

# Leading the Circular Economy



# PACT GROUP AT A GLANCE

Vision:

*Lead the  
Circular Economy*

Values:

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

**~5,230**  
employees



Headquartered in  
Melbourne, Australia



Our Capabilities



Packaging



Reuse



Recycling



Contract Manufacturing

Net Revenue

**\$1,821.7**  
Billion



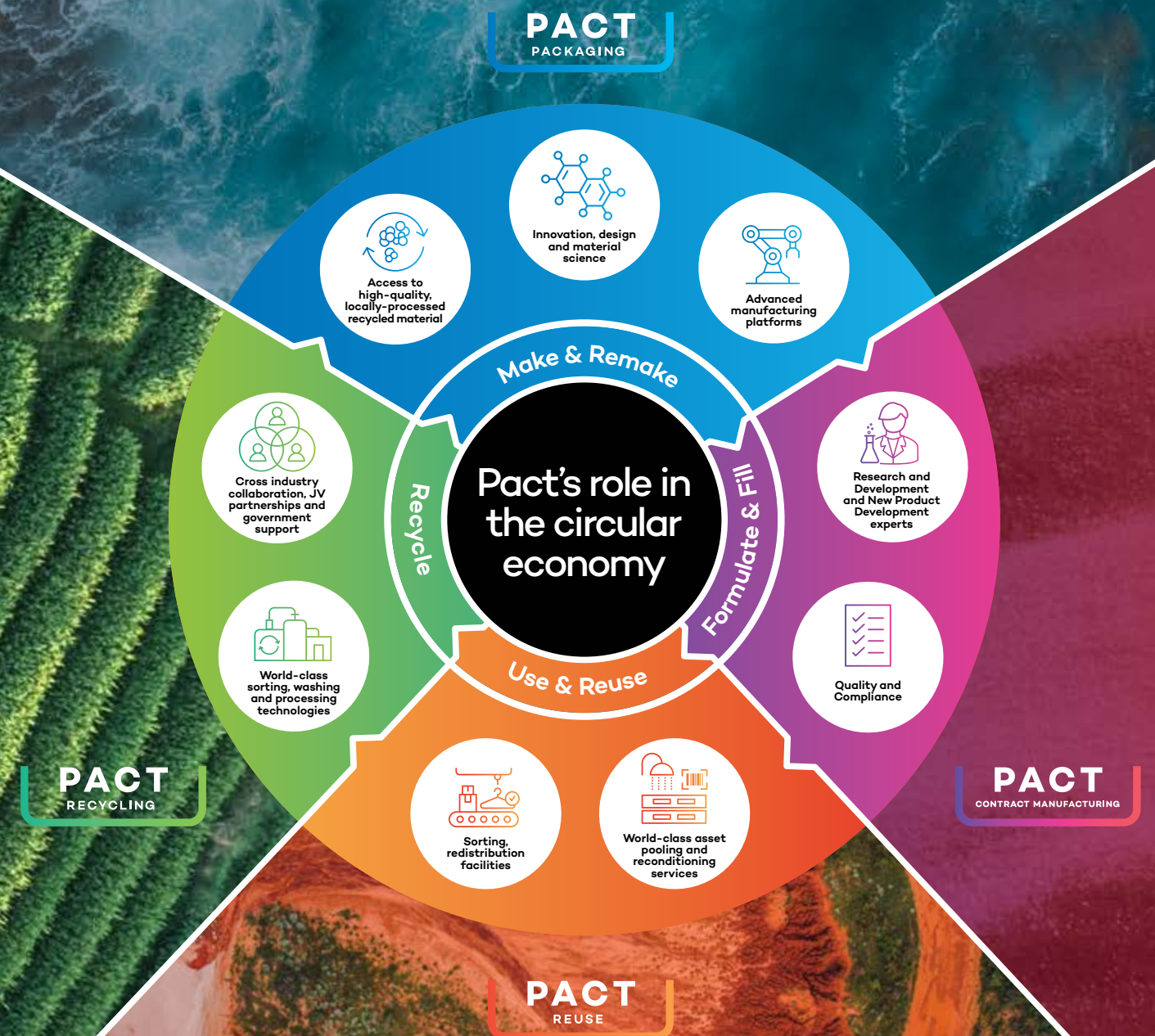
**~120**  
locations



**15**  
countries



# OUR ROLE WITHIN THE CIRCULAR ECONOMY



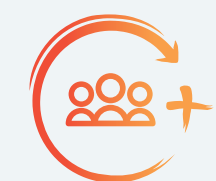
Our Sustainability Report outlines our FY25 Environment, Social and Governance (ESG) strategy, commitments and impact assessments under three categories:

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

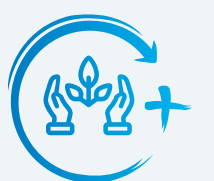
For more information on our sustainability performance, find our full FY25 Sustainability Report [here](#).



Planet

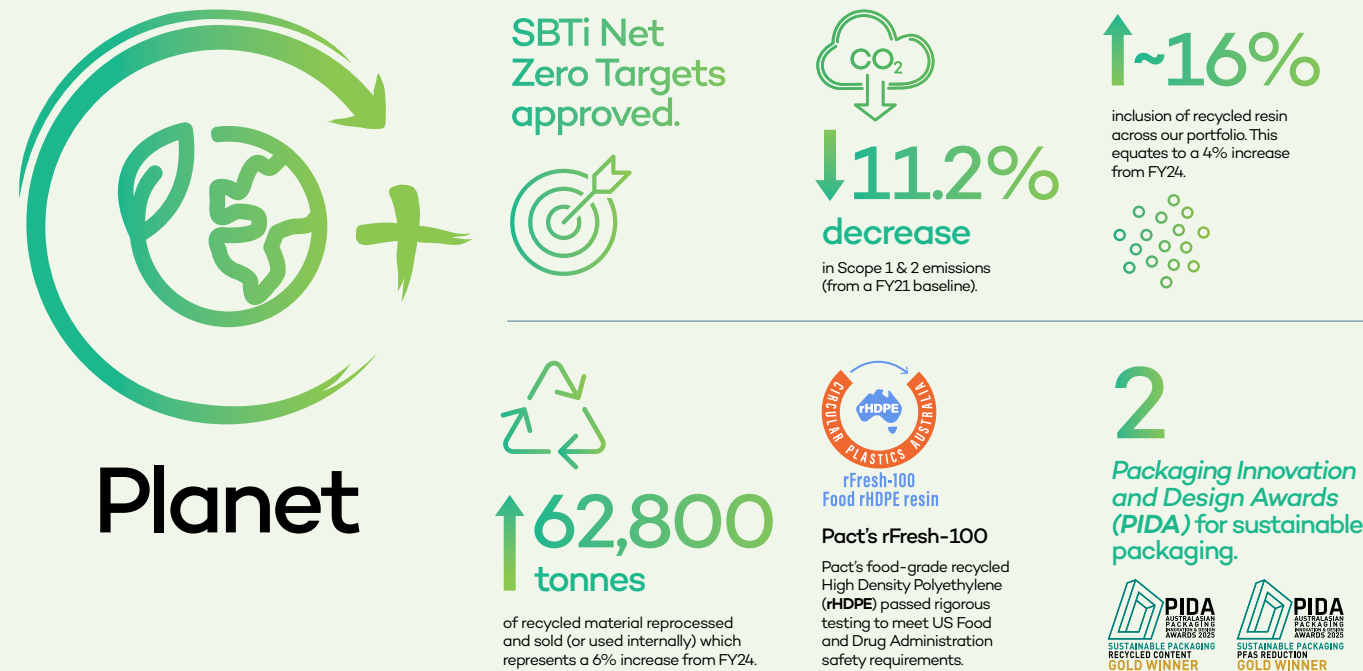


People



Principles





## FY25 SUSTAINABILITY REPORT HIGHLIGHTS



Launch of Pact's inaugural *Succeeding at Pact Guide*.



Decreased pay disparity for salaried roles in Australia and New Zealand (excluding CEO and ELT positions) from 4.2% to 4.0%.

Achieved an employee engagement score of

↑ 76%

This is 3% above the Asia Pacific region (APAC)\* manufacturing sector average.



\* Source: Culture Amp, Manufacturing APAC, January 2025 Benchmark.

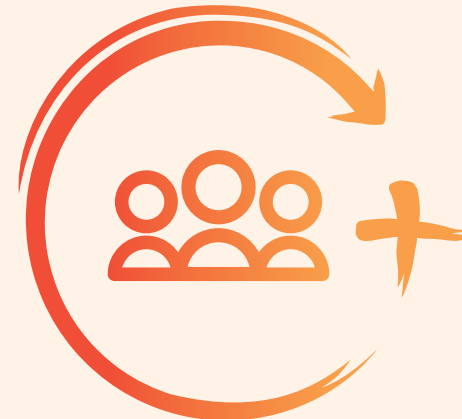


Achieved 31%

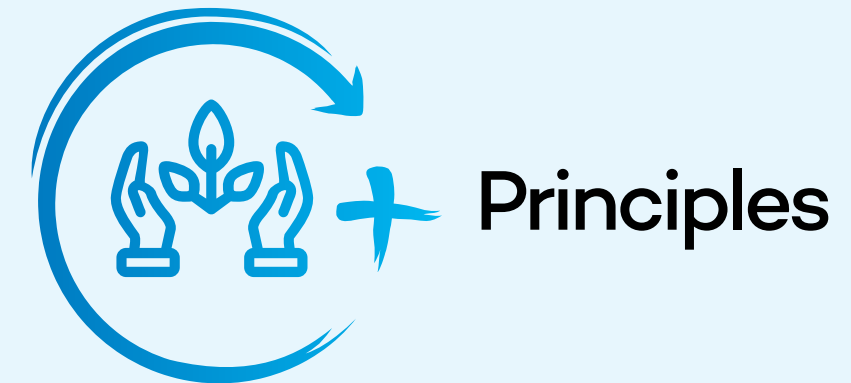
female representation in our Senior Leadership Team.

5,663

peer-to-peer performance recognitions.



**People**



**Principles**

ESG Steering Committee established to embed environmental, social and governance priorities into core operations, and accelerate progress toward our sustainability ambitions.



Launched our *Impact 2030 Targets* which are bold and measurable commitments to sustainability, circularity and ethical business practices:

+ Net zero by 2050  
+ Top quartile ESG score by 2030

+ 100% recyclable packaging by 2030  
+ 30% average recycled content across our portfolio by 2030.

100%

of our Community Giving Budget allocated to support charities that align with our Vision, reflect our Values and benefit the communities we operate in.



14 corporate policies refreshed to strengthen governance.

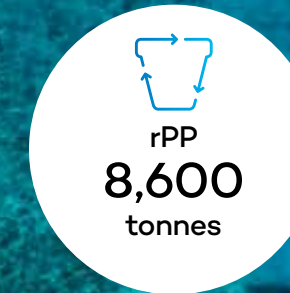
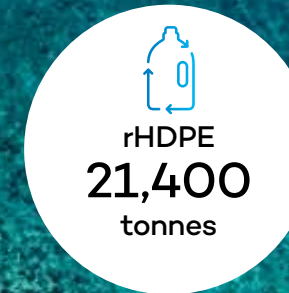
3 new internal policies adopted.



# FY25 HIGHLIGHTS BY DIVISIONS

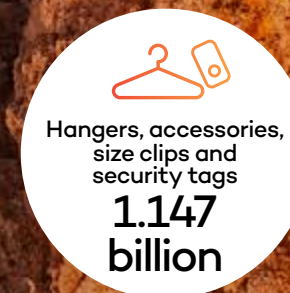
## Make & Remake

The recycled resin we produced in FY25:



## Use & Reuse

Products we kept in circulation via our reuse and reconditioning services in FY25:



## Recycle

The recycled resin we used in our manufacturing operations in FY25:



## Formulate & Fill

Smarter, scalable and sustainable contract manufacturing solutions in FY25:

