



YOUR NATIONWIDE,
MOST CERTIFIED
SECURE DESTRUCTION
PROVIDER



GM FOREWORD

Last year, 2021, was a momentous one for Shred-X as we celebrated our 20th anniversary as Australia's most highly certified service provider in the secure destruction industry. At times such as these, one reflects on the past journey and so I thought I'd share a little history about this great company:

At Shred-X, we've always been on a mission of sustainability. It's where our roots were planted back in 1999 when we began as Australian Paper Recycling in South East Queensland, recycling all paper which we collected, just as it is today into new paper products.

In 2001 and in line with changes to the Australian Privacy Act, Shred-X was born. Since then, Shred-X has focused its solutions on customer service, building a national logistics network, sustainable processing centres and attaining the highest industry certifications in security, safety, information security, quality and environmental sustainability. The combination of these qualities has resulted in the brand many Australians have come to know and trust.

Today, we are very proud to be the only Australian secure destruction company with 9 NAID AAA certified sites and a company-owned secure destruction facility in each State and Territory of Australia. Our national expansion and extensive service coverage advanced in 2007, when Shred-X was acquired by publicly listed New Zealand company, Freightways Limited.

Our ability to securely collect, track and process sensitive, confidential, and recyclable waste has positioned us as a unique service provider with no single direct competitor offering the same range and scale of services. These unique capabilities propelled Shred-X's 2017 entry into the medical waste industry, with the launch of Med-X Healthcare Solutions. Med-X offers a range of clinical and related waste services, along with hygiene and washroom products and solutions.

In 2021 Shred-X and partners established saveBOARD ANZ, a company that utilises a patented process to manufacture alternative building products to plywood and plasterboard using waste destined for landfill. This partnership allows the growth of our waste renewal division through a commitment to the circular economy which compliments Shred-X's used coffee cup and QSR collections. Shred-X also provides a range of innovative secure destruction and recycling solutions for textiles and uniform destruction ensuring ethical landfill diversion.

These landfill diversion solutions include waste to energy and recycling with various new technologies currently being explored and are at the heart of our sustainability mission and our Vision at Shred-X. Preserving tomorrow, today for a sustainable future is why we do what we do.

Van Karas



General Manager Shred-X & Med-X Pty LTD



WHY SHRED ?

Data Protection is a Legal Requirement

Administering sound data protection policies not only constitutes excellent business practice, but such implementation is governed by law. Federally mandated Privacy Legislation, such as The Australian Privacy Act (1988), GDPR laws and the Notifiable Data Breaches (NDB) Scheme of 2018, require businesses to securely maintain and destroy sensitive information and all personal records.

Failure to uphold the obligations of the NDB Scheme could result in severe financial penalties.*

DATA BREACH PENALTIES

The maximum penalty for a data breach* is:

\$1,700,000 for government agencies and private organisations

\$340,000 for individuals

Proliferation of Sensitive Information

As digital storage methods replace paperwork, confidential information is no longer limited to paper-based materials and files. Today, many other items hold sensitive information and should be securely destroyed to safeguard your business from litigation, brand damage and possible fines.

While Shred-X is nationally recognised as a leader in the document destruction industry, we securely destroy more than just confidential documents:



- o Magnetic Tapes
- o Hard Drives
- o Solid State Drives



- o Computers & Laptops



- o Employee-Issued Devices:
- o Tablets
- o Notebooks
- o Mobile Phones



- o Floppy Discs
- o USBs
- o DVDs, CDs



- o Official uniforms
- o Branded Clothing
- o Counterfeit Products
- o Product Samples



- o Medical & Dental Records, including X-rays

*Sources: Privacy Act 1988, Section 13G "Serious and repeated interferences with privacy".
Privacy Amendment (Enhancing Privacy Protection) Act 2012, Australian Privacy Principles 11 & Subsection 80W (5) Civil penalty orders.
Crimes Legislation Amendment (Serious Drugs, Identity Crime and Other Measures) Act 2012



SPECIALISED CAPABILITIES

Shred-X is committed to providing the highest security levels and complete chain of custody to mitigate the risk of potential privacy breaches and costly penalties. With our Australia-wide secure destruction, recycling and e-Waste management service customised to specific requirements, our clients can rest assured they are Privacy Act compliant, including under the new Notifiable Data Breach and GDPR laws concerning the destruction of confidential information.



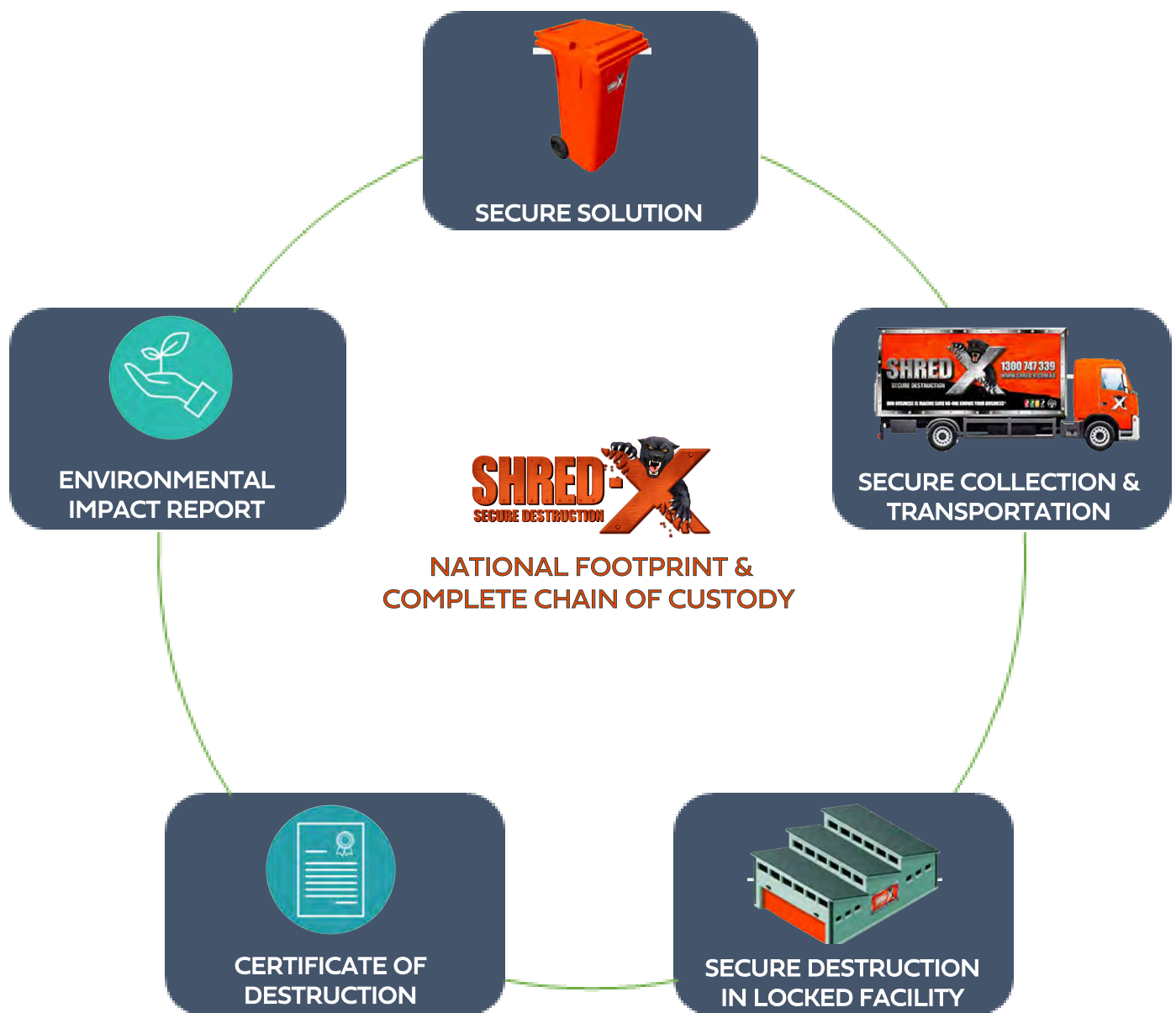
- Core business: certified secure destruction and recycling
- Focus on sustainable practices
- National infrastructure and direct service provision
- Local customer service and logistics teams
- Dedicated Contract Manager & Contract Management team
- Company owned facilities and service fleet
- Federal-police cleared and security vetted personnel
- Highest industry certifications and accreditations

Shred-X facilities are set up to destroy large volumes of paper, records, electronic media, hard drives, textiles and products. All Shred-X Secure Destruction facilities are designed by certified engineers, comply with workplace health & safety standards and are alarmed, monitored with 24-hour CCTV surveillance and secured with a SCEC approved locking system.

[illegible]



THE SHRED-X CLOSED LOOP SYSTEM





THE SHRED-X DIFFERENCE

Shred-X prides itself on its position as an industry leader in the secure destruction market. The company has introduced a range of innovative solutions including a fleet of its own secure collection vehicles offering greater security and improved service type versatility. Shred-X processing plants represent the smallest footprint yet have the highest throughput in the industry.

Shred-X facilities also incorporate the latest and most environmentally sustainable shredding and paper recovery technologies. On-board vehicle scales accurately record the weight of container contents at each collection point. This provides Shred-X customers with very detailed data to cost effectively control their container volume and their frequency of service. This innovative technology is leading edge for the industry and to date Shred-X is the only company in the secure destruction business with these capabilities.

The continual search for improvement has also seen Shred-X launch an onsite e-Waste destruction vehicle - the first of its kind in Australia. This vehicle has fully certified hard drive and digital media destruction capabilities and has been designed to exceed the security requirements of large data centres and Government agencies. On a smaller scale, Shred-X offer innovative bin locking designs which allow for increased security and robustness over every other option on the market.

On the digital front, Shred-X is in development of a new online customer portal, a personalised platform designed to be an easy and efficient way for our customers to control their services in their own time. Initial features will include booking jobs and viewing billing information, such as invoice history and paying bills. As the portal evolves and additional options are added, customers will have the ability to access their service information like upcoming jobs, job history and history reporting.

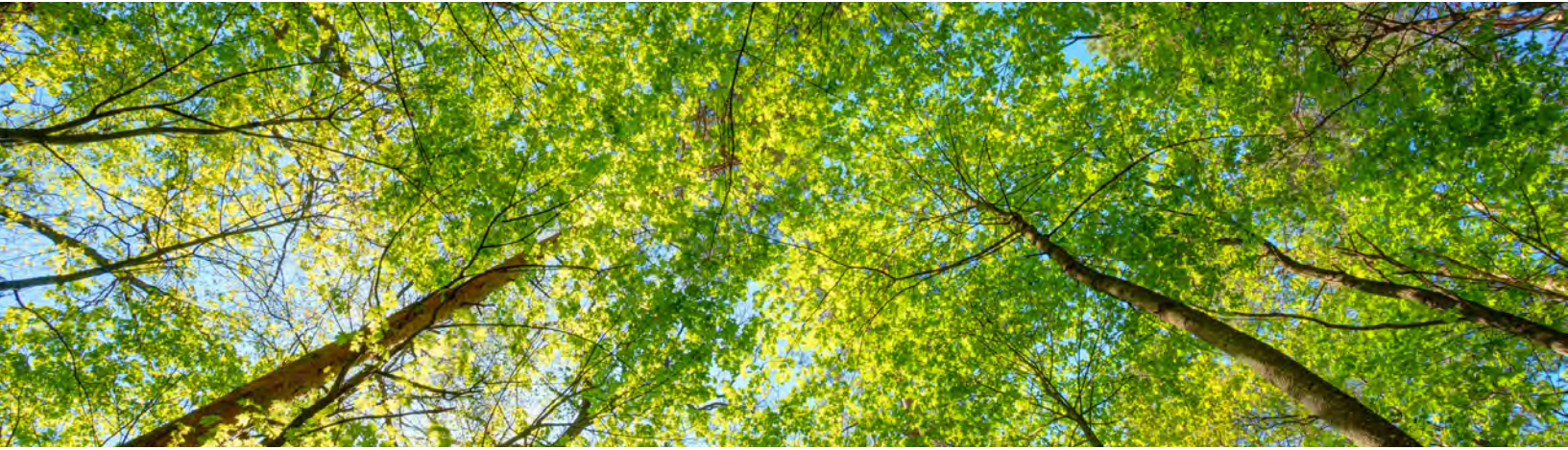


CERTIFICATIONS & INDUSTRY AFFILIATIONS

Shred-X takes great pride in being able to offer you the best and most secure service. As a part of this service, we are associated with and accredited by a number of national and international agencies in the secure destruction and information management industry.





Shred-X is the only Australian secure destruction company with 9 NAID AAA certified sites and a company-owned secure destruction facility in each State & Territory of Australia.



OUR ENVIRONMENT

TAKING RESPONSIBILITY FOR THE ENVIRONMENT

With its roots firmly planted in sustainability, environmental and ethical responsibilities are paramount to Shred-X. Through our recycling partnerships, Shred-X can attest to:

-  Recycling or repurposing 98.5% of all product - paper, media and other items collected.
-  For every tonne of paper recovered by Shred-X, 2.48 tonnes of CO2e is diverted from landfill. The material collected and processed through our facilities is then used to make washroom paper products and recycled office paper.

BEYOND PAPER DESTRUCTION

Now processing 50,000 tonnes of paper per year for recycling, Shred-X continues to explore repurposing and recycling solutions for an array of products other than paper, including: used coffee cups; Quick Service Restaurant (QSR) waste; electronics (e-Waste); and textiles. The aim is to ensure ethical disposal and landfill diversion wherever possible. Disposal solutions include waste-to-energy conversion and recycling, with various new technologies currently being explored.

MANAGING OUR FOOTPRINT

Shred-X provide environmental impact reports allowing our clients to measure the positive impacts of using an environmentally ethical provider. Shred-X have also engaged an independent carbon adviser, Pangolin, to review and measure the greenhouse emissions created by Shred-X operations and provide the capability for Shred-X to report on these findings.

Our ISO 14001 accredited Environmental Management System reflects Shred-X's ongoing commitment to improving the sustainability of the business, while also ensuring our services remain as affordable as ever.

THROUGH OUR RECYCLING PARTNERSHIPS, WE DIVERTED 50,000 TONNES OF PAPER FROM LANDFILL IN FY2020, SAVING...

123,000
TONNES OF
CARBON EMISSIONS

200,000
CUBIC METERS
OF LANDFILL

650,000
TREES

205,000,000
KILOWATTS
OF ELECTRICITY

125,000
BARRELS
OF OIL

1,589,000
KILOLITRES
OF WATER



DIVERSITY & INCLUSION

Shred-X recognises the value of a diverse supply chain to drive innovation and flexibility within our organisation. We also believe by ensuring that our procurement decisions include Indigenous businesses, we can contribute to greater economic empowerment of First Nation Australians and contribute to 'closing the gap'.

In support of the national reconciliation movement, Shred-X is working towards developing the framework of our Reconciliation Action Plan (RAP) program. This strategic program includes practical actions to continually develop our reconciliation contribution in new ways both internally and in the communities in which we operate.

SUPPLY NATION AND NAHRI PARTNERSHIPS

Our membership with Supply Nation and partnership with the Nahri Institute reinforces Shred-X's commitment to diversity both within our workforce and procurement processes. Supply Nation connects its members to Indigenous suppliers building a vibrant and prosperous Indigenous business sector by incorporating Indigenous owned businesses into the supply chain of Australian companies and government agencies.



Nahri is an Aboriginal independent non-for-profit community-based consulting firm who has been operational in the local, regional, state and national Indigenous and community service space for 20 years. Nahri work closely with local indigenous affiliates and undertake a great deal of youth and community programs in mentoring, training and youth empowerment.

KEY INITIATIVES

We have an outlook of key initiatives designed to help close the gap for Australia's Indigenous peoples and communities as we work closely with Supply Nation and Nahri to extend our supplier diversity footprint. Proactive supplier engagement will increase Aboriginal and Torres Strait Islander economic participation and will be one measure of our collective success. Our partnerships will also build our capacity to employ Indigenous workers who are local to the areas in which we work and provide our services.



Head Office

73 Lahrs Road, Ormeau QLD 4208

p. 1300 747 339 | f. 07 5540 9499

ABN: 44 123 767 153

ACN: 123 767 153

www.shred-x.com.au



MED-X
Healthcare Solutions

**Be Smart.
Be Safe.
Be Healthy.**



COMPANY PROFILE



HEAD OFFICE

PO Box 1184, Oxenford, QLD 4210

www.med-xsolutions.com.au

contactQLD@med-xsolutions.com.au

1300 116 339

ABN 35 141 490 717



COMPANY PROFILE

Med-X Healthcare Solutions (Med-X) is an industry leader providing a complete suite of Clinical Waste, Sharps Disposal, Hygiene and Washroom Solutions. We are a company committed to exceptional customer service, working closely with each of our clients to provide a complete service solution based on their individual preferences and requirements.



Med-X Pty Ltd is the associate company of Shred-X Pty Ltd, the Australian secure destruction arm of parent company, the Freightways Group (incorporated in New Zealand), a public company listed on the New Zealand Stock Exchange.

Med-X Healthcare Solutions was launched in 2017 with the acquisition of NSW-based State Waste Services (est. 2006).

In 2018 Med-X extended into Victoria with the acquisition of Medico Hygiene Services (est. 1994). A Greenfield operation was also established in Queensland.

Med-X further expanded into NSW in 2019 with the acquisition of Specialised Waste Treatment Services (est. 1999).

In 2020 operations continued to grow across NSW with acquisitions of Pro Opt Healthcare Support Solutions (est. 2003), Funcorp and Country Hygiene (est. 1954).



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CAPABILITY



Today Med-X has a national footprint across Eastern Australia with 9 company-owned and operated facilities in Victoria (2), New South Wales (6) and Queensland (1). Our teams service clients across both metropolitan and regional Eastern Australia and range from local government departments and businesses to large global corporations.

Head Office is located on the Gold Coast, Queensland and consists of an executive management team along with the national finance, compliance and reporting teams.

Med-X have 2 autoclave treatment facilities in NSW, and all Med-X facilities incorporate local branch management teams, contract managers, client service, logistics, service personnel and fleet management and maintenance teams.



A grayscale photograph of a hospital hallway. In the foreground, there is a clinical waste cart on wheels. In the background, two people are walking. A sign on the wall reads "WOMEN" with a female symbol. The image is framed by a yellow hexagonal border.

CLINICAL WASTE

Be smart.
Be safe.
Be healthy.

CLINICAL WASTE

Med-X Healthcare Solutions is an industry leader providing a complete suite of clinical & related waste services.

Med-X EPA Transporter & Waste Facility Licenses facilitate the safe collection, transportation and disposal of clinical and related waste streams, including but not limited to:



Human tissue waste



Discarded sharps



Saturated body fluid materials



Tissue specimens



GMO material



Animal tissue waste



Quarantine / Biosecurity waste



Pharmaceutical waste



Chemical waste



Laboratory specimens



Anatomical waste



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CLINICAL WASTE

Med-X Healthcare Solutions is an industry leader providing a complete suite of clinical waste and sharps disposal services. We work closely with our clients to provide customised clinical waste management solutions specific to each requirement.

CLINICAL WASTE CONTAINERS

Med-X clinical waste containers are designed to suit your every need. Our 'closed loop' system ensures no products can be retrieved from the container in which they are placed.

On a schedule that's customised to your specific requirements, our team will transport the containers to a certified facility, where the contents will be treated. The Med-X service is EPA approved and conforms to our ISO 9001 accreditation.

CLINICAL WASTE DISPOSAL REGULATIONS

Clinical waste disposal regulations vary across each State. The restrictions on what waste counts as clinical waste and the fines associated with breaking these restrictions can be quite severe.

Med-X aligns with all of Australia's legislation concerning clinical waste disposal. To ensure your business isn't at risk of harming the environment or in breach of your local disposal legislation, it's important to understand the regulations that apply to you. Med-X are the experts in ensuring you comply.

CLINICAL WASTE DISPOSAL PROCESS

The process for clinical waste disposal on your property is a combination of environmental sustainability, safety, and convenience for your business. Med-X will arrange a collection service and schedule customised to your requirements and will ensure all waste is responsibly treated and dispose of.



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MED-X

Healthcare Solutions


SHARPS DISPOSAL

Be smart.
Be safe.
Be healthy.



SHARPS

DISPOSAL



The Med-X Sharps Solution incorporates a complete range of sharps containers, as well as the safe and secure collection and disposal of all your sharps waste. Med-X provide a no-fuss sharps waste management solution customised to your requirements.

OUR RANGE OF SHARPS CONTAINERS

Med-X is proud to pioneer a range of **100% recyclable** single-use sharps containers and recycling system. SharpCYCLE™ is the process technology applied in the content separation, treatment and recycling of single-use sharps containers into reusable products. Our SharpCYCLE™ range of sharps containers offer:

- Australian standards compliance
- A puncture and spill-proof design for added safety in use and handling
- A range of hanging, trolley and wall mounting accessories
- A range of sizes to suit your needs
- Designs that can be incinerated or autoclaved in accordance with local regulations.

THE IMPORTANCE OF SAFE SHARPS DISPOSAL

Needle and syringe disposal is one of the most fundamental hygiene practices a business can undertake. Particularly in medical fields where sharps are common practice, safe disposal methods are essential for preventing injury, disease and infections.

SHARPS DISPOSAL PROCESS

The Med-X team are committed to ensuring your staff have the best knowledge and skills applicable to handling and disposing of sharps effectively. That's why we offer a range of in-service education sessions for your staff providing the highest standards in sharps practices and disposal.

When it's time to have your waste removed, our experienced team will transport your waste for safe and compliant treatment and disposal.



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INTRODUCING

SharpCYCLE™



Med-X is proud to pioneer a range of recyclable single-use sharps containers and recycling system. SharpCYCLE™ is the process technology applied in the content separation, treatment and recycling of single-use sharps containers into reusable products. For a true circular economy.

Exclusive to Med-X Healthcare Solutions.

- ♻️ **RECYCLABLE NOT REUSABLE.**
- ♻️ **SAFER.**
- ♻️ **BETTER.**

SharpCYCLE™

PROCESS



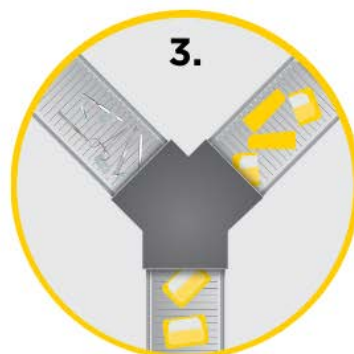
AS 4031 & ISO 23907
compliant containers



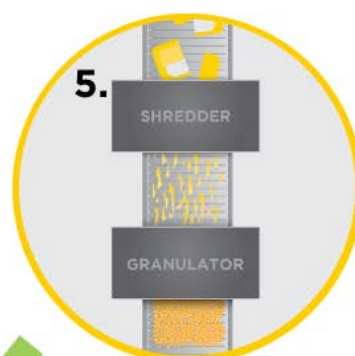
Servicing & secure
transportation



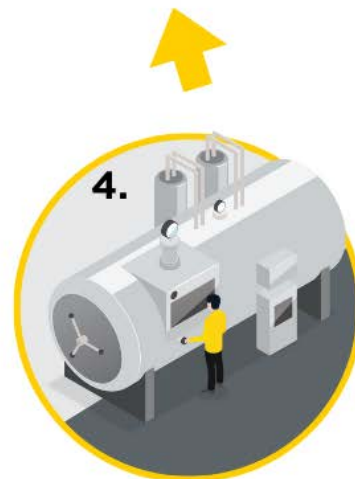
Recycled
by-products



Contents
separation



Processing



Treatment

SharpCYCLE Range

MXG/MXD Range

MXG15 / MXG23 / MXD30 / MXG33

Two piece single use sharps containers available in 4 sizes - 8L, 14L, 23L, 25L.

Features an automatic lid-closing mechanism, once the syringe is deposited into the collector.

*8L also available for
pharmaceutical sharps
(MXPH15)



8L



14L



23L



25L

MXG15

MXG23

MXD30

MXG33

- Different size options to suit space & volume requirements
- Deep drop aperture for convenient, safe sharps disposal
- Automatic lid-closing mechanism, once syringe is deposited into collector
- Features a firm snap lock mechanism for permanent closure
- Auto-fill indicator & frosted lid for visibility of sharps capacity
- Base fits most existing wall-mountable brackets and trolleys
- Bar-coded for service data capture
- Nestable design saves space in storage
- Australian and International Standard Approved
- 100% recyclable when serviced by/returned to Med-X



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SharpCYCLE Range

Accessories FOR MXG/MXD Range

Med-X wall mountable brackets save space and offer a convenient, ergonomic disposal solution.

Med-X trolleys offer convenient, immediate disposal of sharps waste at point of use.



MXGBRK
WALL BRACKET



MXGTROL
MOBILE TROLLEY



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A large, light gray hexagonal graphic that serves as a background for the "HYGIENE SERVICES" text. Inside the hexagon is a faint, stylized illustration of a restroom sign. The sign shows a female figure on the left, a male figure on the right, and a wheelchair icon at the bottom right. The word "RESTROOM" is written in white capital letters at the bottom of the sign graphic.

HYGIENE

SERVICES

Be smart.
Be safe.
Be healthy.

HYGIENE SERVICES

Med-X Healthcare Solutions offers a complete range of sanitary and hygiene disposal solutions to suit your specific requirements. Each of our solutions offer a flexible, discreet, hygienic and safe solution to hygiene and sanitary waste disposal.

OUR SANITARY DISPOSAL BIN SERVICES

For any business in any industry, a complete sanitary and nappy disposal solution is crucial for maintaining hygiene and cleanliness.

With Med-X, your business will be supplied with a complete sanitary or nappy disposal bin service. We don't just remove the contents of sanitary and nappy bins; we perform a complete unit replacement during each service. You can trust that the units supplied to your business are completely clean, hygienic, and ready for use.

FEMININE HYGIENE DISPOSAL PROCESS

Powered by Shred-X, we strive for the most thorough and hygienic disposal methods possible. The Med-X Quality Management System is accredited to ISO 9001 standards, and all vehicles are licenced by the EPA.

The Med-X hygiene, sanitary and nappy disposal service is completed by trained and qualified personnel. You can trust that the Med-X service is handled in the safest and most hygienic way possible for you, your patrons, your staff, and the environment.



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A photograph of a modern washroom with a long row of white sinks and chrome faucets. The image is framed within a yellow hexagonal border. The text "WASHROOM PRODUCTS & SERVICES" is overlaid on the right side of the image.

WASHROOM

PRODUCTS &
SERVICES

Be smart.
Be safe.
Be healthy.

WASHROOM

PRODUCTS & SERVICES

AIR FRESHENER UNITS

Med-X have a range of air freshener units and scents to keep your washrooms smelling clean and fresh.

The units can be programmed to a frequency of spray which suits the exact needs of your space. Our service team representatives also service and check installed air freshener units regularly, ensuring they are operating at their optimum level.

HAND SANITISING UNITS

Clean hands are essential in keeping your workplace healthy and hygienic. Med-X supplies hospital grade hand sanitising units. The specially formulated alcohol-based liquid eliminates all germs and dirt, with no rinsing required.

SOAP DISPENSER UNITS

Med-X offers different styles of hand soap dispenser units that are wall-mounted for safety and accessibility. With our range of products, your hand soap can be served to your patrons and staff via:

- Pouch-style liquid-soap units
- Pouch-style foam-soap units
- Shower-based body-wash units
- Shower-based shampoo units.

Med-X only stocks high-quality soap that is gentle on your hands, body and the environment.

TOILET SEAT CLEANER

Med-X provides specially designed, alcohol-based toilet seat cleaner units which are installed onto the toilet cubicle wall, within easy reach. A simple and quick wipe down will sanitise the seat and the specially designed liquid evaporates quickly leaving the seat instantly clean and dry.

URINAL DEEP CLEAN SERVICE

Renowned for our expertise in urinal cleaners and services (including the removal of uric acid stains and blockage issues), Med-X offers solutions for problematic:

- Waterless urinals
- Water-based urinals
- Stainless-steel urinals
- Porcelain urinals.

Our servicing procedure, coupled with the environmentally friendly urinal cleaner products we use, ensures successful outcomes to an extremely common problem. Our urinal deep-clean services don't just clean the urinal; the Med-X service provides a customised solution to eliminate odour and blockages, too.



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CERTIFICATIONS

Med-X is certified in ISO45001 Health and Safety, ISO14001 Environment and ISO9001 Quality Management Systems for the collection and transport of clinical and associated waste, sanitary waste, and associated washroom services by third party accreditor Best Practice Pty Ltd.

Med-X hold licences and permits with the EPA and regulatory bodies in New South Wales, Victoria and Queensland, covering service provision of several waste streams. Our licences and permits allow Med-X to collect and transport these waste streams in our permitted vehicles to EPA approved sites for correct and safe disposal. In NSW, Med-X Arndell Park and Kooragang facilities are licensed for treating waste. In VIC under the latest Victorian environmental laws that came into effect from July 2021, Med-X is an authorised and registered business with the new EPA portal.

Med-X are also 'signatories' to the Industry Code of Practice for the Management of Clinical and Related Wastes and has attained Cm3 Contractor OHS/WHS Prequalification demonstrating our health and safety management capabilities.

In addition to our certifications, our licensed service vehicles, trained, qualified personnel and compliant, hygienic processing procedures, mean Med-X meet the strictest infection control and hygiene standards in Medical Waste Disposal, Hygiene and Washroom Product Management.



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ENVIRONMENTAL MANAGEMENT & SUSTAINABILITY

Environmental and ethical responsibilities are paramount to Med-X and as such we have a strong commitment to sustainability in each area of the business. This commitment to the environment and ethics is as important to Med-X as any other business objectives that guarantee the long-standing viability of the organisation.

The Med-X Environmental Management System incorporates all processes and policies that protect and address environmental concerns for our operations, employees, management, subcontractors, clients, suppliers and relevant stakeholders. The Med-X Environmental Management System and business operations align with AS/NZS ISO 14001:2015 standards and all environmental laws and regulations.

Where possible, Med-X combine cross-category service runs when expediting services in the same areas, minimising the overuse of our vehicles and resources. Our service runs are sequenced and tracked via our Verizon fleet management and reporting platform, alleviating any backtracking by our service representatives. We maintain and update our vehicles regularly, to ensure current fuel usage is efficient, and emissions are minimised.

A key sustainability differentiator for Med-X is the company's investment in an innovative recyclable single use sharps system, currently under development. This system will be the first 100% safe (zero risk of infection transfer) sustainable sharps disposal solution. Coming soon. Watch this space!



HEAD OFFICE

PO Box 1184, Oxenford, QLD 4210

www.med-xsolutions.com.au

contactQLD@med-xsolutions.com.au

1300 116 339

ABN 35 141 490 717