

ESG Statement

OCTOBER 2025



Tait.

A Life Outside has been our shared passion since we met.

We've both loved being out in the landscape, walking, camping and sailing in different parts of the country. We've done the marches, and we've seen serious environmental damage overseas – and closer to home.



Being in furniture manufacture, and especially working with metal, we bear responsibility. Metal is a finite resource extracted with significant environmental impact. Because of this, we feel bound to treat it with respect and ensure it retains value with a long life.

We don't want to make more 'stuff' that ends up on the kerbside. We like to think our products can be loved, looked after, and handed down to the next generation. **Legacy, not landfill.**

So we're learning how to become better citizens, and a better business. We're moving towards greater understanding and transparency. And we're proud of the quality achieved by making everything under our roof. It's reassuring to know where everything comes from, and that our people – a valued part of the Tait family – are treated well.

We used to feel overwhelmed about the damage produced by the furniture industry. But now we know even little steps can make a difference. And that lots of little steps build into bigger impact. The journey is not quick, cheap or easy – but it's filled with meaning and value. We wouldn't do any other way.

– Gordon and Susan Tait

PARTNERING WITH SUSTAINABLE LEADERS

This ESG framework was developed with sustainability consultants Hip V. Hype. It is structured around three pillars: Planet, People, Purpose, supported by a vision and action-based opportunity areas, goals and priorities, including targets where relevant.

 **HIP V. HYPE**

Our Mission: To Elevate A Life Outside

We serve discerning design consumers, professionals and their clients with high-performance outdoor furniture, purpose-designed and locally crafted to last in our great outdoors.

Proudly Australian-made, we're also cultivating the future of local design and manufacture by nurturing skills and investing in fit-for-purpose tools and spaces.

Underwriting these dual purposes is a philosophy of deep respect – for planet, people, and the creative process. We're constantly refining our circularity-focused processes as we continue to learn how to make more responsibly. And we take pride in creating healthy, safe, clean and supportive work environments that cultivate the potential of our passionate team.

With these everyday actions, we hope to build a future where our products and people, Australian manufacturing, and the planet, can together thrive.

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About Us

Fired by a love of metal, we design and manufacture furniture in Melbourne for A Life Outside.

OUR WHY

For more than 30 years we've been championing local production. And now — with the climate crisis, unregulated labour conditions overseas, and low-quality products contributing to global waste and poor health — making enduring furniture on our shores is more important than ever.

OUR HOW

Our products, made from durable metals, high-performance foams & textiles and sustainable timbers are purpose-designed for Australian outdoor environments – and for refurbishment. Investing in precision technology and skilled craftspeople means we can maintain rigorous quality control, and having our own manufacturing HQ enables our circular approach including making to order, customisation and repair. Rejecting trends and fast furniture, we focus on timeless designs and considered, market-responsive product launches and collection curation.

OUR HEART

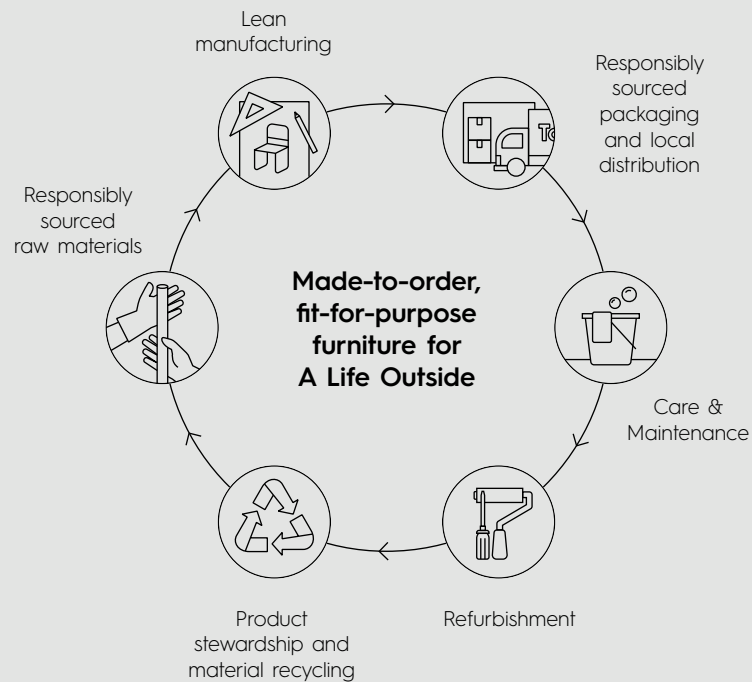
Although we make products, the real heart of our business is people: our two brilliant leaders, team of design, production, sales & marketing specialists and a passionate crew of highly skilled craftspeople who make, assemble, finish and check our products by hand.

Together, we're making A Life Outside more brilliant.

At a glance

As a 100% Australian owned and run design and manufacture business, we have full autonomy to be circular, and local, in all we do.

OUR CIRCULAR DESIGN MODEL



OUR AUSTRALIAN SUPPLIERS

WA

- Small injection moulded componentry

QLD

- Spotted Gum

NSW

- Spotted Gum

SA

- Aluminium extrusions
- Mild steel

VIC

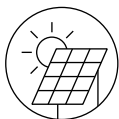
- Exterior-grade foam
- Powder coat
- Spotted Gum oil

PROUDLY CRAFTED IN MELBOURNE

Our ESG framework keeps us aligned to what's important – our Planet, People and Purpose. With these pillars guiding all our decision making, we're crafting a brighter and more nourishing future.

OUR ACTIONS TO DATE

Planet



OPERATIONAL EMISSIONS

- Two thirds of Tait's business locations operate on solar PV systems, with its sites producing around 75 kilowatt hours of energy per annum
- Energy-saving & motion sensor LED lighting are used throughout Tait's business locations



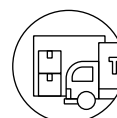
SUSTAINABLE MATERIALS & RESPONSIBLE SUPPLY CHAIN

- Materials are carefully selected for durability and strength, and all timbers are FSC® and PEFC® accredited
- Tait has a strong focus on research and development to achieve high material yields, preventing unnecessary raw material wastage
- 95% of Tait products are manufactured in Melbourne
- To further control its supply chain, Tait has brought a number of manufacturing processes in-house (sandblasting, powder coating, tube bending, robotic welding and upholstery)
- Tait has a dedicated Sustainability Officer located at the manufacturing facility who has been implementing a number of environmental management processes and systems e.g. recycling stations



WASTE & CIRCULARITY - DESIGN AND PROCESSES

- Tait products are designed for quality, durability and disassembly
- Tait only holds the required raw material stock in inventory, minimising risk of material damage and waste
- A Lean Manufacturing Methodology is applied to minimise operational waste
- Tait employs several techniques to improve product life cycles using sandblasting, UV stable powder coats and timber treatments
- Tait products can all be refurbished, multiple times



WASTE & CIRCULARITY - SUSTAINABLE PACKAGING AND DELIVERIES

- Tait uses cardboard packaging that is 100% recyclable, expandable paper to protect products in transit, where possible, bubble wrap made from 50% recyclable content, plastic furniture bags produced from 100% recycled plastic and 100% recyclable and biodegradable paper tape
- For local deliveries, Tait utilise reusable blankets for protection, avoiding unnecessary disposable packaging
- Tait partners with premium freight companies that recycle waste, with all truck loads optimised for linehaul

OUR ACTIONS TO DATE

Planet (continued)

**WASTE & CIRCULARITY - MATERIALS AND PRODUCTS RECOVERY**

- Tait offers a 10-year structural warranty on all products
- Tait offers product stewardship options to ensure components are appropriately recycled
- All soft plastics are recycled through Reground
- Timber waste and offcuts are donated to emerging designers, Men's Shed and other similar organisations for reuse
- Any metal offcuts are recycled back into their primary material via a local recycling plant
- Any foam wastage is recycled into making other foam products such as carpet underlay via Dunlop Foams' Stewardship Program
- Any fabric off-cuts are recycled with After



OUR ACTIONS TO DATE

People



DIVERSITY, EQUITY & INCLUSION

- Tait actively encourages and supports the employment of women in traditionally male-oriented roles in its manufacturing facility and directorial positions through its Equal Opportunity Policy, Flexible Working Policy and Parental Leave Policy. Together, this suite of policies support women, parents, and others requiring flexibility for health or care responsibilities
- Tait proudly embraces employee diversity in its workforce and employs people from diverse ethnic and religious backgrounds, in addition to people who identify as LGBTQI through its Equal Opportunity Policy



HEALTH & WELLBEING

- Tait's manufacturing sites and showrooms have been designed and upgraded to achieve maximum comfort, lighting and ventilation
- Tait has an employment assistance program (EAP) that supports employees' wellbeing with confidential phone counselling throughout Australia & overseas for issues including workplace conflict, bullying, stress, trauma, critical incidents & termination; as well as personal issues such as depression, anxiety, alcohol & substance abuse, gambling, relationships & domestic violence



CONTINUOUS IMPROVEMENT/LEARNING

- Tait organises a two-day internal team conference every year to share learnings and spark creativity
- Tait mentors up-and-coming designers in the industry by participating in design graduate exhibitions and collaborating with young designers on a project basis
- It ensures team members have a continuous industry presence by sharing relevant communications, attending and participating in industry events, trade shows and exhibitions, and hosting industry events across showrooms
- It actively seeks to improve manufacturing processes & designs by running Research and Development programs on new products, to ensure highly considered and well-resolved designs. This process challenges the team to source the latest techniques and materials for outdoor use, ensuring they adhere to best-practice industry standards
- Our Operations Manager works with the manufacturing team on a continuous improvement program, which is reported on monthly, to improve on existing products and processes

OUR ACTIONS TO DATE

Purpose



ETHICAL PRACTICES AND BRAND LEADERSHIP

- Tait is owned and operated in Australia, and has a small & controlled supply chain
- Tait integrates processes to ensure all aspects of its quality control (e.g. quality checks on 20% of all products leaving our manufacturing facility, quality improvement programs, training employees, etc.)
- Tait is a Gold Partner of the Authentic Design Alliance, a social enterprise existing to promote the value of investing in original design and fight against design theft
- Tait's Australian design collaborators receive a royalty for the sale of each item
- Tait supports a range of grassroots to professional design industry bodies annually, such as Regional Architecture Association, RMIT and Authentic Design Alliance
- Tait has donated to a range of not-for-profits over the last 30+ years via a sector-based focus that delivers support to various charities under the umbrellas of Environment, First Nations and the Future of the Design Industry.
- Tait has invested in Green Star Certification Training for one of our staff members



MONITORING, EVALUATION AND DISCLOSURE

- Most materials used by Tait hold a range of third-party certifications
- Tait has implemented circular design principles to guide the manufacture and delivery of our products, including designing for disassembly and offering product stewardship

Planet

The incredible beauty, diversity and richness of our natural environment enables all we do, and has made A Life Outside our greatest purpose and motivation.



The Problem

Mainstream practices across the furniture industry have considerable environmental impact.

While furniture used to be made to last a lifetime, in recent decades we have witnessed a decline in quality and move towards trend-based fast furniture. These inferior items are easily damaged, contributing to a throwaway culture that results in alarming amounts of waste.



A study found up to:

24
kilograms

wooden furniture is
thrown away per
household per year*

48,000
tonnes

furniture waste is
discarded at the
kerbside per year**

This is the equivalent of:

800,000

three-seater sofas

1.65 million

dining tables

3.4 million

coffee tables

6.85 million

chairs

Enduring design and craftsmanship have always been at our core because we want to ensure that our products are not part of these numbers. That's why we're committed to amplifying our circular efforts and practices across the board.

*According to on a survey of 2,500 properties across Australian metropolitan areas

**Based on a population of approx. 2 million households in Greater Western Sydney alone.

Our Role in the Solution

ENVIRONMENTAL DNA

We craft quality furniture that customers can 'buy once, buy well', as an alternative to fast furniture. By using materials that are fit-for-purpose, longevity is embedded into our range.

- Metal, our core material, contains a high proportion of recycled content and is inherently recyclable
- Our high-performance textiles are specifically developed for outdoor environments, as is our reticulated open-cell foam
- Sustainable timber options offer increase durability and stability

AN ALIGNED FUTURE

We've purpose-designed our business, systems and manufacturing space for efficiency by:

- Collecting materials for pick up by our recycling partners
- Employing a Sustainability Officer
- Updating our packaging to expandable paper instead of plastic where possible, and changing to recycled bubble wrap where plastic is necessary
- Reducing carbon miles by expanding in-house manufacturing capabilities
- Participating in the Product Aware database developed by the Architects Declare movement
- Embarking on an EPD process with an LCA partner



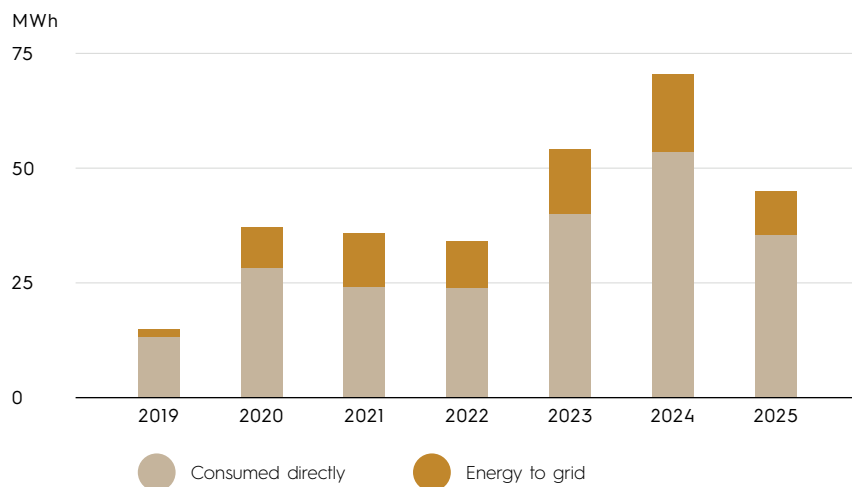
Solar

In April 2023, we installed extra solar panels on the roof of our manufacturing facility. This almost doubled our solar capacity overnight, increasing our energy production from 40kw to 70kw per day.

On a clear summer's day, we can harness around half of the factory's power consumption from the sun. On a winter's day, it's a bit less – but every little bit helps.

We also installed solar panels on the roof of our Fitzroy showroom, which helps it operate more sustainably.

SOLAR PANEL OUTPUT 2019-2025



OUR SOLAR JOURNEY

- 2013
Installed solar in our previous factory, in Thornbury, producing about 6–8 kW/day.
- 2017
Installed solar panels on the roof of our Fitzroy showroom.
- 2019
Installed 100 solar panels on the Thomastown factory roof, producing around 12–15 kWh/day.
- 2022
Doubled the capacity, with another 100 panels. Currently 200 panels produce about 25–40 kWh/day.

[MORE ON OUR SOLAR](#)



Sustainable Materials

We select materials engineered to endure in outdoor environments, with an Australian aesthetic and colour palette inspired by distinctive landscapes, flora and fauna. By tapping into nature's infinite appeal, we future-proof our colourway, ensuring our palette remains relevant and timeless.

METALS

Through rigorous material research and testing, we determine which metal/s we'll work with – aluminium, mild or stainless steel – for each project. Lean Manufacturing Methodologies minimise material and energy waste through the manufacturing process.

TEXTILES

High-performance textiles are selected by our Creative Director, an experienced textile designer herself. We partner with textile manufacturers on high-quality textiles tested to industry standards for durability and lightfastness. And we are intentionally growing the offering of outdoor fabrics made with 50–100% recycled yarn.

TIMBERS & TIMBER TREATMENTS

We only include FSC-certified and PEFC-certified Spotted Gum timbers across our range. We also offer Accoya, an ultra-high-performance sustainable wood that is fast grown and treated to make it more durable. Our timbers can be stained with a choice of 6 environmentally responsible oils. Both timbers and timber stains are tested for performance and commercial suitability in outdoor conditions before being offered as part of our range.

Responsible Materials Procurement

MATERIAL	CERTIFICATION	SOURCE
Aluminium	ISO 9001:2015 standards with SAI Global®	Indonesia China Australia (SA)
Stainless Steel	ISO 9001:2015 standards with SAI Global®	India Taiwan
Steel	EMS ISO 14001 (Environmental Management System) standards, Greenstar	Australia (SA)
Compact Laminate	FSC, PEFC, Sentinel Holding Institute Product Data Passport, German Sustainable Building Council; or, FSC®, PEFC® and Nature Plus® accreditations. In addition, the compact laminate is manufactured to ISO 9001, ISO 14001, ISO 50001 and ISO 45001 (EN) standards Nature Plus® accreditations.	Austria

MATERIAL	CERTIFICATION	SOURCE
Porcelain	ISO 14040, ISO 14025, ISO 14021:2016, ISO 14001, ISO 9001:2015, FloorScore® Certification, Leadership in Energy and Environmental NOTE: 70% of the materials used are reused	Spain
Spotted Gum	FSC®, PEFC®	Australia (QLD, VIC)
Accoya	FSC® and Cradle to Cradle (C2C) overall Gold certified™, C2C Platinum certification™ for Material Health	
Textiles	Various	Italy USA
Exterior-Grade Foam	GECA, AFRDI, Australian Furniture Association	Australia (VIC)

MATERIAL	CERTIFICATION	SOURCE
Glass-Reinforced Concrete	ISO 9001:2015 standard for the "Manufacturing of Glass Fibre Reinforced Concrete Products (GFRC)", ISO/IEC 17025, BS EN 1169: 1999; BS EN 1170: 1998; BS EN 14649: 2005, BS EN 15422: 2008	Indonesia
Powder Coat	Green Building Council Australia (GBCA), Australian Micro Recyclers Association (AMRA), ISO 14025:2006, EN 15804:2012+A2:2019/AC:2021,	New Zealand Australia (VIC)
Accoya Osmo Oil	FSC® and PEFC® with Chain of Custody	
Spotted Gum oil	Lanolin-based, derived from sheep's wool	Australia (VIC)
Foot componentry		Australia (WA)



Responsible Manufacturing Processes

As a manufacturer, we can make decisions about our processes to ensure the longevity of products. These seemingly simple interventions can make a world of difference in terms of quality.

Embedded into the manufacturing process, these small yet mighty steps might be invisible to the naked eye. As such, they are sometimes skipped for the sake of time or cost by other manufacturers. But we're playing the long game, not the cost game. So we do everything we can to extend the life of our products – even if it takes more time or materials.



Some of these steps include:

- Sandblasting before powder coating – which helps powder coat to adhere.
- Specialty primers over the sandblasted surface to assist in extending the life of the product.
- Specialty tinted oils on Accoya offering a unique visual appearance and assisting in preventing timber deterioration.
- Specialty deburring of sheetmetal components that improves the quality of the material edges by rounding them off. This allows the powder coat finish to adhere fully to the edges and prevent the coating from coming away from the edges.
- Freeform tube bending allowing for seamless forming of tubular components, which reduces the number of weld points, and therefore welding gas usage.
- Rotational welding offering seamless tube connections of components.
- On-demand carton making to minimise cubic carton sizes reducing material use.
- Water-activated tape eliminating the use of polypropylene tape for packaging.



Packaging

Delivering across Australia, and also internationally, we need to package our products adequately to avoid damage during transport. In 2024 we invested into a box-making machine that makes the exact size box required for each product, in exact quantities. This almost completely eliminates unnecessary cardboard waste.

We've also experimented with our packaging approach to find a better balance between sustainability, quality protection and cost. Now, we're using more eco-friendly & recyclable packaging materials such as:

- Ecocell bubble wrap (made from 50% recycled materials and fully recyclable)
- Honeycomb kraft wrapping paper
- Kraft edge protectors



Waste & Landfill Diversion

With some waste being an unavoidable part of our manufacturing process, we greatly value our recycling partners, who help us manage our waste more responsibly.

FOAM

As part of our manufacturing process, we use foam to create the cushions across our upholstered products. For many years, we've chosen to work with Dunlop Foams as their products are 100% recyclable. That means all our upholstery foam offcuts can be collected, recycled and reused to manufacture other products like carpet underlay.



SOFT PLASTICS RECYCLING

In 2021, we discovered Reground, a local social enterprise that collects soft plastics and turns them into a resource.

The soft plastics they collect become:

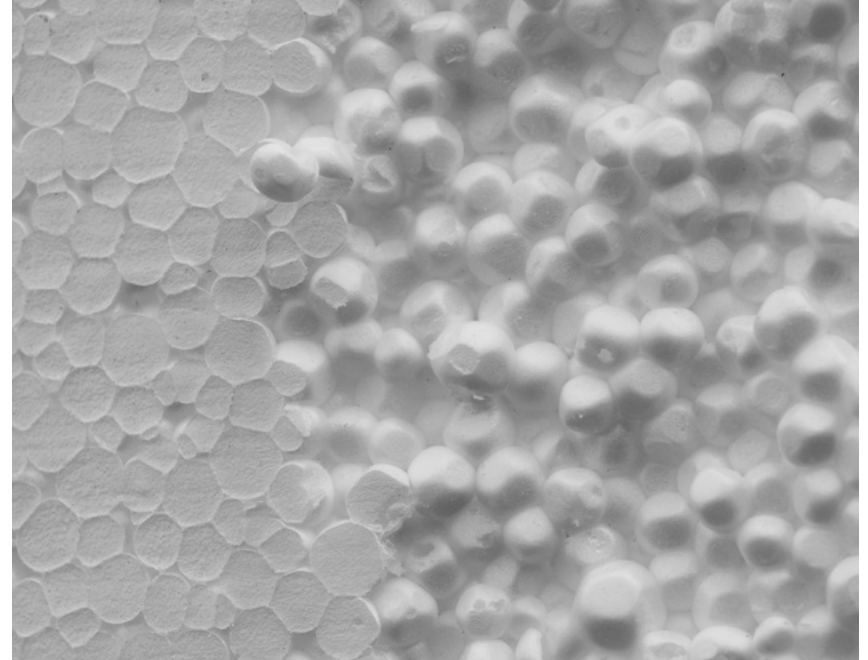
- clear building film for use in the construction industry
- an oil that can replace crude oil at the refinery and be made into all kinds of plastic products

Through our partnership with Reground, we've diverted over 2 tonnes of soft plastics from landfill so far.

TEXTILE WASTE

We stitch all our upholstery in-house – which means we can responsibly manage all the textile waste ourselves, including fabric offcuts, threads and zips.

In 2021 we partnered with Melbourne-based start-up [After](#) to recycle our textile waste. They work with partners locally and abroad to turn textile waste into a resource. Their partners either recycle or completely transform textiles into new materials, breaking down the fabrics into a form where they can be spun back out into new yarns. Either way, it's good to know that our textile waste gets a new life.

[READ MORE](#)

POLYSTYRENE

Despite being 98% air, this packaging material is difficult to recycle. Firstly, it takes up large amounts of space in landfill, where it takes hundreds of years to break down. Secondly, due to its lightweight nature, it can also blow away and enter our waterways and natural environment.

We collect all polystyrene material at the factory and drop it off to our friends at [Foamex](#), who offer sustainable alternatives for insulation and packaging products. They have granulating machines which reduce moulded polystyrene into beads that are then reformed into new, sustainably produced products.



E-WASTE, COMMINGLED, CARDBOARD, PAINT AND LIGHT GLOBES

Our 4,500 square metre manufacturing facility houses every part of our manufacturing process and all kinds of materials and products. We collect all our e-waste, cardboard and commingled waste to recycle via [Veolia](#). And any paint cans and light globes are collected and taken to either a Resource Recovery Centre or Council Drop Off point.

MEET OUR TEAM: AMANDA

Amanda Harcourt has more than one important role in the business. As part of the Operations department, she is involved in ensuring our manufacturing HQ runs smoothly. With a birdseye view across our processes, Amanda is also in a unique position to identify, research, recommend and implement sustainability initiatives – all under her remit as our official Sustainability Coordinator. Many of the recycling partnerships and programs detailed are a result of Amanda's passion for environmentally conscious furniture production and consumption. Whilst this has found professional expression in her role at Tait, it has been largely informed by her love of restoring mid-century design pieces and general interest in sustainability.

Circularity

With an extended life cycle and end-to-end recycling, our products avoid landfill, use less resources, and make A Life Outside better for us all.

OUR CIRCULAR DESIGN MODEL



CIRCULAR DESIGN

The first step is designing products to be easily disassembled for repair, refurbishment and recycling. Components are purposefully designed to enable future 'renovations' so that parts can be replaced, rather than needing to replace the whole – saving energy and avoiding waste.

CARE & MAINTENANCE

Different materials require different kinds of care, cleaning and storage. Guidelines for each product are viewable on our website, available as a downloadable PDF, and provided via email upon purchase. Using these ensures products maintain their appearance and functionality as long as possible.

REFURBISHMENT

We offer a refurbishment service that extends the life and value of our products. Enabled by our in-house manufacturing capabilities, we can repair, refurbish and renew most product components. This not only reduces waste – but also saves the cost and hassle of having to replace whole items.

PRODUCT STEWARDSHIP

When products reach the end of their life cycle, we'll ensure components are responsibly recycled or disposed of. Simply contact us to arrange a product assessment and transport to our HQ – and we'll disassemble and divert across our recycling partnership programs.



Our certification journey

Whilst our products and operations have always been developed with sustainability in mind, we recognise the importance of continually improving and demonstrating our progress. That's why in 2025 we're embarking on our own certification journey, to provide independent assurance for industry specification.

Several certification pathways are possible for Australian design and manufacture businesses like ours. Reviewing the landscape, recommendations by our Sustainability Consultants Hip V. Hype, and industry feedback, we have decided on a way forward.

We're excited to announce that we're working with leading sustainability firm [thinkstep-anz](#) on developing Environmental Product Declarations (EPDs). Every EPD is based on data from a detailed environmental study called a Life Cycle Assessment (LCA). An EPD tells the environmental story of a product over its life cycle in a clear, simple format that can be understood by a wide audience. It is science-based, independently verified and publicly available.

The process is underway and we expect to publish our EPDs from mid-2026. Sign up to our Commercial Newsletter for updates.

[SIGN UP](#)

People

The lifeblood of our company runs deep with those who design, craft, lead, sell, celebrate and enjoy our products.





The intention

At Tait we understand that our impact goes beyond the physical products we make. We are also responsible for the wellbeing of almost 50 employees – as well as our customers, and the communities in which we operate.

That's why we are committed to business operations that cultivate health, safety and prosperity. We:

- promote fair trade practices and social responsibility across our operations
- prioritise fair wages and safe working conditions
- support the health and wellbeing of employees and our communities
- give back to the communities in which we operate
- foster a culture of curiosity, continuous learning and improvement by empowering employees to learn, grow and thrive in their careers



To ensure social impact is more than just words, we integrate short, medium and long-term actions throughout our business. With a culture of inclusivity, respect and diversity embedded into company policies and everyday interactions, our people have been thriving for more than 30 years.

As we work towards our social impact goals, we continue to both reflect on the past, and look ahead, to seek opportunities to learn, grow and improve.

MEET OUR TEAM: BEN

Whilst metal is our primary manufacturing material, we have a dedicated workshop in our manufacturing HQ where our timber products are crafted. This space is the domain of Ben Lee, a talented timber machinist and fourth-generation maker. His love of making was ignited as a young boy, when tinkering in his Dad's sheds in Hawke's Bay, New Zealand, he produced a fully operable and welded go-kart using an old lawnmower engine, complete with its own braking system. Ben's nuanced understanding of timber allows him to showcase the material within the finished product, and pushes him to cultivate a sense of quality that goes beyond the naked eye to the felt experience.



Health, safety & wellbeing

GOAL:

Create a workplace that prioritises the physical and mental health, safety, and wellbeing of all employees, fostering a culture of care and support

SHORT-TERM

STATUS

Promote the use of the Employee Assistance Program (EAP) which provides confidential counselling and support services to employees facing personal or work-related challenges



Empower employees to take an active role in maintaining a safe work environment by recognising and rewarding safe behaviours



Foster a strong safety culture within the business by promoting open communication, encouraging reporting of safety concerns, and recognising and rewarding safe behaviours



GOAL
ACHIEVED



WORK IN
PROGRESS



GOAL
PAUSED

MEDIUM-TERM

STATUS

Conduct a design and environment assessment of all manufacturing sites and showrooms (including ergonomic assessments of workstations) to improve overall comfort, lighting, ventilation, noise control and access to nature



Establish a health and safety committee with representation from across the business to identify any safety concerns, review incident reports, and develop recommendations for improving health and safety practices in the workplace



LONG-TERM

STATUS

Invest in training and skill development opportunities related to health, safety and wellbeing, such as workshops on resilience and mental health, and CPR and first aid training



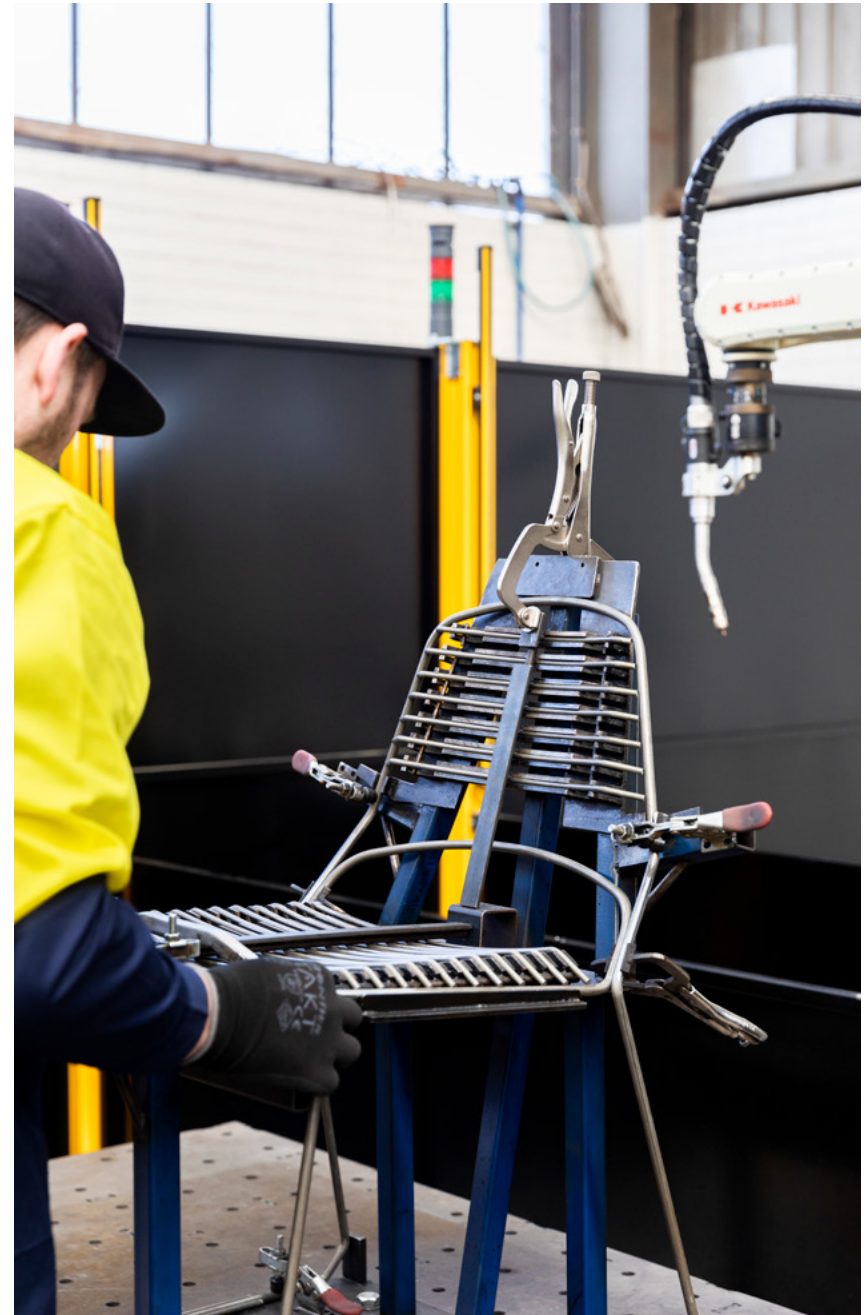
Health, safety & wellbeing

EMPLOYEE ASSISTANCE PROGRAM

We offer confidential phone counselling through the EAP Assist Program to support employee wellbeing. This is an option for all staff across the factory floor and our showrooms. In 2024, 40% of available program time was taken up for people to work through any workplace or personal issues with a qualified professional.

RECOGNISING SAFE BEHAVIOURS

With our factory as the heart of the business, safety is a major focus for us. Safety statistics, any issues and ideas for improvement are discussed at monthly Toolbox talks, and occasionally we have BBQs to celebrate safe performance. Any unsafe behaviour is addressed and remedied promptly.



Continuous Learning

GOAL:

Foster a culture of curiosity and continuous learning and improvement by empowering employees to learn, grow and thrive in their careers while driving innovation.

SHORT-TERM

STATUS

Continue to offer a range of workshops and training sessions to employees on relevant topics, ensuring they gain immediate access to learning opportunities



Continue to encourage employees to attend and participate to industry events to spark creativity and provide opportunities for further learning and informal mentoring



Continue to provide mentoring and collaboration opportunities to local designers to foster innovation and support the growth of the design industry



GOAL
ACHIEVED



WORK IN
PROGRESS



GOAL
PAUSED

MEDIUM-TERM

STATUS

Establish a formal mentorship program to pair employees with mentors who can provide guidance and support in their professional development



Organise an internal innovation challenge to encourage employees to explore new ideas and contribute innovative solutions to business challenges



LONG-TERM

STATUS

Expand the mentorship program to pair emerging talent in the local community with experienced designers



Develop a formal apprenticeship program, in partnership with universities



Continuous Learning

We've evolved as a business over the last 30+ years because we've grown as individuals. To expand our skills and knowledge, we're continuously learning from each other, from our clients, our colleagues, community and from professional educators and industry experts across various fields.

PROFESSIONAL DEVELOPMENT HIGHLIGHTS

2025

- Regional Architecture Association 'Context' (Sales)
- Australian Architects Declare & Suppliers Declare (Sales)
- Internal Annual Sales Conference (Sales)
- Outlandish Landscape Conference (Sales & Marketing)
- LinkedIn Masterclass (Marketing)

2024

- Regional Architecture Association 'Peripheral' (Sales)
- Australian Architects Declare & Suppliers Declare (Sales)
- Internal Annual Sales Conference (Sales)
- Living Cities Forum (Marketing)

2023

- First aid training 5 staff (Operations)
- Internal Annual Sales Conference (Sales)
- GreenStar Training (Sales)



Diversity, Equity and Inclusion

GOAL:

Achieve a workforce that reflects the diversity of the communities where Tait operates, and promote equity and inclusion at all levels of the organisation.

SHORT-TERM

STATUS

Regularly organise activities to promote social interaction, networking, mentorship and advocacy for staff across all areas of the business



Collect and analyse data on diversity and representation across all levels of the business to track progress over time and identify areas for improvement



Ensure diverse representation in internal communication and marketing materials, including newsletter, advertisement, website content and social media posts



GOAL
ACHIEVED



WORK IN
PROGRESS



GOAL
PAUSED

MEDIUM-TERM

STATUS

Implement initiatives to promote equity and inclusion across the organisation, such as training programs on unconscious bias, policies and practices that foster a culture of belonging and respect for all individuals



Undertake an audit of the existing recruitment and procurement processes and policies with a diversity, equity and inclusion lens



Review preferred suppliers list based on the above and implement a supplier diversity program to actively seek out diverse business relationships



LONG-TERM

STATUS

Invest in long-term pipeline development initiatives to increase diversity in talent pool, such as partnerships with universities, education initiatives and scholarship programs serving under-represented communities



Diversity, Equity and Inclusion

Just like the parts of a product come together to make a whole, our business thrives because of the unique skills, experience and value of our team members.

33

team
members in
the factory

13

countries
of origin

3:22

female to
male ratio
in factory

MEET OUR TEAM: AMIN

One of our welding craftsmen is Amin Farrar, who started working with us via the government's Job Seeker program. Whilst holding a degree in Physics from his native Iran, Amin was unable to transfer this qualification to Australia when he arrived as a refugee in 2010. Once settled, Amin decided to retrain in the family trade – his father and brothers were all welders back home working in the agricultural industry. Nearing the end of his qualification, Amin interviewed for a role at Tait and was hired on the spot. Nine years later, he remains a pivotal part of our welding team.



Purpose

Crafting pieces with integrity and longevity for A Life Outside is the basis of all our design choices, and our business decisions.



Made in Australia

We've always been proudly Australian made. And because our passion for manufacturing is one of the reasons Tait exists – this will never change. But our passion isn't the only reason we make locally. We also do it because by owning the end-to-end production process, we maintain the highest quality of craftsmanship. And, since every product is made to order, customers can select the materials and dimensions suit their space – ensuring greater satisfaction for longer.



Our Australian partners

At Tait, not only do we make, assemble and package our products locally. We also source many of our materials and partner with recyclers within Australia – which means less carbon miles, and more support for local businesses.

OUR AUSTRALIAN SUPPLIERS

WA

- Small injection moulded componentry

QLD

- Spotted Gum

NSW

- Spotted Gum

SA

- Aluminium extrusions
- Mild steel

VIC

- Exterior-grade foam
- Powder coat
- Spotted Gum oil

Our Community

During our decades in the furniture design industry, we've made a lot of great friends.

Our work brings us into contact with talented industrial designers, interior designers and architects, Indigenous arts collectives, hardworking design suppliers and manufacturers, iconic lifestyle brands, government organisations and design students – not to mention all our lovely clients.

We are part of a dynamic ecosystem of industry, private, educational, advocacy and government organisations working towards a common goal. These parts bring together various skillsets, philosophies and practices, aligned by a belief in the value of design and manufacture.

We are inspired and hopeful about what we can achieve together.

SPOTLIGHT: PARTNERSHIP WITH AGENCY

We've been working with Agency to celebrate and promote Indigenous and Torres Strait Islander art, culture and people since 2021. So far, we've collaborated on textile designs with Willie Weston, held a weaving circle with Numbulwar Numburindi with a pop-up studio for Melbourne Design Week, participated in 'Rubbish on the Shores' symposium on Country, and installed native botanical designs in our showroom by Alchemy Orange.



Sponsorship & Charitable Giving

We've got to where we are today with the help of many others, and it's our privilege and pleasure to pay that forward.

As part of the design community, we participate in a number of initiatives, sponsorships and partnerships that support those who need it. This includes design students, Indigenous and environmental organisations, whom we are honoured to support and collaborate with.



We work with these sectors because they are deeply connected to our overall purpose of elevating A Life Outside in Australia. Being in reciprocal relationship with them strengthens that purpose, reminds us of the wider community we are part of, and lifts us up collectively.

NATURAL INSPIRATION

Enjoying A Life Outside is a privilege that needs to be protected. From native grasses to wildlife, each precious part plays an important role in our dynamic ecosystem. Engaging with the natural environment through donations and partnerships, as well as creatively, gifts us with a whole new appreciation for its intrinsic value.

THE NEXT GENERATION

We've always championed Australian design, and a part of this is cultivating skills and opportunities for emerging practitioners. Supporting student collaborations and graduate exhibitions, we're excited to see the intelligence, passion and resourcefulness of the next generation up close.

FIRST NATIONS LEADERSHIP

With the wisdom of millennia embedded in culture and Country, we're prioritising the voices of Indigenous organisations and individuals. We'll continue to use our platform to showcase and support Indigenous thinking, innovation and creativity, always listening and learning along the way.

Tait.

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