

Sustainability Charter



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SUSTAINABILITY CHARTER

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Sustainability Charter

Purpose & Application

Sustainable business practices are essential to ensure long-term business success. Sustainability can provide a better economic return in addition to creating a better workplace for employees, reducing the impact of business practices on the environment and contributing positively to communities.

The definition of sustainability is broader than the environment, it encompasses issues of civil society issues such as:

- the alleviation of poverty;
- gender inequality, diversity and inclusion;
- health and well-being;
- supply chains and modern slavery;
- community participation and investment.

This holistic approach to sustainability is supported by globally recognised standards and goals such as the [UN Sustainable Development Goals](#).

This document outlines PPG's approach to sustainability based on best practice frameworks and standards. It is not only to be used for strategic projects and initiatives, but to also improve our core products and operations.

By implementing this framework, PPG will:

- Reduce its environmental footprint and position itself as a leader in sustainable business practices
- Become an employer of choice, attract and retain top talent, and create a unified culture where sustainability is top of mind
- Build a competitive advantage that results in improved economic returns
- Ensure the business takes a proactive approach to compliance and works collaboratively with the core players and government to set industry standards
- Mitigate key risks, such as legislative change and climate change risk.

Our Framework

PPG's approach to sustainability is based upon the core principle - "better lives". We want to create better lives for our employees, shareholders, customers, suppliers and the wider the communities in which we operate.

Sustainability Charter



Our Commitment to Sustainability

Based on the framework above, our commitment to sustainability falls across 3 areas of impact – business, planet and communities. Our specific sustainability goals are set out below. Each of these are supported by measurable targets and key performance indicators which are separate to this policy. The PPG board of directors receives and reviews an annual assessment of progress against these targets.

Better Business

PPG commits to creating a more sustainable business by bettering its workplace, supply chain and governance.

Better Workplace

- We make employees' health, safety and well-being a priority.
- We value diversity and inclusion and ensure equal opportunities for all.
- We provide an engaging work environment where employees are rewarded and recognised for their efforts.
- We provide opportunities to all employees to improve their professional skills.
- We create a secure working environment by ensuring we have business continuity plans and succession plans for key roles.

Better Supply Chain

- We foster respectful labour practices that align to international human rights and labour standards.
- We create trusting and fair relationships across our entire value-chain to enable collaboration and foster system-wide improvements and learning.

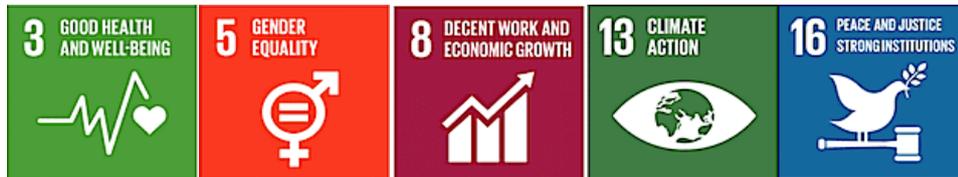
Better Governance

- We uphold a strong code of conduct for all employees to ensure team-wide ethics and compliance.

Sustainability Charter

- We aim to not only meet but exceed our regulatory and compliance obligations.
- We promote transparency through audits and reporting and have a secure process for whistle blowers to share their concerns.
- We work alongside governments to ensure we're positively contributing to the future of our industry and community.

Committing to these improvements will contribute to the following UN Sustainable Development Goals:



Better Planet

Better Operations

- We effectively manage resources such as waste, water and energy, and strive to continually reduce greenhouse gas emissions.
- We aspire to promote, protect and restore sustainable use of ecosystems.
- We invest in technology that will advance our sustainability agenda and improve our operational footprint.

Better Products

- We continuously seek to reduce the environmental impact of our product portfolio by embracing the principles of 'reduce, reuse, recycle'.
- We work with our customers and stakeholders to co-design products that are safe for their consumers as well as the environment.
- We invest in research and innovation to bring world-class sustainable products to market.

Better Collaborations

- We invest in partnerships across all 3 sectors that will advance our products and the circular economy.
- We work with leading universities and institutions to advance our industry and ensure long-term sustainability and success.
- We collaborate with key stakeholders to advance data collection and access for our industry.
- We support the standards set by industry bodies and will strive to exceed the targets they set.

Committing to these improvements will contribute to the following UN Sustainable Development Goals:



Sustainability Charter

Better Communities

Better Investment

- We financially contribute to civic initiatives that impact our people and their communities.
- We support community initiatives with our expertise and other intangible resources to further their cause and impact.

Better Participation

- We give our time to volunteer for initiatives and projects that are important to our people and their environment.

Better Education

- We empower our suppliers, customers and end consumers with education to make smart choices and change their behaviours to minimise their environmental footprint.
- We engage with our communities and stakeholders to better understand their needs and concerns about sustainability so that we can meet their expectations.

Committing to these improvements will contribute to the following UN Sustainable Development Goals:



Sustainability Guiding Principles

PPG's guiding principles for sustainability stretch across all business activities including business-as-usual operations and core products, as well as innovation and new business opportunities and initiatives.

The principles which guide all business activities are:

1. *We have a holistic approach to sustainability.* We approach sustainability by looking at the entire life cycle and the total impact our actions, processes and products have on the environment and communities. While some products, actions or activities may be perceived as green or sustainable from an external perspective, deeper analysis can show that they are in fact more harmful than current solutions. We will be rigorous in our approach and analysis of sustainable solutions to ensure that our decisions will truly improve sustainability for our business, planet and communities.
2. *Our sustainability activities must be aligned to our strategy and drive business performance* Sustainability is top of mind for many organisations, however this does not always translate into tangible impact or positive outcomes. Sustainability is an integral part of our success and we do not want our efforts to be token gestures. We commit to embedding sustainability into our core business strategy and pursuing real and significant outcomes for our business, planet and communities.
3. *Sustainability is complex and is best solved through collaboration.* Many of the challenges around sustainability are complex and cannot be solved by a single player. For PPG to

Sustainability Charter

genuinely become sustainable, the business will need to work proactively with other industry players, government and civil society, to innovate products, processes and systems that work across the entire value chain.

4. *We promote transparency and hold ourselves to the highest account.* While there is significant external pressures and targets driving sustainability efforts in our industry, our efforts are driven from our intrinsic motivation to do the right thing for our people and environment. Lasting change can only be made if we are true to where we are and how far we must go. We will measure our progress accurately, share our progress and shortfalls openly with key stakeholders and continually aim high and hold ourselves to account.
5. *Empower our people and communities through education.* As a major industry player, PPG has a responsibility to educate our employees, customers, suppliers and end consumers on sustainability and the implications of their actions. Although sustainability is top of mind for many people and organisations, there are still common misperceptions around sustainability that PPG can contribute to correct. By educating our people, stakeholders and communities, we will empower those we work with to make better decisions every day and ultimately drive sustainability at a systemic level.
6. *We will be open, flexible and responsive to change.* Across all industries, sustainability benchmarks and goal posts have and will continue to change as technology and data collection advances. We will be ambitious with our sustainability agenda and be open and flexible with our approach to ensure it aligns with current best practices. Sustainability is not an end goal for PPG, but rather it is the continual pursuit of excellence.

Charter Review

This Charter will be reviewed annually. Any amendments to this Policy shall be affected by the posting of an updated version of the document on PPG's website at www.ppgaust.com.au.