

Annual Report and Action Plan

Company Name: **ELDERS LIMITED**

Trading As: **Elders, Titan AG, Ace Ohlsson and others**

ABN: **34004336636**

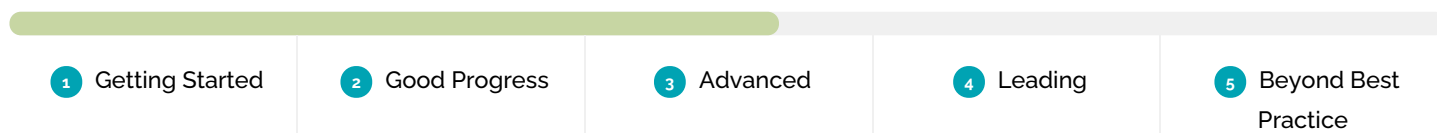
About APCO

Australian Packaging Covenant Organisation (APCO) is a co-regulatory not-for-profit organisation leading the development of a circular economy for packaging in Australia. APCO's vision is a packaging value chain that collaborates to keep packaging materials out of landfill and retains the maximum value of the materials, energy and labour within the local economy.

Each year, APCO Brand Owner Members are required to submit an APCO Annual Report and an APCO Action Plan. This document is the Annual Report and Action Plan output for the organisation listed above. This document provides the overall performance level of the organisation, as well as any commitments they have made to work towards on their packaging sustainability journey. This document may also include additional information provided by the Member in their report.

Overall Performance **Advanced**

The chart below indicates the overall performance level of this organisation listed above in the 2025 APCO Annual Report. The organisation's reporting period was **October, 2023 - September, 2024**.



Understanding APCO Annual Reporting performance levels:

- | | |
|--------------------------------|--|
| 1 Getting Started: | You are at the start of your packaging sustainability journey. |
| 2 Good Progress: | You have made some first steps on your packaging sustainability journey. |
| 3 Advanced: | You have taken tangible action on your packaging sustainability journey. |
| 4 Leading: | You have made significant progress on your packaging sustainability journey. |
| 5 Beyond Best Practice: | You have received the highest performance level and have made significant progress on your packaging sustainability journey. |

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Additional Information

The information below indicates additional information that the organisation included in their APCO Annual Report.

Describe initiatives, processes or practices that you have implemented during your chosen reporting period that have improved packaging sustainability

We refreshed our Waste Strategy which allowed us to take a holistic view of waste management at Elders. We now have a focused approach to addressing waste through the three priorities outlined below:

GOVERNANCE

- Ensure appropriate policies and plans are in place for effective and efficient waste management.
- Leverage digital tools for waste tracking and reporting to quantify our waste footprint, identify trends, and develop targeted waste management initiatives.
- Ensure safe storage, handling and transportation of hazardous waste in accordance with local, state and federal regulations.

EFFICIENT WASTE MANAGEMENT

- Implement the Australian Packaging Covenant Organisation (APCO) principles and leverage the Sustainable Packaging guidelines (SPGs) to evaluate all own-brand products and drive opportunities for improvement.
- Engage with suppliers to enhance waste management initiatives that minimise waste, maximise value and positively impact the environment.
- Explore new-to-market solutions and opportunities for achieving sustainable outcomes.

SUPPORT CIRCULAR ECONOMIES

- Reduce waste through design, efficient use, reuse, repair and recycling where practicable.
- Engage in resource recovery systems through product stewardship schemes and recycling initiatives that support circular economic systems.
- Support initiatives that champion circular economy principles and facilitate waste reduction which benefits the environment and local communities.

OUR APPROACH

- Engage stakeholders across our value chain to provide insights into processes, identify challenges and drive opportunities for continuous improvement.
- Educate our employees on best practice through tailored training to foster a culture of sustainability and drive responsible behaviours.
- Collaborate with suppliers, contractors, industry groups and community organisations focused on sustainable waste management to improve waste management initiatives.
- Explore and monitor emerging technologies to identify opportunities for improvement.

Describe any opportunities or constraints that affected performance within your chosen reporting period

The SPGs provides an avenue for us to review our entire value chain - from packaging manufacture through to disposal - and identify the areas where we can have the most impact. In FY24, we focused our efforts on raising consumer awareness of correct disposal of Elders products (e.g. on pack labelling and consumer education). This was achieved through the Big Bag Recovery program. We included the Big Bag Recovery logo on additional eligible SKUs and commenced engagement with customers purchasing large volumes of eligible bags to inform them of the recoverability of packaging.

Other areas of ongoing focus include:

- finding opportunities to influence supplier packaging design
- finding opportunities to bring packaging considerations into the new product design process

CONSTRAINTS

Improving packaging material efficiency remains an ongoing challenge. It is evident that the behaviour of the end-user and product efficacy, functionality and safety needs to be prioritised to maintain the right balance between viability, commercials, and sustainability. We are unable to make changes to packaging at the pace we anticipated.

Existing SKUs have already been approved by APVMA – any changes to packaging requires further testing, trials and reapproval which increases the go to market time for our products. We are currently exploring options for viable alternative materials containing recycled content with our suppliers.

APCO Action Plan Commitments

For each of the Packaging Sustainability Framework criteria listed below, a description is provided along with the commitments made by the organisation in their APCO Action Plan.

Criteria 1:

Governance & Strategy:

This criteria considers actions to integrate packaging sustainability into business strategies.

- Develop a strategy that includes goals (objectives) and targets for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent.
- Include a commitment to achieving the 2025 National Packaging Targets in our strategy.
- Have our executive or board of directors review our strategy and have the strategy integrated within our business processes.
- Regularly communicate and promote packaging sustainability objectives and targets within our organisation.
- Regularly engage or communicate with our external stakeholders about the environmental impacts of our packaging.
- Actively participate in initiatives to promote packaging sustainability outside of our organisation.

Criteria 2:

Design & Procurement:

This criteria considers actions taken to ensure that sustainability principles are considered in the design or procurement of both new and existing packaging through use of the Sustainable Packaging Guidelines (SPGs).

- Review **100%** of our packaging against the Sustainable Packaging Guidelines (or equivalent).
- Improve the accuracy of our data regarding reviews of packaging using the Sustainable Packaging Guidelines (or equivalent).
- Incorporate the Sustainable Packaging Guidelines (or equivalent) into procurement processes.
- Consider the following Sustainable Packaging Principles in our packaging reviews:
 - Design for recovery
 - Optimise material efficiency

- Design to reduce product waste
- Eliminate hazardous materials
- Use of renewable materials
- Use recycled materials
- Design to minimise litter
- Design for transport efficiency
- Design for accessibility
- Provide consumer information on environmental sustainability
- Improve the accuracy of our data regarding packaging material efficiency.

Criteria 3:

Recycled Content:

This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.

- Develop a policy or procedure to buy products and/or packaging made from recycled materials.
- Use recycled content in:
 - Primary packaging that we use to sell our products
 - Secondary packaging that we use to sell our products
 - Tertiary packaging that we use to sell our products
 - Other items which we purchase (e.g. office stationary and suppliers etc.)
- 1% of our packaging to be made using some level of recycled material
- Improve the accuracy of our data regarding use of recycled materials.

Criteria 4:

Recoverability:

This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.

- 77% of our packaging to be designed to have all packaging components be recoverable at end-of-life.
- Improve the accuracy of our data regarding recoverability.
- Use PREP to assess the recyclability of our packaging through kerbside collection in Australia and/or New Zealand.
- Investigate opportunities to use reusable packaging.
- Improve the accuracy of our data regarding reuse.
- Participate in a close-loop recovery program/alternative collection system.

Criteria 5:

Disposal Labelling:

This criteria considers the extent to which packaging has been labelled to help consumers determine what to do with packaging at end-of-life.

- 47% of our packaging to have on-pack labelling to inform correct disposal.
- Improve the accuracy of our data regarding labelling.

Criteria 6:

On-site Waste:

This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.

- Have recycling programs for the following materials:
 - Paper/cardboard
 - Soft plastics
 - Rigid plastics
 - Timber
 - Glass
 - Metals
 - Organics
- Aim for 18% of our on-site waste to be diverted from landfill.
- Improve the accuracy of our data regarding on-site waste.

Criteria 7:

Problematic Materials:

This criteria considers the extent to which organisations are actively phasing out problematic and unnecessary single-use plastic packaging and preventing/reducing litter.

- Help reduce litter by:
 - Work with national waste collector to identify opportunities for collection of shrink-wraps used in the business.
- Phase-out the following problematic and unnecessary single-use plastic items:
 - Rigid polystyrene (PS) packaging