APCO Performance Summary

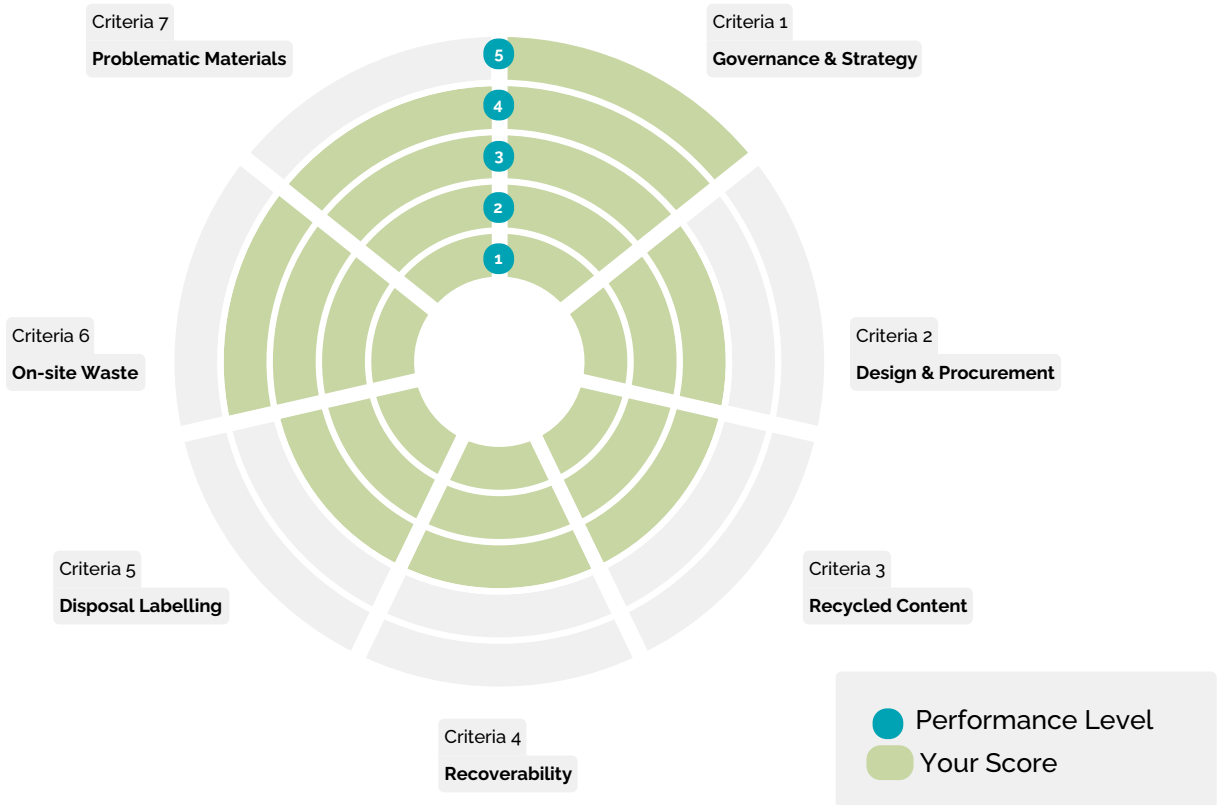|	
Company Name:	**Blackmores Limited**
Trading As:	**Blackmores Limited**
ABN:	**35009713437**

Overall Performance 60% - Leading

The score above and chart below indicate your organisation's overall performance in the **2022** APCO Annual Report. With your chosen reporting period of **January, 2021 - December, 2021** you have achieved a **Leading** overall performance level.

① Getting Started **②** Good Progress **③** Advanced **④** Leading **⑤** Beyond Best Practice

Criteria Performance Levels

The chart below indicates your organisation's performance against each of the Packaging Sustainability Framework criteria in the 2022 APCO Annual Report. Each band represents a performance level with the green indicating your level of performance for each.

Criteria 7
Problematic Materials

Criteria 1
Governance & Strategy

Criteria 6
On-site Waste

Criteria 2
Design & Procurement

Criteria 5
Disposal Labelling

Criteria 3
Recycled Content

Criteria 4
Recoverability

● Performance Level
● Your Score

Contact

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APCO
AUSTRALIAN PACKAGING COVENANT ORGANISATION

About APCO Annual Reporting

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.

Packaging Sustainability Framework criteria

Criteria 1:
Governance & Strategy

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

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).

Criteria 3:
Recycled Content

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

Criteria 4:
Recoverability

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

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.

Criteria 6:
On-site Waste

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

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.

APCO Annual Report Criteria Performance & Responses

Provided below are your organisation's responses to the questions within the APCO Annual Report as well as a performance level for each criteria.

Criteria 1:

Governance & Strategy: **5** Beyond Best Practice

1 Getting Started	**2** Good Progress	**3** Advanced	**4** Leading	**5** Beyond Best Practice
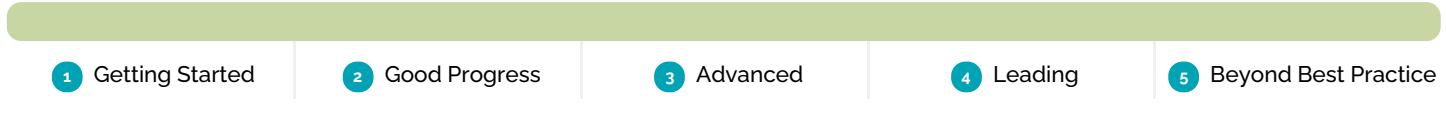
Does your organisation have a documented strategy that includes goals (objectives) and targets for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent?

● Yes ○ No

Does your organisation's strategy include a commitment to achieving the 2025 National Packaging Targets?

● Yes ○ No

Is this strategy integrated within your business processes and has it been approved by an executive or board of directors?

● Yes ○ No

Do you regularly communicate and promote packaging sustainability objectives and targets within your organisation?

● Yes ○ No

Do you regularly engage or communicate with external stakeholders (suppliers, final consumers, community groups etc.) about the environmental impacts of your packaging?

● Yes ○ No

Do you actively participate in any other initatives to promote packaging sustainability outside of your organisation?
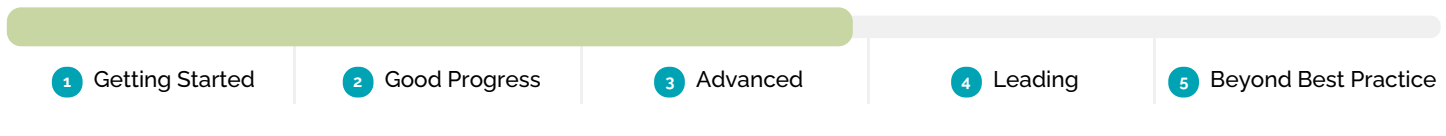
● Yes ○ No

Supporting Evidence

In 2021, significant work, driven by the Group Packaging Strategy team (a collaboration of technical experts representing key business functions) and overseen by a Steering Committee (including Executive Leadership) has placed focus on total Group packaging formats, the 2025 National Packaging Targets and future driven packaging.

Your full response can be found towards the end of this document.

Criteria 2:

Design & Procurement: **3** Advanced

1 Getting Started	**2** Good Progress	**3** Advanced	**4** Leading	**5** Beyond Best Practice

APCO AUSTRALIAN PACKAGING COVENANT ORGANISATION

How many of your 1530 Tonnes of packaging have had their packaging reviewed against the Sustainable Packaging Guidelines (or equivalent) in the last 5 years?

1208

Please indicate the accuracy of this response.

Medium

Do you require your suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for your packaging?

○ Yes ● No ○ N/A

Please tell us about any positive outcomes from your packaging reviews.

Our sustainable Material Hierarchy, incorporating the SPGs has played a significant role in our Group Packaging Strategy. We were able to identify suitable materials that will help us deliver our packaging vision while also addressing our 2025 100% recyclable packaging target and all subsequent packaging commitments.

Do you believe applying the SPGs delivers business value to your organisation?

● Yes ○ No

Which of the following Sustainable Packaging Principles have been considered in reviews of your organisation's packaging against the Sustainable Packaging Guidelines (SPGs)?

Design for recovery

● Yes ○ No

Optimise material efficiency

● Yes ○ No

Design to reduce product waste

● Yes ○ No

Eliminate hazardous materials

● Yes ○ No

Use of renewable materials

● Yes ○ No

Use recycled materials

● Yes ○ No

Design to minimise litter

● Yes ○ No

Design for transport efficiency

● Yes ○ No

Design for accessibility

● Yes ○ No

Provide consumer information on environmental sustainability

● Yes ○ No

How many of the 1530 Tonnes of packaging have packaging that has been optimised for material efficiency in the last 5 years?

697

Please indicate the accuracy of this response.

Medium

If yes, please tell us about any material savings you have made.

Through our shipper project, we have worked in collaboration with our supplier to identify improvements to our shippers. This work has incorporated a review of weight, strength and material. Many shipper skus achieved a reduction or omission of virgin material input. Through this work, trials have also identified and maintained fit-for purpose elements such as strength, rigidity, transportability, stackability etc.

Supporting Evidence

A file can be provided upon request. Our data systems do not enable easy identification of all material changes. Where weight reductions or material efficiencies have been made, our quality team assesses each case. Change management protocols may warrant only a version change and not a new item code. Version changes are easily identifiable against the item. The difficulty is calculating the same change to a common packaging component across a number of skus.

Your full response can be found towards the end of this document.

Criteria 3:

Recycled Content: 3 Advanced

| 1 Getting Started | 2 Good Progress | 3 Advanced | 4 Leading | 5 Beyond Best Practice |

Do you have a policy or procedure to buy products and/or packaging made from recycled materials?

● Yes ○ No

Which of the following products that you either purchase or sell contain recycled materials?

- ○ Primary packaging that you use to sell your products
- ● Secondary packaging that you use to sell your products
- ● Tertiary Packaging that you use to sell your packaging
- ○ Your products
- ● Other items which you purchase
  (e.g. office stationary & supplies, building materials such a bollards etc.)
- ○ None of the above

How many 1530 Tonnes of packaging has at least some packaging that is made from recycled material?

697

Please indicate the accuracy of this response.

Medium

If you do not currently use recycled materials in any of your packaging, please indicate why:

○ Cannot find a supplier who provides recycled materials

○ We cannot use recycled materials in contact with our product

○ Cost is prohibitive

○ Other (please specify)

Please specify

● None of the above

Supporting Evidence

Our Shippers have had material optimised so that by volume:

13 % total shipper volume is a portioned to shippers containing 44% RC

44% total shipper volume is a portioned to shippers containing 72% RC

43%total shipper volume is a portioned to shippers containing 100% RC

Your full response can be found towards the end of this document.

Criteria 4:

Recoverability: 3 Advanced

| 1 Getting Started | 2 Good Progress | 3 Advanced | 4 Leading | 5 Beyond Best Practice |

How many of your 1530 Tonnes of packaging have all packaging components that are recoverable (i.e. recyclable or compostable) at end-of-life?

1511

Please indicate the accuracy of this response.

High

How many of your 1530 Tonnes of packaging have separable components with mixed recoverability at end-of-life? (e.g. a jar that is recyclable with a lid that is not recyclable)

1

Please indicate the accuracy of this response.

High

How many of your 1530 Tonnes of packaging have been assessed in the Packaging Recyclability Evaluation Portal (PREP)?

1514

If you use compostable packaging, please indicate the type(s) of compostable certification (if any):

- ○ Certified home compostable (AS5810)?
- ○ Certified industrial compostable (AS4736)?
- ○ Certified compostable to another certification (i.e. not AS5810 or AS4736)?
- ● Compostable (not certified)?
- ○ None of the above

How many of your 1530 Tonnes of packaging are not recoverable at end-of-life and must go to landfill? (i.e. not recyclable or compostable)

18

Have you investigated if there are any opportunities to use reusable packaging?

● Yes ○ No

If yes, how many of your 1530 Tonnes of packaging have packaging for which all components are reusable?

0

Please give an indication on the accuracy of this response.

Medium

Which of the following reusable business to business items did your organisation utilise during the previous 12 month period?

- ● Pallets
- ○ Crates
- ○ Drums
- ● Intermediate Bulk Containers (IBCs)
- ● Other (please specify)

Please specify

Pallet Layer Slip Sheets

Return Cages

- ○ None of the above

Tick all that apply - Was this reused:
Internally (between your organisation's sites & facilities)?
Externally (with other organisations such as suppliers or customers)?

Pallets	● Internal	● External
Crates	○ Internal	○ External
Drums	○ Internal	○ External
Intermediate Bulk Containers (IBCs)	● Internal	○ External
Other (specified above)	○ Internal	● External

Does your organisation participate in any of the following closed-loop recovery programs/alternative collection systems for your packaging?

● REDcycle

○ Terracycle

○ Container Deposit Scheme (CDS)

○ DrumMUSTER

● Other (please specify)

Please specify

> Onsite collection of soft plastics into bales which are then purchased by a third party and repurposed in alternate industry.

○ N/A (All our packaging is recovered through mainstream recovery systems)

○ None of the above

Supporting Evidence

> Able to provide evidence upon request

Criteria 5:

Disposal Labelling: **3** Advanced

| 1 Getting Started | 2 Good Progress | 3 Advanced | 4 Leading | 5 Beyond Best Practice |

How many of your 1530 Tonnes of packaging have labelling on-pack to inform the consumer of how to correctly dispose of the packaging?

1106

Please indicate the accuracy of this response.

Medium

Which of the following labels does your company presently use?

- ● Australasian Recycling Label
- ● Mobius Loop/Recycling symbol
- ○ Tidy man
- ● Written instructions
- ● REDcycle logo
- ○ Other (please specify)

Please specify

For small labels, the available real estate for the appropriate display of the ARL continues to challenge us. While we have commitment from the business to apply the ARL to all labels on 300mL bottles and above, we are working to ensure to bottles below 300mL are assessed for label application on a case by case basis.

For our larger skus, the majority of our labels have adopted the ARL label

Your full response can be found towards the end of this document.

- ○ None of the above

Supporting Evidence

We are unable to quantify the exact tonnage of material that has the ARL label is applied and enters the Aus/NZ markets as several products share labels with overseas markets. We can however, identify the number of skus the ARL was added to in the reporting period.

Criteria 6:

On-site Waste: 4 Leading

1 Getting Started	2 Good Progress	3 Advanced	4 Leading	5 Beyond Best Practice

Tick which of the following packaging materials you have on-site recycling programs for:

- ● Paper/cardboard
- ● Soft plastics
- ● Rigid plastics
- ○ Timber
- ○ Textiles
- ● Glass
- ● Metals
- ○ Other (please specify)

Please specify

- ○ All materials have recycling programs
- ○ None of the above

Over the reporting period, how much of the waste your organisation generated on-site was diverted from landfill (was recycled, composted, reused or sent for energy recovery)?	47%

Please indicate the accuracy of this response.	High

Which of the following facilities are included in the above waste data?

- ● Offices
- ● Warehouses
- ● Stores

○ Manufacturing Facilities

○ Other (please specify)

Please specify

Data is based on FY21 as reported in our Group Sustainability Report. The data is collected for our primary facilities across Australia including Manufacturing, Packing, Warehousing and Distribution and offices.

○ None of the above

Supporting Evidence

Public facing data is available in our annual Sustainability Report www.blackmoressustainability.com.au. Waste outcomes are independently assured by Deloitte.

Files are available on request

Your full response can be found towards the end of this document.

Criteria 7:

Problematic Materials: 4 Leading

| 1 Getting Started | 2 Good Progress | 3 Advanced | 4 Leading | 5 Beyond Best Practice |

Over the reporting period, which of the following activities did you undertake to help reduce the impact of litter?

○ Conduct regular clean ups

● Participate in Business Clean Up Day

○ Sponsor a clean up day

● Undertook a litter education campaign

● Other (please specify)

Please specify

Blackmores Braeside Team hosts regular community volunteering initiatives in the local area including participation in Clean Up Australia Day.

Your full response can be found towards the end of this document.

○ None of the above

Please indicate which of the following problematic, unnecessary and single-use plastic packaging formats or materials your organisation has used over the last five years.

- ○ Lightweight plastic shopping bags
- ○ Fragmentable (e.g. oxo-degradable) plastics
- ○ Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- ○ EPS loose fill packaging
- ○ Moulded EPS packaging for white/brown goods or electronics
- ○ Rigid polyvinyl chloride (PVC) packaging
- ● Rigid polystyrene (PS) packaging
- ● Opaque polyethylene terephthalate (PET) bottles
- ● Rigid plastic packaging with carbon black
- ○ None of the above

Please indicate which of the following problematic, unnecessary or single-use plastic packaging formats or materials your organisation is actively working to phase out?

- ○ Lightweight plastic shopping bags
- ○ Fragmentable (e.g. oxo-degradable) plastics
- ○ Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- ○ EPS loose fill packaging
- ○ Moulded EPS packaging for white/brown goods or electronics
- ○ Rigid polyvinyl chloride (PVC) packaging
- ○ Rigid polystyrene (PS) packaging
- ● Opaque polyethylene terephthalate (PET) bottles
- ● Rigid plastic packaging with carbon black
- ○ None of the above

Have you successfully phased out any of the above packaging formats or materials in the last 5 years?

- ○ Lightweight plastic shopping bags
- ○ Fragmentable (e.g. oxo-degradable) plastics
- ○ Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- ○ EPS loose fill packaging
- ○ Moulded EPS packaging for white/brown goods or electronics
- ○ Rigid polyvinyl chloride (PVC) packaging
- ● Rigid polystyrene (PS) packaging

- ○ Opaque polyethylene terephthalate (PET) bottles
- ○ Rigid plastic packaging with carbon black
- ○ None of the above

Supporting Evidence

In the last five years, we successfully transitioned away from rigid PS packaging that was used in distribution to ensure temperature sensitive products were stabile in transit. We now use compostable and biodegradable Woolpack sets in our supply chain.

Packaging Metrics

Please provide an indication of the accuracy level of your packaging metrics

High

What packaging materials do you use?

Glass, Steel, High Density Polyethylene (HPDE), Low-Density Polyethylene (LDPE), Polyethylene Terephthalate (PET), Polypropylene (PP), Other Plastics, Cardboard.

Glass

Total tonnes used	576	Average recycled content (%) (pre consumer)	12
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	576	Average recycled content (%) (unknown)	12

Steel

Total tonnes used	15	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	15	Average recycled content (%) (unknown)	0

High Density Polyethylene (HPDE)

Total tonnes used	33	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	33	Average recycled content (%) (unknown)	0

Low-Density Polyethylene (LDPE)

Total tonnes used	22	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	22	Average recycled content (%) (unknown)	0

Polyethylene Terephthalate (PET)

Total tonnes used	11	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	11	Average recycled content (%) (unknown)	0

Polypropylene (PP)

Total tonnes used	127	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	127	Average recycled content (%) (unknown)	0

Other Plastics

Total tonnes used	1	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	0
Total single use packaging	1	Average recycled content (%) (unknown)	0

Cardboard

Total tonnes used	697	Average recycled content (%) (pre consumer)	81
Tonnes reusable packaging	0	Average recycled content (%) (post consumer)	19
Total single use packaging	697	Average recycled content (%) (unknown)	0

Additional Information

○   No additional information

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

In the reporting period, Blackmores has introduced an industry-known third-party LCA tool which has enabled us to conduct evidence-based assessments on current packaging formats. This work included LCAs on glass, PP and HDPE formats of varying pack sizes. Additional like-for-like scenario work was conducted for several packs. This work has informed us of our current upstream impact, enabling us to make comparative assessments against previous work. The outcomes have been fed into our Sustainable Materials Hierarchy and Group Sustainable Packaging Strategy.

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

Good progress has been made towards our sustainability objectives in this reporting period.

Ensuring packaging review processes and documentation is embedded into business as usual activities has had some challenges. Changes in staff, roles or processes has identified that further work in this field is required.

Your full response can be found towards the end of this document.

Please use the space below to provide examples or case studies of exemplary packaging sustainability conducted by your organisation. The information provided in the boxes may be used directly in your public facing Annual Report and Action Plan. Submitted case studies might be used by APCO in the future to support other Members in achieving packaging sustainability.

As a founding signatory of the Australian Packaging Covenant, our commitment to a sustainable future is central to all we do. To help deliver our vision, a Group Packaging Strategy team has been formed and will support the business globally in better packaging decision making.

In the reporting period, Blackmores introduced an industry known third-party Life Cycle Assessment tool (LCA) which has enabled us to conduct assessments on current packaging formats. This work included

Your full response can be found towards the end of this document.

Full Open Responses

Criteria 1 - Supporting Evidence

In 2021, significant work, driven by the Group Packaging Strategy team (a collaboration of technical experts representing key business functions) and overseen by a Steering Committee (including Executive Leadership) has placed focus on total Group packaging formats, the 2025 National Packaging Targets and future driven packaging.
We remain committed to our 2025 target of 100% recyclable packaging.

During any packaging assessment, it is here were we review the material and its design elements, we utilise the PREP and LCA tools to help in our decision making. All 10 Sustainable Packaging Principles are reviewed and concepts that are not aligned with our Packaging Policy, Vision statement, 2025 100% recyclable packaging. target or rate low on our sustainable material hierarchy, SPGs or PREP are dismissed. In November 2021, Blackmores ran a national social media campaign to educate and inform consumers on packaging recyclability and to promote use of the Australasian Recycling Label (ARL).

Criteria 2 - Supporting Evidence

A file can be provided upon request. Our data systems do not enable easy identification of all material changes. Where weight reductions or material efficiencies have been made, our quality team assesses each case. Change management protocols may warrant only a version change and not a new item code. Version changes are easily identifiable against the item. The difficulty is calculating the same change to a common packaging component across a number of skus.
During the reporting period, our Braeside manufacturing team continued their work on the Bulk Tablet Transfer Project for intra-company shipment of bulk tablets and capsules between Vic to NSW which in its first year removed 3.5 metric tonnes of cardboard and 780kg of plastic bags from our processes. .

Criteria 3 - Supporting Evidence

Our Shippers have had material optimised so that by volume:
13 % total shipper volume is a portioned to shippers containing 44% RC
44% total shipper volume is a portioned to shippers containing 72% RC
43%total shipper volume is a portioned to shippers containing 100% RC
Office paper is made from recycled content.

Criteria 5 - Please specify

For small labels, the available real estate for the appropriate display of the ARL continues to challenge us. While we have commitment from the business to apply the ARL to all labels on 300mL bottles and above, we are working to ensure to bottles below 300mL are assessed for label application on a case by case basis.
For our larger skus, the majority of our labels have adopted the ARL label.
Our shippers are generic for either B2B or B2C and we apply the ARL to these also.

Criteria 6 - Supporting Evidence

Public facing data is available in our annual Sustainability Report www.blackmoressustainability.com.au.
Waste outcomes are independently assured by Deloitte.
Files are available on request,

Criteria 7 - Please specify

Blackmores Braeside Team hosts regular community volunteering initiatives in the local area including participation in Clean Up Australia Day.

Blackmores has had a proactive approach to reducing litter generated through the Blackmores Sydney Running Festival, however, this event did not go ahead in the reporting period because of COVID impacts.

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

Good progress has been made towards our sustainability objectives in this reporting period.

Ensuring packaging review processes and documentation is embedded into business as usual activities has had some challenges. Changes in staff, roles or processes has identified that further work in this field is required.

In the past year we have also:

1) participated in APCOs MRF glass trial in Wagga Wagga

2) undertake Human Rights risk assessments of our key packaging suppliers

3) draft business opportunity for members of Complementary Medicines Australia (CMA) to participate in a collective to help manage fit-for-purpose slow moving and obsolete stock away from landfill.

4) submitted Mandatory Packaging Report to Singapore National Environmental Agency

5) packaging data systems to identify systems improvement opportunities

Additional Information - Please use the space below to provide examples or case studies of exemplary packaging sustainability conducted by your organisation. The information provided in the boxes may be used directly in your public facing Annual Report and Action Plan. Submitted case studies might be used by APCO in the future to support other Members in achieving packaging sustainability.

As a founding signatory of the Australian Packaging Covenant, our commitment to a sustainable future is central to all we do. To help deliver our vision, a Group Packaging Strategy team has been formed and will support the business globally in better packaging decision making.

In the reporting period, Blackmores introduced an industry known third-party Life Cycle Assessment tool (LCA) which has enabled us to conduct assessments on current packaging formats. This work included LCAs on glass, PP and HDPE formats of varying pack sizes. Additional like-for-like scenario work was conducted for several packs. This work has informed us of our current upstream impact, enabling us to make comparative assessments against previous work. The outcomes are important insights for our Sustainable Materials Hierarchy and inform the Group Sustainable Packaging Strategy.

The Blackmores Sustainable Packaging Materials Hierarchy was developed to inform future packaging material selection. Developing a scored Matrix across multiple criteria ensures a balanced approach and guides decision making.

The task has enabled the Group Packaging Strategy team to understand and score 12 identified potential packaging materials against:

• Blackmores Group Sustainable Packaging Guidelines,

• the outcomes of desktop carbon emissions scorecard, and

• an alternate technical scorecard.

To help mitigate bias, key stakeholders scored over 50 questions against different materials using a series of questions relating to: Sustainability, Sourcing, Packing, Transportation, Consumer Engagement and Product Quality and Stability.

The approach was assessed by APCO and Helen Lewis and reflected positive progress to inform future

packaging choices.