



epar 2025 Annual Report

Protecting People, Communities and Ecosystems

Environment • Health • Safety • Sustainability • Climate

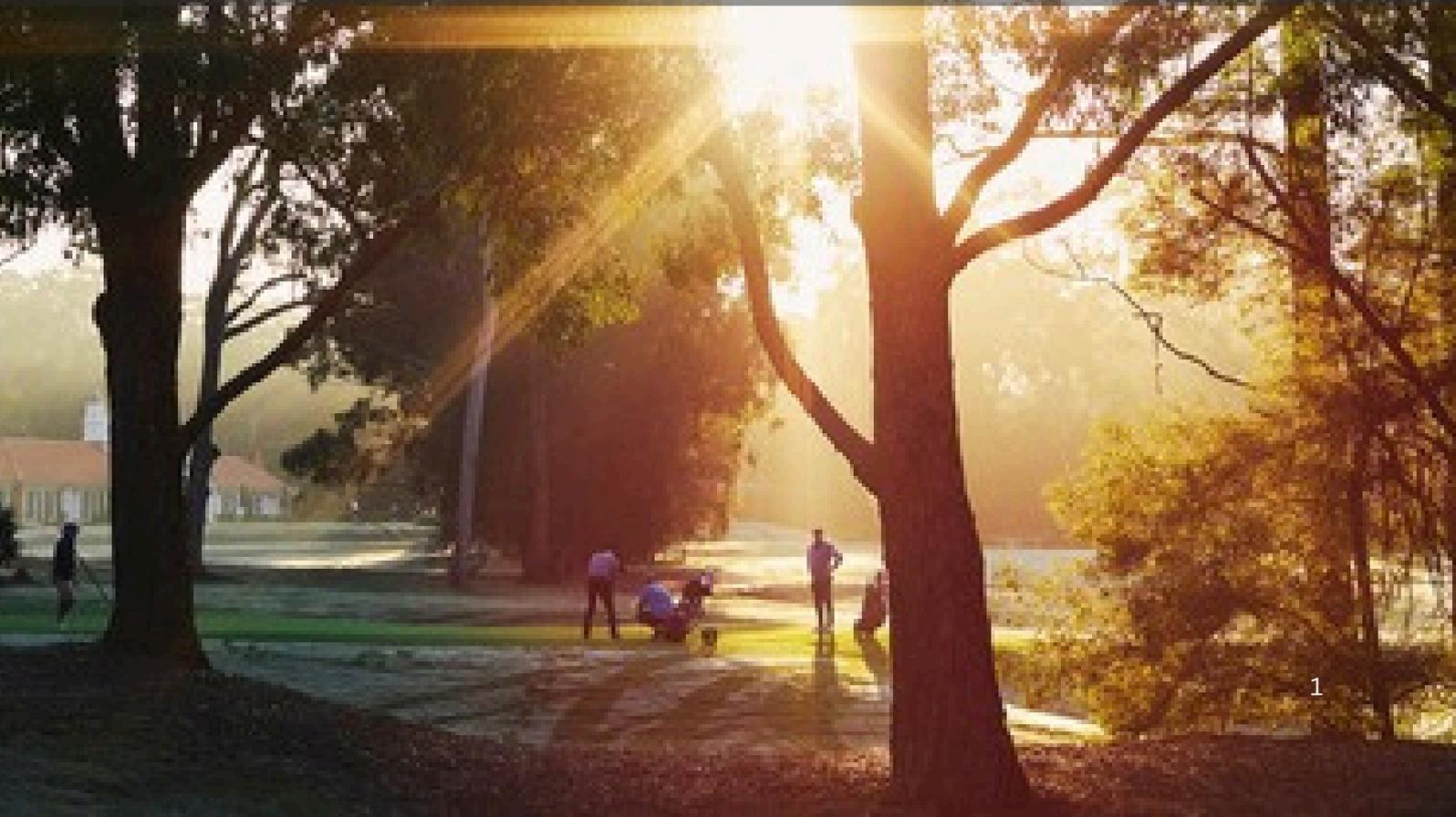
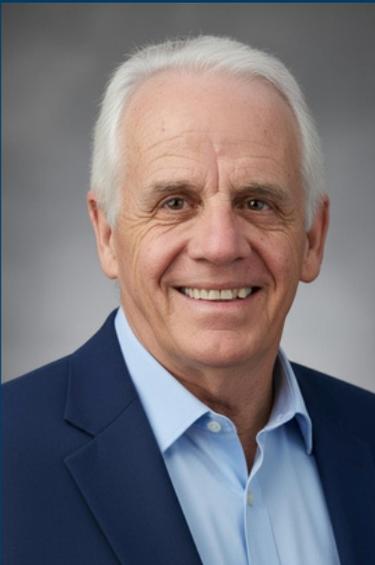


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A Letter From our CEO



Terry Muir

Founder & CEO
epar

2025 was a landmark year for epar.

It marked our 23rd year of protecting people, communities, and ecosystems, and our 23rd consecutive year without a single fine or prosecution for any client under our management.

This year we deepened our leadership across the environment, safety, sustainability, and climate domains, while launching industry-first tools across psychosocial health, digital compliance, SDG alignment, and integrated pest management.

We released new ALDO modules, expanded HAWK's enterprise-grade capability, strengthened our SMART sustainability mapping, and delivered record volumes of digital training and compliance support. Over 710,000 EHS compliance acknowledgements were logged across frontline workers.

Our SDS database surpassed 3,000 safety data sheets, digital chemical use recording exceeded 8,100 compliant entries, and the industry completed more than 5,151 IPM scouts through our systems.

Together, these outcomes represent real-scale industry impact and we're proud to work alongside clients who continue to lead through strong governance, disciplined systems, and a genuine commitment to responsibility.

epar Leads in a new Era of Responsibility

The industries we serve have entered a new decade, one shaped by chemicals, heat, environmental extremes, psychosocial duties, and rapidly rising climate obligations.

Meeting these pressures requires far more than single-discipline services. It demands an integrated responsibility system that connects environment, health, safety, sustainability, and climate into one defensible framework.

epar is the only provider delivering a connected EHS–Psychosocial–Climate platform. Where most organisations focus on one or two areas, epar aligns with every modern duty a facility must manage:

- Environmental protection
- Health and safety compliance
- Psychosocial hazard management
- Chemical and IPM stewardship
- Sustainability and SDG alignment
- Climate action and resilience
- Digital oversight, governance, and defensibility

Highlights

Climate

This year alone we maintained our Climate Active carbon-neutral certification, we are now moving to another level having formally committed to our Net Zero pathway and released the industry's first SDG-aligned digital functionality for sportsturf and hospitality operations.

Psychosocial Health

We created the sector's first psychosocial risk register, developed the first microlearning protocols for Conversation Assurance, expanded ALDO from 8 to 22 modules, designed the first digital compliance flipbook, and were admitted to HUNTERNET — strengthening our innovation, security, and national collaboration footprint.

Record platform engagement

epar delivers capability and scale unmatched in our sector:

- More than 3,006 SDSs
- 8,000+ compliant chemical applications
- 5,151 IPM scouts
- 608 Certified IPM Professionals
- 3,200 users engaging with 222 Diary Tips

The industry has moved beyond single-issue providers. Responsibility now requires integration and epar leads because we connect everything that matters — people, landscapes, safety, sustainability, and climate — into one modern, defensible, and visible compliance system. We don't just help organisations meet their responsibilities, we help them prove them.

Here's What epar has Achieved for you:



Environment, Health & Safety

- Zero client fines or prosecutions for the 23rd consecutive year.
- Over 2,200 EHS support tasks completed, including incident investigations, audits, corrective actions, and advisory work.
- Delivery of industry-first digital 4D Safety Training.
- 222 Diary Tips deployed to 3,200 users for a combined 710,400 compliance acknowledgements to support frontline engagement and continuous staff learning.
- Expanded into the marina sector, supporting coastal environmental protection and maritime operations risk management.



Chemical & IPM Performance

- SDS database reached 3,006 SDSs.
- Our clients recorded 8,000+ compliant chemical applications, strengthening defensible chemical compliance.
- 5,151 digital IPM scouts were completed across facilities using our IPM program.
- 608 Certified Integrated Pest Management Professionals now accredited through the epar IPM platform.



Sustainability & Climate

- Maintained Climate Active carbon neutral certification.
- Committed to a Net Zero transition pathway for 2026.
- Developed and released the first UN SDG alignment functionality tool for the sportsturf sector enabling organisations to map local actions directly to United Nations Sustainable Development Goals.



Psychosocial Health Leadership

- Mapped psychosocial hazards for sportsturf and hospitality sectors.
- Created the sector's first digital psychosocial risk register.
- Developed the first QR-based microlearning protocols for managers to identify hazards, ask appropriate questions, recognise verbal and non-verbal cues, and deliver Conversation Assurance.
- Released a dedicated ALDO module specifically supporting small, regional sportsturf operations.



Innovation & Partnerships

- Achieved SOC 2 alignment, strengthening trust in epar's handling of sensitive compliance data.
- Admitted to HUNTERNET, enabling collaboration with leading defence, tech, and advanced manufacturing organisations.
- Completed designs for the first digital compliance flipbook, combining QR technology with on-site EHS learning and best practices.
- Developed the Hospitality Green Certification Protocol (Draft) to support hotels, clubs, and venues on sustainability and operational excellence.

A Toast to Your Successes

We are delighted to look back and celebrate the achievements of a number of epar clients as the year draws to a close.



*Robert Biddle
Joint Winner,
Sustainability & Environment
Award*

Queensland Golf Industry Awards

- Sanctuary Cove Golf and Country Club, won four awards including Most Outstanding Queensland Club, Facility or Place to Play (Metropolitan) and The PGA Legends Tournament of the Year Award

WA Golf Industry Awards

- Outstanding Game Development Program - Busselton Golf Club
- Metropolitan Golf Facility of the Year: Mandurah Country Club

NSW Golf Industry Awards:

- Assistant Superintendent of the Year – Steve Kazurinsky, NSW Golf Club
- Most Outstanding Club, Facility or Place to Play in Victoria - Devilbend Golf Club took the Metropolitan title.

Victorian Golf Industry Awards

Most Outstanding Club, Facility or Place to Play (Metropolitan) - Devilbend Golf Club

Golf Australia National Awards of Excellence Winners

- Most Outstanding Club, Facility or Place to Play (Metropolitan): Mandurah Country Club (WA)
- Most Outstanding Club, Facility or Place to Play (Regional): Mollmook Golf Club (NSW)
- GC Venue of the Year: Glenelg Golf Club (SA)

Claude Crockford Sustainability & Environment Award Winners 2025

- Mick McCombe — Maleny Golf Club (QLD) & Robert Biddle — Avondale Golf Club (NSW) joint winners

Our Digital Platforms



ALDO -
Accountability | Learning |
Diligence | Oversight



HAWK -
Enterprise EHS & Climate
Compliance



SMART -
Sustainability Mapping



ALDO - Accountability, Learning, Diligence, Oversight

2025 was ALDO's most transformative year.

Here's what ALDO Solved:

- Reduced training and onboarding costs
- Created instant micro-learning
- Improved productivity and efficiency
- Ability to access EHS rules in seconds
- Strengthened manager capability and confidence
- Ensured defensibility with real-time evidence trails
- Every scan created auditable proof of compliance
- Increased multi-site EHS consistency

Top 5 most-accessed modules in 2025

- Contractor and Visitor Induction,
- General Workplace Safety,
- Plant and Equipment Safety,
- Contractor Sign In-Out,
- Food Safety.

Our Digital Platforms



HAWK — Enterprise EHS & Climate Compliance

- Strong uptake of AuditIQ, our Incident Management System, Risks and Controls, and EHS document control.
- Strengthened SDS management and chemical-use compliance.
- Delivered SOC 2-aligned data protocols, enhancing system trust and security.
- Operational Reflection — 2025 strengthened our release and testing frameworks, enabling a significant enhancement to our deployment processes.
- In response, epar has significantly enhanced its development, testing, and release frameworks, expanded operational capacity, and tightened oversight across all digital rollouts. These improvements have already resulted in greater platform stability and will form the foundation of the HAWK 3.0 experience in 2026.
- This reflection is an important part of our commitment to transparency, continuous improvement, and delivering the highest standards of environment, health, safety, sustainability, and climate compliance systems.



SMART Sustainability Mapping

- Continued growth across hospitality, golf, sport, and marinas.
- Integration of sustainability, climate, biodiversity, water, energy efficiency, and habitat protection.
- Released first SDG-alignment digital mapping functions, linking on-ground actions to global sustainability goals.
- Increased adoption of QR-based “public-facing sustainability storytelling” at clubs, marinas, and sport venues.
- Committed to developing SMART Map 2.0 in early 2026

Hospitality apps & Digital Guest Engagement

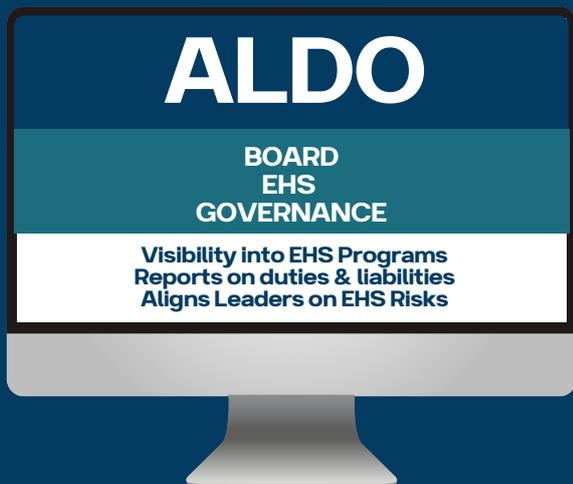
epar will expand deeper into hospitality with:

- Guest safety and site-induction modules.
- Climate and sustainability storytelling tools for visitors.
- Corporate guest engagement
- Psychosocial support modules tailored to hospitality workers.
- The release of Kyuu, a digital queueing and guest-engagement tool designed to integrate operational safety with customer convenience.

Digital Flipbook Series

In 2026 epar will launch the industry's first suite of digital EHS flipbooks:

- QR-enabled learning moments embedded within each chapter.
- Sector-specific versions for golf, hospitality, marinas, construction, and transport.
- Visual, mobile-first compliance storytelling tools designed for boards, members, and regulators.



Evidence-rich digital reporting for governance and assurance.



Automatically compiles scan data into a clear, defensible digital report



On-demand oversight of compliance culture and performance trends

Net Zero & Climate Accounting

epar will continue progressing our Net Zero pathway by:

- Expanding our Climate Champions program and nature-based solutions mapping.
- Continue our transition to net zero: that will help us provide a proven, practical roadmap - not just theory. Our clients learn from the exact steps epar took.
- Roll out and nurture our partnership with MissionZero.
- Continue research into golfs carbon footprint.

Sector Expansion – Construction, Transport & Stevedoring

epar's EHS, psychosocial, and sustainability systems will extend into new high-risk and high-compliance sectors:

- Construction — hazard mapping, psychosocial safety, chemical management, and contractor oversight.
- Transport & Logistics — depot safety, fatigue management, incident tracking, and environmental controls.
- Stevedoring & Ports — high-risk work oversight, maritime safety, heavy vehicle interactions, hazardous materials management, and marine ecosystem protection.

This expansion will leverage HAWK 3.0 and ALDO 2.0 to deliver scalable, multi-site, high-assurance solutions.

The title is displayed in large, white, bold, sans-serif font against a background of a sunset sky with a flagpole and the Australian flag. The flagpole is a tall, slender structure with three legs, and the Australian flag is flying from the top. The sky is a mix of blue, orange, and yellow, with scattered clouds. The overall scene is a wide-angle shot of a building's exterior at dusk.

National Footprint – Commonwealth Government Adoption

epar will roll-out its partnerships with Commonwealth government agencies to:

- Implement ALDO for EHS compliance, education and awareness, psychosocial compliance, hazard identification, and training.
- Implement HAWK for enterprise-wide environmental, health, and safety governance.
- SMART Map for national sustainability and climate project visibility.

This partnership will support national consistency, defensibility, and the integration of modern EHS and climate standards across government operations.

Operational Strengthening & New Staff

Expanded capability means faster response times, greater audit capacity, and more sector expertise.

To support growth, epar will:

- Expand operational and support teams across assessment, advisory, audit, training, and digital services.
- Build specialist clusters in psychosocial health, risk, climate, sales and client support.
- Strengthen customer success and onboarding capability for multi-site clients.

epar's 2026 Vision

HAWK 3.0, ALDO 2.0, SMART 2.0 – a fully integrated responsibility ecosystem.

To deliver the most integrated, defensible, and future-ready environmental, health, safety, sustainability, and climate systems in Australia and to help every organisation move from compliance uncertainty to responsibility confidence.

Acknowledgements

epar thanks all clients, superintendents, hospitality managers, sportsturf teams, marinas, boards, volunteers, and partners for their collaboration in 2025. We acknowledge the contribution of our psychosocial expert panel, our climate-action ambassadors, and the epar development and compliance teams.



Closing Statement

Thank you for trusting epar to protect your people, community, and environment.

A photograph of two golfers on a green during sunset. One golfer in a yellow shirt is in the middle of a golf swing, while another golfer in a dark shirt stands nearby with a golf bag. The background shows rolling hills under a warm, golden sky.

2025 was the year epar delivered industry-first systems, strengthened compliance cultures, advanced sustainability mapping and expertise, and prepared thousands of workers for the next decade of climate, psychosocial, environmental, and safety responsibilities. In every sector we serve, epar continued to set the benchmark for what integrated responsibility systems should look like.

As we enter 2026, we reaffirm our purpose:

*To protect people, communities, and ecosystems —
visibly, responsibly, and with integrity.*



Terry Muir
CEO, Compliance, Climate
and Risk Specialist



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