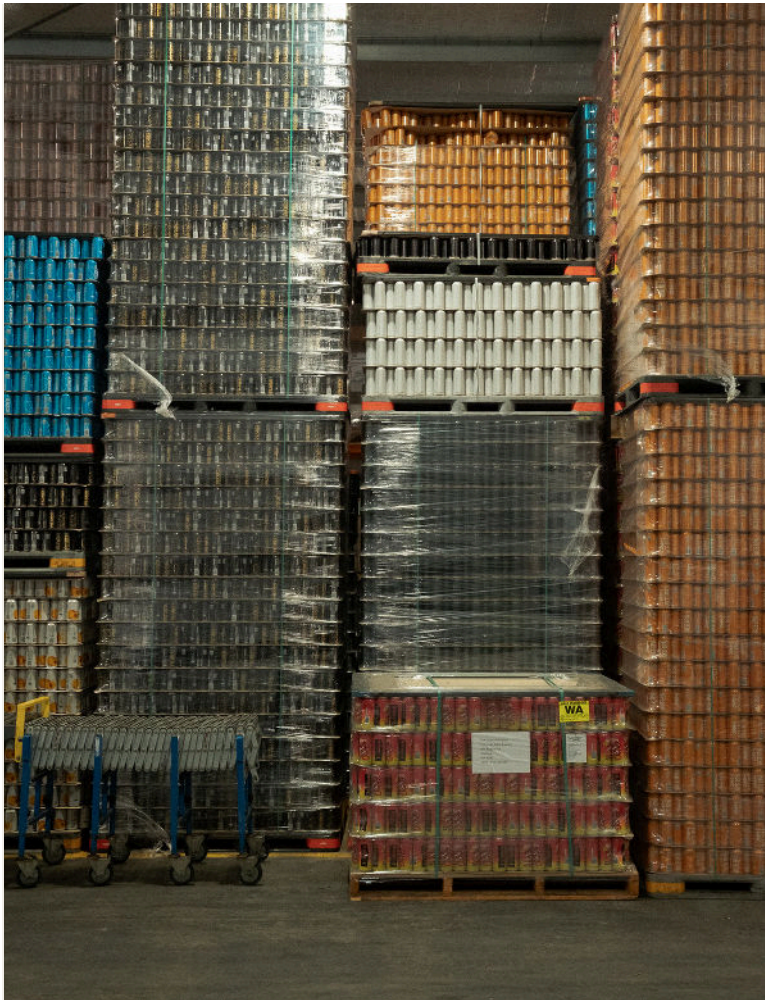
Brewery spent grain is a fiber-rich, protein-packed byproduct of the beer-making process.

100% of our spend grain is re-purposed as cattle feed, reducing farm inputs, transport emissions, reducing organic waste which would otherwise be diverted to landfill, and the cattle love it!

In the '23/24FY, we diverted more than 360,000kg of spent grain away from landfill, representing a GHG emission reduction of **471 tonnes** of CO₂e.

And another 84 tonnes of CO₂e saved in grain that we are no longer required to purchase as virgin feed!

That is equal to the emission of 96% of our entire brewery supply chain!



Aluminium over Glass

The choice to use aluminum cans over glass bottles is an easy one. Cans are far superior to glass as they reduce oxidation, prevent light struck issues, and are infinitely recycleable. Cans also allow for greater flexibility in artwork, as they allow for direct printing straight onto the can!

From a logistical standpoint, cans are significantly lighter and stack more efficiently, drastically reducing shipping costs and fuel consumption per unit – transporting 40% more product per pallet compared to glass.

In the 23/24FY, we saw almost 1.7million cans leave the brewery full of delicious beer! By choosing aluminium cans with a high recycled content, we saved over **600 tonnes** of Co2e in the manufacturing of the containers alone, when compared to glass bottles, plus reduced transport related emissions by 35%.



UN Sustainable Development Goals achieved
8 | Decent Work & Economic Growth
11 | Sustainable Cities & Communities
12 | Responsible Consumption & Production
13 | Climate Action
17 | Partnerships for the Goals

Responsible Product Sourcing

We don't buy into the traditional "global commodity" model, preferring a hyper-local, vertically integrated, circular supply chain. At Rocky Ridge we believe in "Paddock to Pint," where the proximity of our ingredients is as important as their quality.

We are very blessed to be located in one of Australia's premier agricultural areas – we're surrounded by exceptional ingredients, and prioritise local sourcing wherever possible;

- Working with new and diversified hop growers in the Southwest,
- Using waste fruit from local farmers to add flavors to beer (reducing waste and supporting farmers),
- Growing and trialing unique ingredients on-site to experiment
- Reducing food miles and maximising freshness and quality.

We don't work through middlemen, choosing to build relationships directly with farmers, ensuring:

- Better traceability and quality control,
- Fair prices for farmers,
- Understanding of farming practices and sustainability,
- Ability to collaborate on reducing environmental impact,
- Supporting local agricultural communities.



Supporting our Local Biodiversity

Supporting local also extends to supporting our local biodiversity & farming health for the future.

Our brewery is a working farm. This isn't just where we make beer – it's where we practice what we preach. Below are some of the regeneration activities we undertook in the '23/24FY.

On-Farm Integration

- Beef Herd – Running alongside brewery operations, spent grain as fodder – think beer fed beef!
- Crop Treatment – 1:3:7 wastewater system that nourishes crops for soil health.
- Soil Health – Regenerative practices that improve land quality for future generations.

Reforestation initiatives

- Habitat Creation – Supporting native species, creating habitat corridors, and boosting ecosystem health
- Biodiversity Enhancement – Since 2017, we've planted over 50,000 trees. This isn't carbon offsetting theater, and are on top of our Carbon Neutral Offset Programs.

'23/24 FY

IMPACT REPORT

03 | BEER



UN Sustainable Development Goals achieved
9 | Industry, Innovation & Infrastructure
12 | Responsible Consumption & Production

Double the Labs, Double the Magic.

In the '23/24 FY, we dropped some serious coin to build a specialized, kick-ass, purpose-built microbiology lab.

The big news? We now have two brewing labs running full steam. By splitting the workload, Lab One focuses entirely on in-process monitoring and routine fermentation management. Meanwhile, Lab Two is our ultra-controlled microbiology sanctuary. This separate setup gives us 100% control and total confidence when it comes to micro-detection and yeast propagation.

What does that mean for your pint?

- **Flawless Beer:** We can detect and control potential spoilage organisms better than ever. Translation: fresher, more stable, and longer-lasting beer.
- **Wilder Flavors:** We can now confidently propagate yeast from tiny cultures, unlocking rare, wild, and exclusive strains that aren't available in commercial quantities. Hello, flavor diversity!
- **Smarter Humans:** On the human side of things, these high-level labs have allowed us to bring some incredibly skilled scientists into the crew, adding a whole new dimension of brainpower to our brewing team.

More science. Better beer. No compromises.

**In the '23/24FY, we produced more than 980,000L of beer.
And pumped out 92 different limited release brews, plus core range!**

DB 2024

Cheer up Brian
New CURRENCY
TBC
Lost in a Quarry
Cheat Day
Lost Passport
Lupo Fiasco
BA Brother
BA Soul
BA Funk
Nakama
Next Episode
Ghost in a Can
Never Heard of it
Lust
Greed
Gluttony
Envy
Pride
Sloth
Wrath
The Cardinal Tin

Its Just a Flesh Wound
Riwaka Amped
Karl, I am Your Father
Rock Juice V13
Charlie
Hot Cros Bunny
OA
Manic Pixie Dream Girl
Who Killed Kenny?
Cookies & Cream
Eagle Rock V5
Can I Pet That Dog?
Wet Hop Ace
619 Mexican Lager
Morning Hadsome
You're my Boy Blue
Tropicale
Seeing Purple
VP
Old Boy
Shit Show Supervisor
Laces Out
Oh Behave

BA Cherry Sour
Boallia Road Warrior
So So Strawberry
Negroni Sour
Lone Palm
More Energy
Big Jindong's
Rusty Raspberry
Pine Time
Looking Back on the
Track
Karlvana
Hopnotic
See me Rollin
Summer Slam
Good Energy V3
Cali Carpark Dreaming
Alrighty Then
Tin Can of Emotion
Frootie & the Blowfish
That Foxy Pup knows
BA Big Dumb Spider Sex
Strata Smash

Party Dude
Unscrewed
Instant Gratification
Brunhilde
Rock the Dragon
RJ V12
Clear Minds
Dont Mug Yourself
Miso Thicc
Ridgeland
BA Strong Silent Type
BA Chunky Dates
Mt Jindong Hop Water
BA Jindong Balling
Set in Stone
Long Walk Home
Invisible Man
Blackwood
Tomahawk
Cask Away
Peel the Burn
BA Black Forest
BA Raspberry Sour

At its heart, Rocky Ridge is still a bunch of misfits having fun and making products they believe in. The team has grown, the venues have evolved, but the spirit remains the same:
brew f&ing good beer without compromise.*

We love to push the boundary of innovation in beer styles.



UN Sustainable Development Goals achieved
8 | Decent Work & Economic Growth
16 | Peace, Justice & Strong Institutions
17 | Partnerships for the Goals

Rocky Ridge's Code of Conduct is rooted in our commitment to **'Planet, People, Beer'**. We strive to always be the best version of ourselves for our team and community, including but not limited to;

- Environmental Ethics & Responsibility – we position sustainability as a moral obligation rather than just a marketing tool. We are all in!
- Social Responsibility & Community Conduct – we prioritise "doing the right thing" for our people and the local community.
- We are 100% Independently Owned – allowing us to make decisions based on ethics rather than shareholder returns.
- Inclusivity & Collaboration – put simply – Our team is at the heart of everything we do— their expertise, creativity, and passion are what bring every beer to life.
- Supply Chain & Business Integrity – we support local and source the very best ingredients, preferenced on responsible local supply chains and quality, rather than price.
- Venue & Service Standards – we abide by strict consumer and alcohol laws at all of our venues, including empowering our staff to refuse service for intoxication or inappropriate behavior that does not align with our values.
- Privacy – we maintain a clear policy and emphasizing transparency, on how customer and staff data is collected and used, and abide by all anti-spamming marketing laws.

In short – we try not to be dicks!



BEER FOR A BETTER FUTURE

Our story is long and proud. We've evolved from humble beginnings here on our farm to build a thriving, sustainable and community-focused brewery.

CHEERS, LEGENDS!



BENCHMARKS QUOTED/NOTES:

- 2017-2021 Brewers Association (US), Sustainability Benchmarking (100,000+ bbl/year)
- 2021 Beverage Industry Environmental Roundtable (BIER) Benchmarking Study Trends & Observations - Brewery emissions, Beer Only 2015-2020
- Our Scope 2 emissions are counted as nil for market-based emissions due to 100% 'Green Power' purchases through Synergy.



This is to certify that

Rocky Ridge Brewing Co

has permanently retired

271 credits

by investing in a

Gold Standard - Renewable Energy (wind power)
project, India

Thank you for making a difference to our planet and
future generations by combating climate change.



Encouraging positive social, environmental
and economic change with solutions that help
overcome the effects of the climate crisis.

Carbon Neutral Pty Ltd is regulated by the Australian
Securities and Investments Commission and holds
Australian Financial Services Licence Number 451004

Dr Phil Ireland | Chief Executive Officer

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