

An aerial photograph of a dense forest with trees in shades of orange and brown, suggesting autumn. A dark road with white lane markings runs diagonally across the upper right and lower left portions of the image. Overlaid on the center of the image is a large, semi-transparent circular graphic that contains a darker, more textured version of the forest scene.

Our FY23 Sustainability Report At A Glance



Our progress in strengthening our sustainability performance and driving change in the industry would simply not be possible without our people.

Sanjay Dayal,
Managing Director & Group CEO

~5,400
employees



Headquartered
in Melbourne,
Australia



Our Capabilities



Packaging



Reuse



Recycling



Contract Manufacturing

Net Revenue

\$1.948
Billion



15
countries

~130
locations



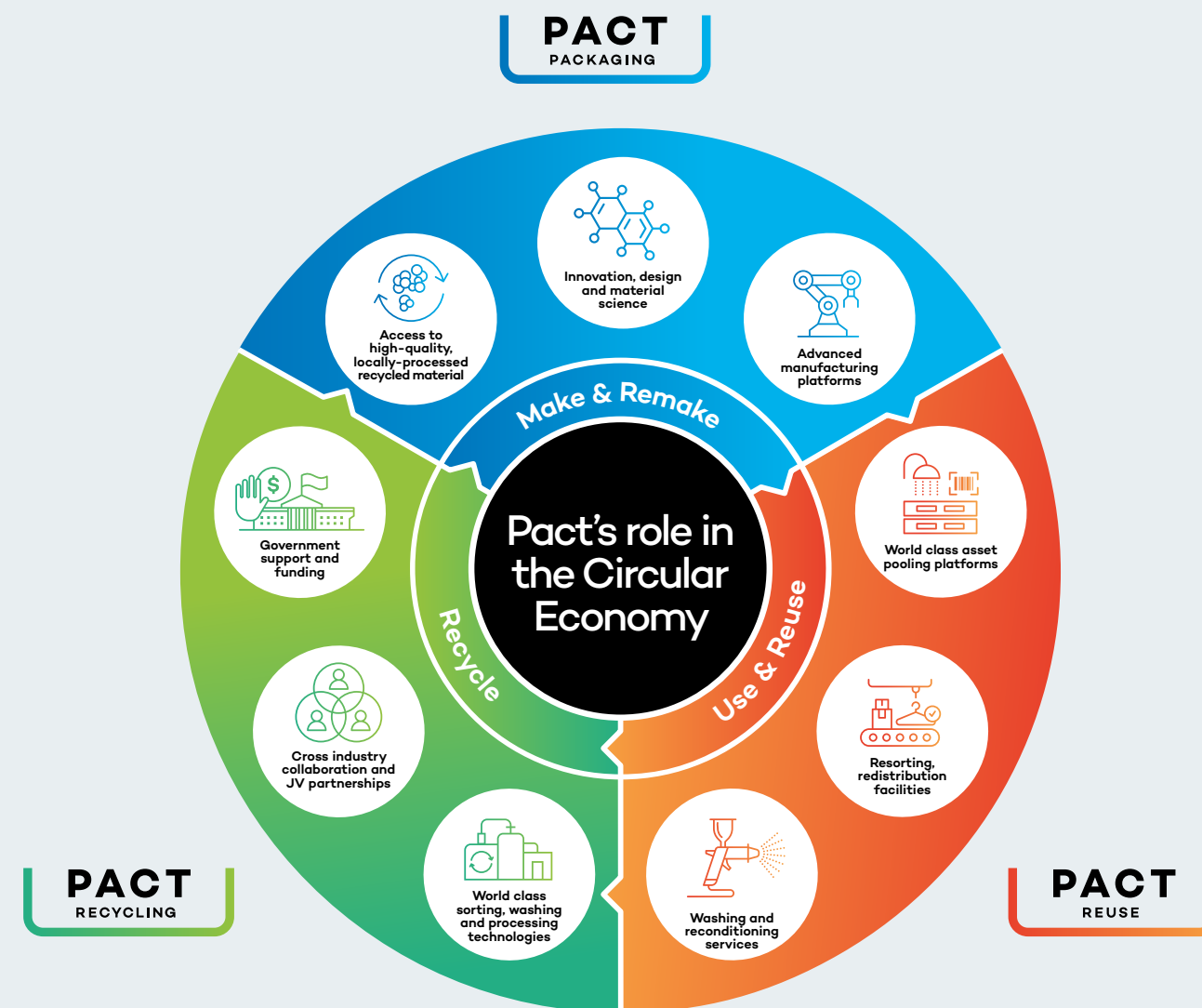
Pact* is one of the largest rigid plastic recyclers in Australasia



FINANCIAL REVIEW
**SUSTAINABILITY
LEADERS 2023**
IN ASSOCIATION WITH BCG

Circular Plastics Australia (PET)~
named as one of the *Australian
Financial Review's Sustainability
Leaders for 2023*

* Including our joint-ventures.
~ Pact's joint-venture with Cleanaway, Asahi Beverages and Coca-Cola Europacific Partners.



Our *Sustainability Report* outlines our FY23 Environment, Social and Governance (**ESG**) strategy, commitments and impact assessments under three categories:



People



Planet



Principles

Each pillar comes with its own unique set of goals and commitments.

For more information on our sustainability performance, find our full *FY23 Sustainability Report* [here](#).

Planet

As a Leader of the Circular Economy, we established our 2025 End Of Waste Targets, outlining our three goals to reduce, reuse and recycle.

Reduce

Eliminate all problematic packaging that we produce.

Reuse

Have solutions to reduce, reuse and recycle all single-use secondary packaging in retailers.

Recycle

Have an average of 30% recycled content across our plastics portfolio.

Our FY23 progress¹

Decreased production of polystyrene (PS) packaging by **11%** or more than **360 tonnes**.

Decreased production of polyvinyl chloride (PVC) packaging by **42%** or more than **125 tonnes**.



Issued more than **82 million** reusable plastic crates, eliminating more than **40,500 tonnes²** of single-use cardboard from the fresh produce supply chain.

Redistributed more than **824 million** hangers, accessories, and size clips and **175 million** security tags for reuse, diverting approximately **16,000 tonnes³** of waste from landfill.

Collected and reconditioned more than **196,000** used intermediate bulk containers and **15,000** plastic drums for reuse.

Reconditioned more than **464,000** used steel drums into good-as-new drums for reuse.

Our seven recycling facilities⁴ produced more than **54,000 tonnes** of recycled material, which was utilised internally or sold. This is an increase from last financial year of approximately **42%**.

By end of FY23, the average amount of recycled content across our plastics portfolio was approximately **12%**.

Ongoing investment in recycling with two joint-venture recycling facilities in Victoria due to commence operations in late 2023.

Collected more than **450,000** containers as a participant of the drumMUSTER recycling program.

¹ Compared to FY22.

² Based on an estimate of one corrugate cardboard box weighing approximately 493 grams.

³ Waste diversion tonnage is calculated using actual product average weights.

⁴ Includes joint-venture operations.



Measuring Our Emissions

Our worldwide Scope 1 and 2 emissions were 242,217 tCO₂e. Our Scope 3 emissions were approximately 498,500 tCO₂e.



Progressing Our 2030 Emissions Reduction Target

We achieved a 12% reduction in Scope 1 and 2 emissions in Australia and New Zealand (from an FY21 baseline), by reconfiguring operational processes, investing in energy-efficient machinery and installing solar panels.



Growing Our Recycling Footprint

Pact's two additional Circular Plastics Australia joint-venture sites neared construction completion in FY23. When up and running, these two sites will add an additional 40,000 tonnes to our annual recycling capacity.



Forming Strong Packaging Partnerships

Signed two important strategic partnerships with Woolworths Group and ALDI to supply plastic packaging made with recycled content for their own brand products.



*Excludes lid



People



Focusing On Health & Safety

Pact transitioned from a focus on lost-time injuries to monitoring high-energy incidents that resulted in, or had the potential to result in, serious injuries or fatalities.

Pact had 83 recordable injuries, 9 serious injuries and 73 potential serious injuries, resulting in a total recordable injury frequency rate of 7.1 (compared to 9.6 in FY22). We recorded no employee, labour hire or contractor fatalities in FY23.



Promoting Gender Diversity

In FY23, 34% of our employees across our operations worldwide were female. More specifically, 31% of our senior leadership team (CEO-2) were female.



Fostering Inclusion

Pact developed an initial *Reconciliation Action Plan* and a Diversity & Inclusion Committee. These additional measures will help us to support our employees and promote harmony within our workforce.



Advocating For Gender Equity

As part of Pact's International Women's Day webinar, more than 380 employees attended to hear the #ProudToBePact panel discuss the challenges of achieving gender equity, their experiences of gender bias in the workplace, and how everyone has a role to play in an inclusive culture.



Measuring Engagement

Our overall engagement score for our *Pact Pulse Employee Engagement Survey* increased to 85% (a 4% increase from our previous survey). We also received a favourable, 80% positive response to the question 'Pact Group values diversity and provides a safe and enabling workplace'.



Encouraging Employee Recognition

More than 7,900 employee recognitions were given by the Pact workforce through our dedicated *Kudos Recognition Program*.

Principles



Giving Back To The Community

Our *Community Giving Program* provides opportunities for employees to give back to groups they are passionate about or are personally connected with. In FY23, Pact supported various charities and organisations as part of this program - including Foodbank, Movember and the Australian Red Cross.



Refreshing Our Policies

Refreshed our *Competition and Consumer Act Compliance Policy* and rolled out a training for salaried employees. Pact also updated our *Modern Slavery Policy* in FY23.



Mitigating Ethical Risks

Rollled out Group-wide awareness training, which was completed by employees to enhance awareness of corruption and bribery risks and prevent policy non-compliance within Pact.



Addressing Modern Slavery

Pact released its third *Modern Slavery Statement* in accordance with the reporting requirements under the *Modern Slavery Act 2018 (Cth)*. A copy of Pact's *Modern Slavery Statement* is available on the Pact website. [Click here](#).

