

An aerial photograph of a desert landscape, showing a mix of green, orange, and brown terrain. A large, semi-transparent orange circle is centered over the image, containing the title text. The background shows a winding path or road through the desert, with some small structures or landmarks visible.

Our FY24 Sustainability Report At A Glance



PACT GROUP AT A GLANCE

~5,339

employees



Headquartered in Melbourne, Australia

Our Capabilities

- Packaging
- Reuse
- Recycling
- Contract Manufacturing

Net Revenue

\$1.857

Billion



~128

locations



15

countries



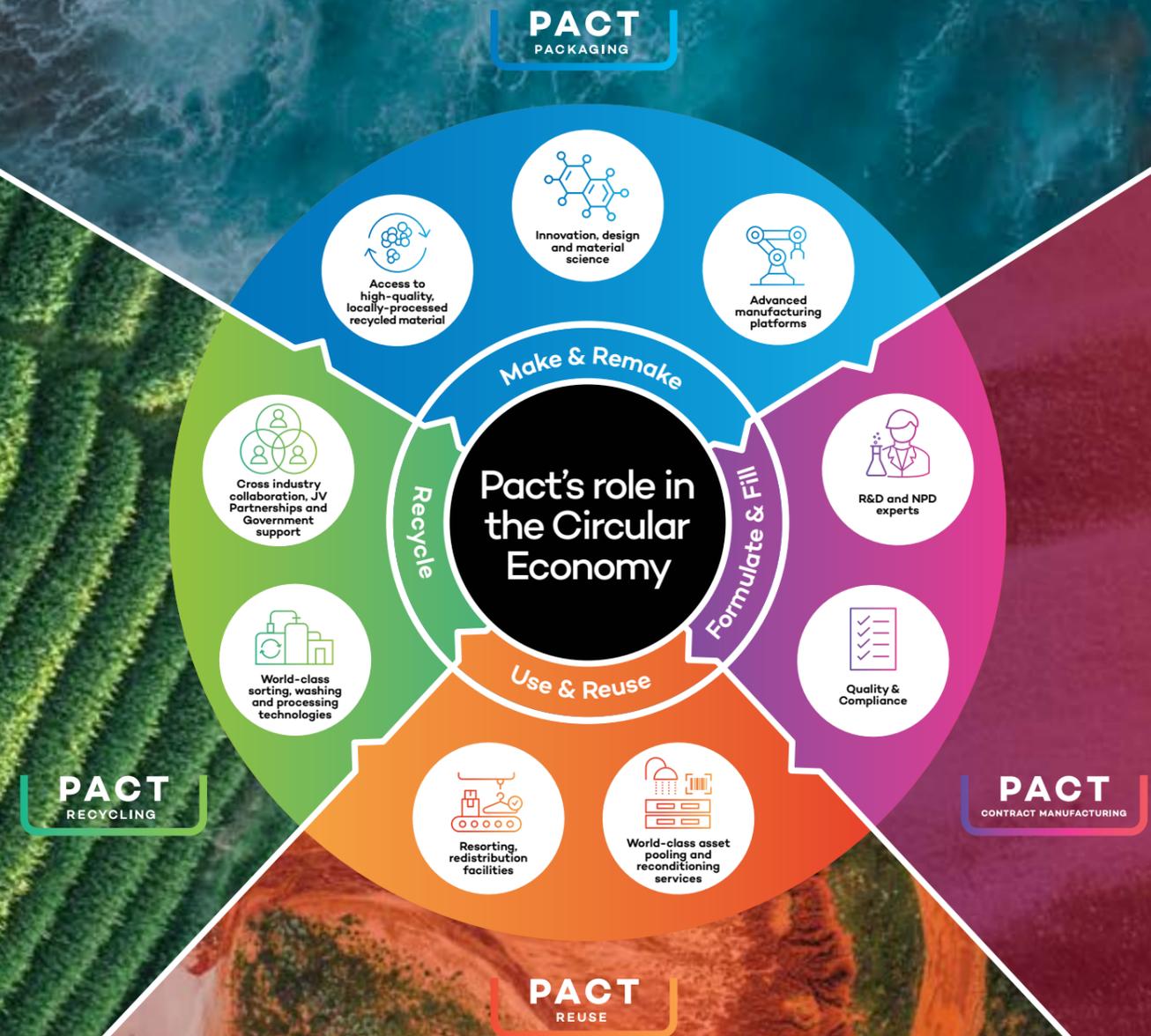
Vision:

Lead the Circular Economy through innovative packaging, contract manufacturing, reuse and recycling solutions.

Values:

- Safety**
- Customer**
- Integrity**
- Innovation**
- Respect**

OUR ROLE WITHIN THE CIRCULAR ECONOMY



Our *Sustainability Report* outlines our FY24 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 [FY24 Sustainability Report](#) here.

OUR FY24 HIGHLIGHTS



People

↑ 31.9%

female representation in Senior Leadership Team (SLT).

4,869

peer-to-peer performance recognitions.

↓ 19%

decrease in gender pay disparity.



Planet

↑ ~2.3k

tonnes increase in consumption of recycled resin. This equates to an average of 12% inclusion of recycled resin across our plastics portfolio.

↓ 9%

decrease in Scope 1 and 2 emissions in Australia and New Zealand.

↓ 42%

decrease in the consumption of problematic polymers.

>59k

tonnes of recycled material reprocessed and sold (or used internally) which represents a 96% increase.

↑ 7.15%

growth in the use of Reusable Plastics Crates (RPC) to eliminate 43k tonnes of single-use cardboard⁴.

↑ 2

new state-of-the-art Pact-operated recycling facilities opened in Victoria.



Principles

100% ✓

of our FY23 performance metrics were achieved for sustainability-linked loans (SLL). These were 3rd-party reviewed in FY24.

9 ✓

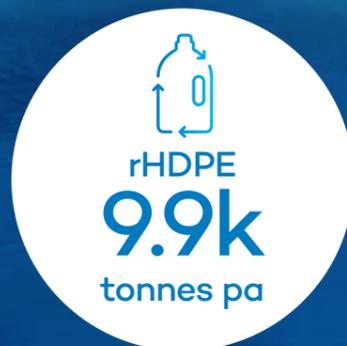
corporate policies refreshed to strengthen governance.

2 ✓

new internal policies adopted.

All comparisons are to the previous year (FY23).

The recycled resin we used in our manufacturing operations in FY24:



FY24 Sustainability Report At A Glance

The recycled resin we produced in FY24:



Products we kept in circulation via our reuse and reconditioning services in FY24:

