

# SUSTAINABLY SUCCESSFUL

CONNECTING WITH  
OUR PLANET,  
OUR PEOPLE AND  
OUR COMMUNITY





# HELLO WELCOME

INTRODUCTION.....4

SUSTAINABILITY COUNCIL 5

OUR GOALS.....6

## 01

### CONNECTING WITH OUR PLANET

Introduction.....	8
Energy Management .....	10
Energy Measurement.....	11
Package Reduction.....	12
Textile Recycling.....	14

## 02

### CONNECTING WITH OUR PEOPLE

Diversity & Inclusion.....	16
Reconciliation Action Plan (RAP).....	18
Ethical Sourcing.....	20

## 03

### CONNECTING WITH OUR COMMUNITY

Introduction.....	22
Orange Sky.....	24
WHOS   Helping People Help Themselves.....	26
Two Good Co.....	28





**Mark Roberts**  
Group Chief Executive

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Sustainability isn't just about being green. It's about connecting with our Planet, our People and our Community. It means looking after those less fortunate, ethical sourcing, waste minimisation, paying people appropriately to ensure we can continue to sustainably resource our business and just generally doing good and doing the right thing.

## YOUR SUSTAINABILITY COUNCIL

Together, the Sustainability Council will be leading initiatives to create a more positive impact in our community. The Council meet every month to discuss past, current and future initiatives under the banners of Planet, People, and Community.





# OUR GOALS

At AlSCO, sustainability is our guiding principle. We recognise that becoming a sustainable business is about connecting with our People, our Planet and our Community.

We have appointed sustainability committees on a National and local level to ensure the business remains focused on our social, environmental, and economic goals.

AlSCO will continue to be committed to working with our customers, our employees, our suppliers and the community to create positive change and build a sustainable future.



NET ZERO WASTE



IMPROVE ENERGY, CARBON,  
& WATER EFFICIENCY BY 20%



INVEST \$8M IN OUR  
STAFF & COMMUNITY



100% ETHICAL  
SUPPLY PARTNERS

# 2030

## BIG, BOLD MEANINGFUL GOALS



A crucial component of becoming a sustainably successful business is the commitment to environmental management and sustainability. This involves working on reducing our energy consumption, using water more efficiently and managing waste better.



**CONNECTING  
WITH OUR PLANET**



# Energy Management

Part of our commitment to environmental sustainability involves reducing our carbon footprint. That's why we are currently working with all AlSCO branches to develop an Energy Resources Policy for AlSCO Australia.

## Carbon & Energy Impact

In 2021, AlSCO undertook an energy and carbon assessment to understand the impact of the entire business on the environment. This assessment has been peer reviewed by DETA Consulting to verify the methodology of the information collected, calculated and interpreted in accordance with the International Measurement and Verification Protocol. AlSCO are undertaking projects to reduce their carbon and energy footprint.

In order to reduce our carbon footprint, we must first establish its size...

The first step in this process is the measurement of our total carbon emissions through a comprehensive energy audit of each branch. Carbon emission measurement is divided into three scopes:

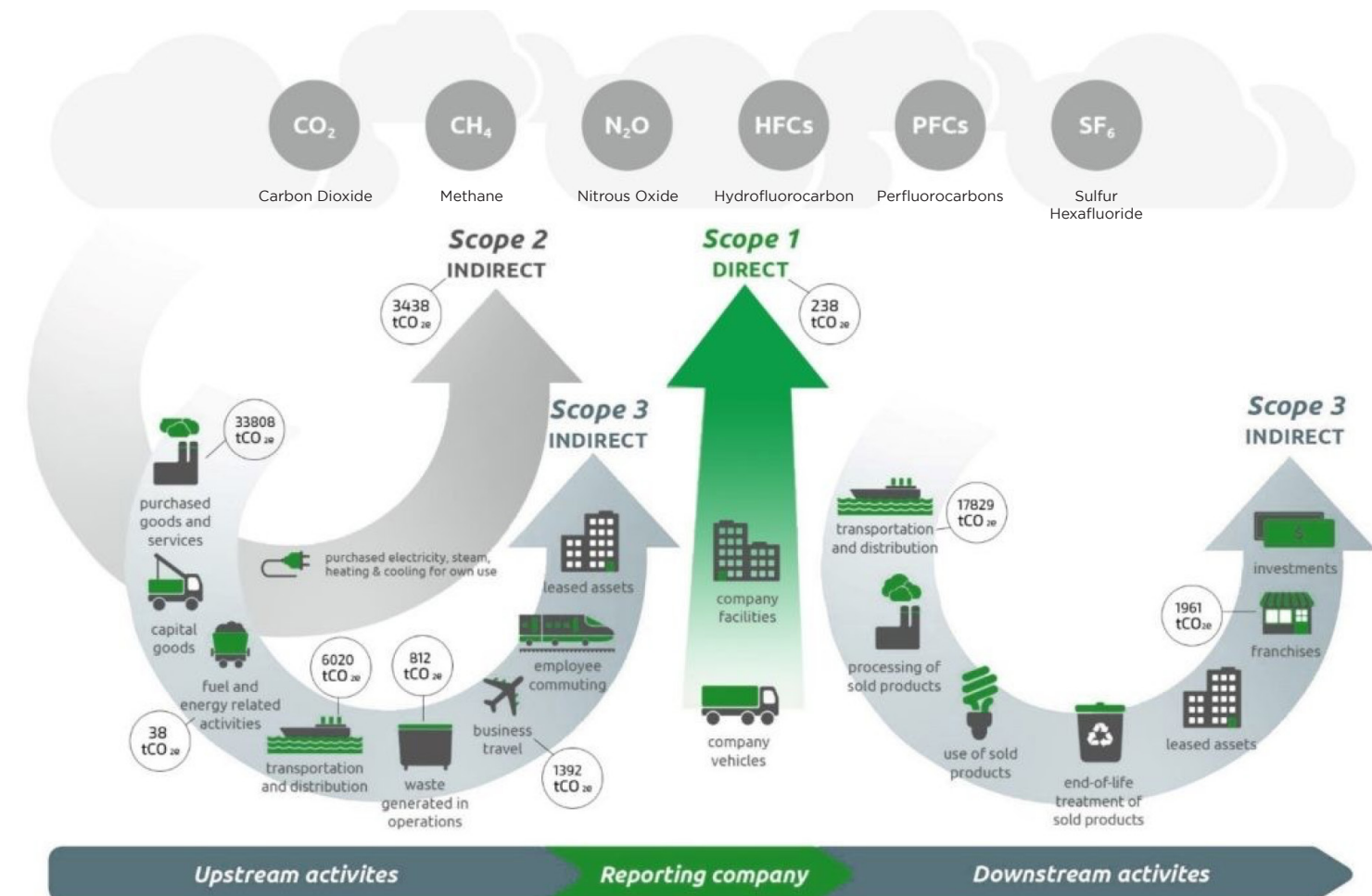
**Scope 1:** direct emissions as a result of operations and activities at our branches. They include fuel combustion, our fleet of vans and trucks and fugitive emissions (methane releases from natural gas usage).

**Scope 2:** the emissions released to the atmosphere from the indirect consumption of purchased energy such as electricity, heat and steam.

**Scope 3:** indirect emissions as a result of running our business. For example, purchased goods and services, business travel, employee commuting, waste disposal, product usage and transportation and distribution.

We are starting to get a clear picture of how we are performing and have already identified key areas for improvement in many of our branches. Once we have final data, we will establish energy targets and work together to devise strategies for achieving them over the short and long term. We will also communicate carbon efficiency data with our staff and customers.

# Energy Measurement



## SCOPE 1

### DIRECT EMISSIONS

- Stationary Energy (Fuel combustion)
- Company Fleet
- Fugitive Emissions

## SCOPE 2

### INDIRECT EMISSIONS

- Purchased Energy (Electricity, heat and steam)

## SCOPE 3

### OTHER EMISSIONS

- Purchased goods and services
- Business travel
- Employee commuting
- Waste disposal
- Use of sold products
- Transportation and distribution (Up and downstream)
- Investments
- Leased assets and franchises

**ALSCO  
ELECTRIC VEHICLES  
COMING SOON  
2023**



# Packaging Reduction



To tackle waste management, AlSCO have put together a working group on packaging who are collaborating with the Australian Packaging Covenant Organisation (APCO) to make all our packaging recyclable, reusable or compostable by 2025. The group is made up of representatives from our AlSCO branches and Business Units Australian Linen Supply (ALS), Clean Room Garments (CRG), Deane Apparel and Fresh & Clean.

**The group is committed to ensuring the packaging we source from our suppliers and pass onto our customers is cost-effective and ethically sourced.**

Some of the changes AlSCO have made so far include establishing processes to routinely review products to reduce and remove unnecessary packaging; directing waste away from landfill through recycling all of our cardboard packaging as well as at least half of our metal coat hangers; developing compostable packaging such as corn starch bags; and ensuring the raw materials and products we receive from suppliers, from tea towels and uniforms, to washroom products, garments and first aid items, are safely and more sustainably packaged.

The major focus for the APCO group is a review of shrink wrap, both for the products we receive from our suppliers as well as the products we deliver to our customers. In addition to developing the product, the group is working with waste management contractors to ensure that both AlSCO and our customers have the facilities available to either recycle or compost these products, so we are able to make the most appropriate change to our shrink wrap packaging. We have recently engaged the services of Wasteflex, a National waste management company who will be working with the all AlSCO branches to review our recycling services and implement improvements to the way we reduce, reuse, recycle or compost waste.

## 2022 GOALS

20%

of packaging to be sustainable

20%

reduction of product packaging material

20%

diversion of solid waste generated at facilities from landfill

PLAN

reduce single-use b2b packaging (internal/customers)





# Textile Recycling

**ALSCO ARE  
FOUNDATION PARTNERS  
OF BLOCKTEXX**

BlockTexx is a clean technology company that recovers polyester and cellulose from textiles and clothing. They divert textiles and clothing away from landfill and accelerate the global textile recycling industry towards a sustainable future. BlockTexx turns textile waste into a resource, stimulates the production of new products and meets consumers demand for new to reduce our environmental impact of everyday clothing. AlSCO sends all end of life linen to BlockTexx for recycling and re-use, if not donated to other community partners.

**AlSCO is currently working on new textile initiatives such as garments made from recycled polyester and are in the process of re-designing all their staff uniforms, which will be made from recycled fabric.**



## The process

Separation Of Fibre Technology (S.O.F.T.)

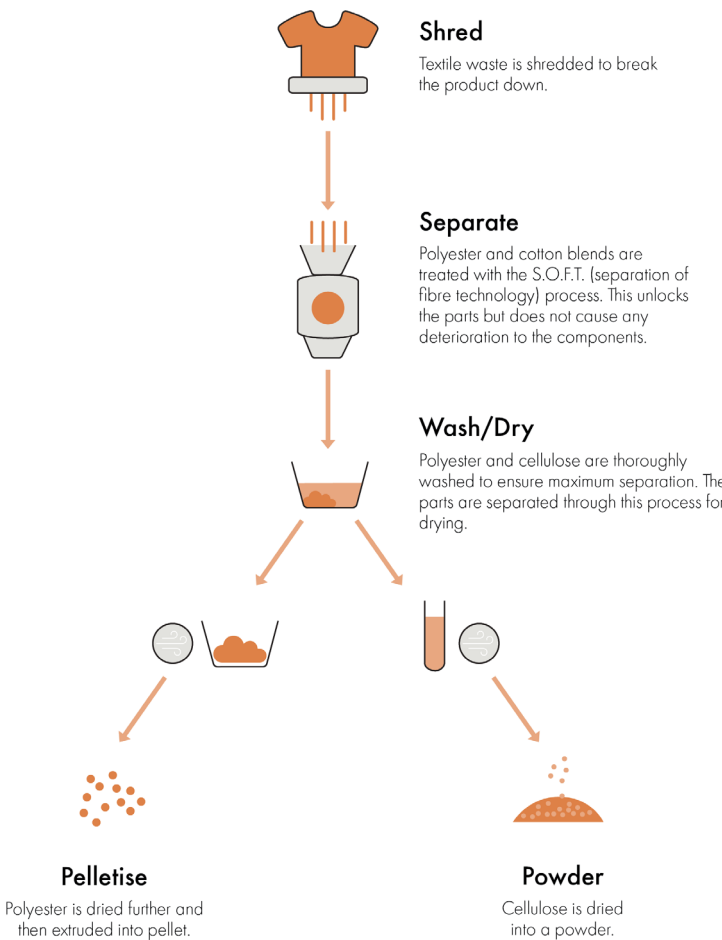
BlockTexx owns proprietary technology that separates polyester and cotton materials such as clothes, sheets and towels of any colour or condition back into their high value raw materials of rPET and cellulose for reuse as new products for all industries.

The recovered rPET is polymerised to create virgin-quality S.O.F.T. branded rPET plastic pellets and polyester

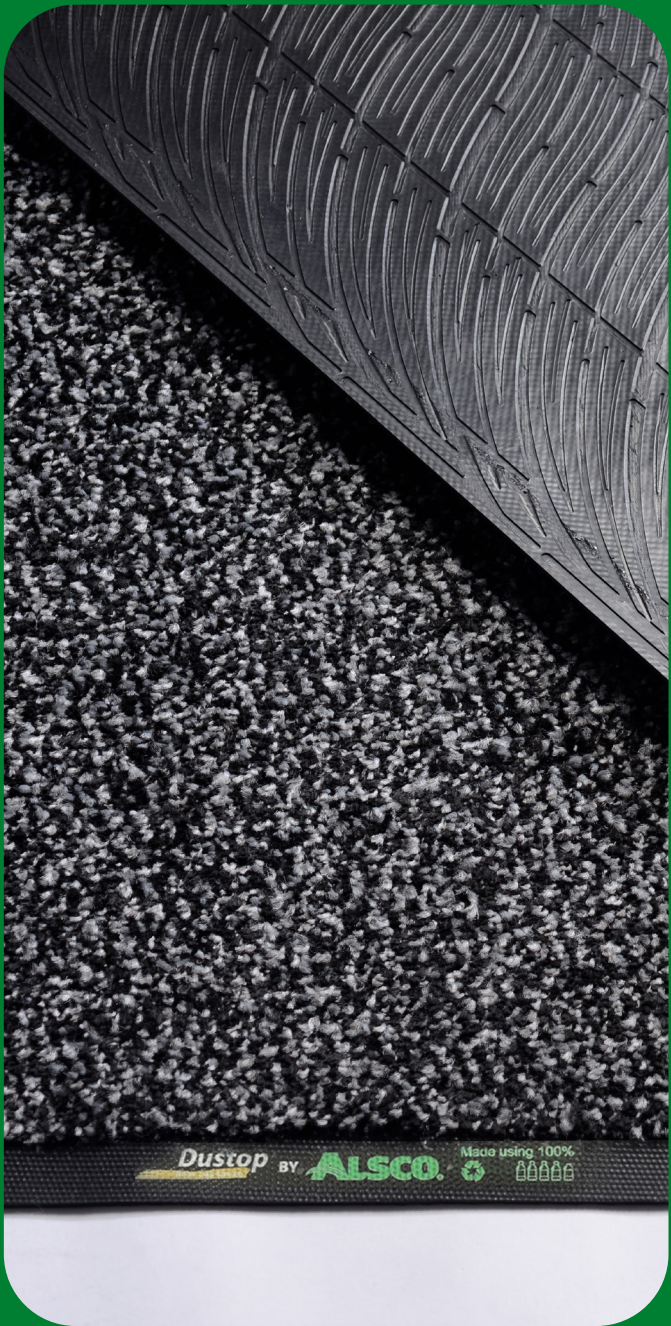
fibre suitable for use in textiles, packaging and building products.

The recovered cellulose is processed to create S.O.F.T. branded cellulose powder for use in textile, pharmaceutical and food industries.

BlockTexx is leading a global movement toward a circular economy for our customers and production partners, by developing planet focussed solutions that divert textile waste from landfill and into sustainable products.



**BlockTexx will initially handle 4,000t of textile waste, increasing capacity to 10,000t, separating cotton from polyester which can be recycled. Each kilogram of waste offsets 30kg of carbon dioxide.**



## Sourcing environmentally sustainable products: Evolution Mat

Along with developing packaging alternatives, we are investigating opportunities to source environmentally sustainable products. One such product is the Evolution Mat, which will soon feature a label identifying it as being made using recycled PET bottles. AlSCO will continue to investigate opportunities to develop products made from recycled materials in the future.



# Diversity & Inclusion

For almost 60 years, AlSCO Australia has been a successful part of the AlSCO Inc. group and is recognised as an innovative leader in the garment and linen rental, hygiene, and cleanroom industries.

As a company, AlSCO cares for our community, cares for our customers and cares about achieving our goals.

These core values are a strong underlying driving force that supports our commitment to diversity and inclusion.



**CONNECTING  
WITH OUR PEOPLE**





## RECONCILIATION ACTION PLAN

AlSCO embarked on its first Reconciliation Action Plan (RAP) with the support of Reconciliation Australia in 2020.

As this was the beginning of our Reconciliation journey, AlSCO elected to prepare a 'Reflect RAP' as part of Reconciliation Australia's framework. Reflect RAPs are for 12 months and are designed for organisations like AlSCO who are new to reconciliation and unsure how to get started.

By committing to a Reflect RAP we began scoping and developing how we could engage with our local Aboriginal and Torres

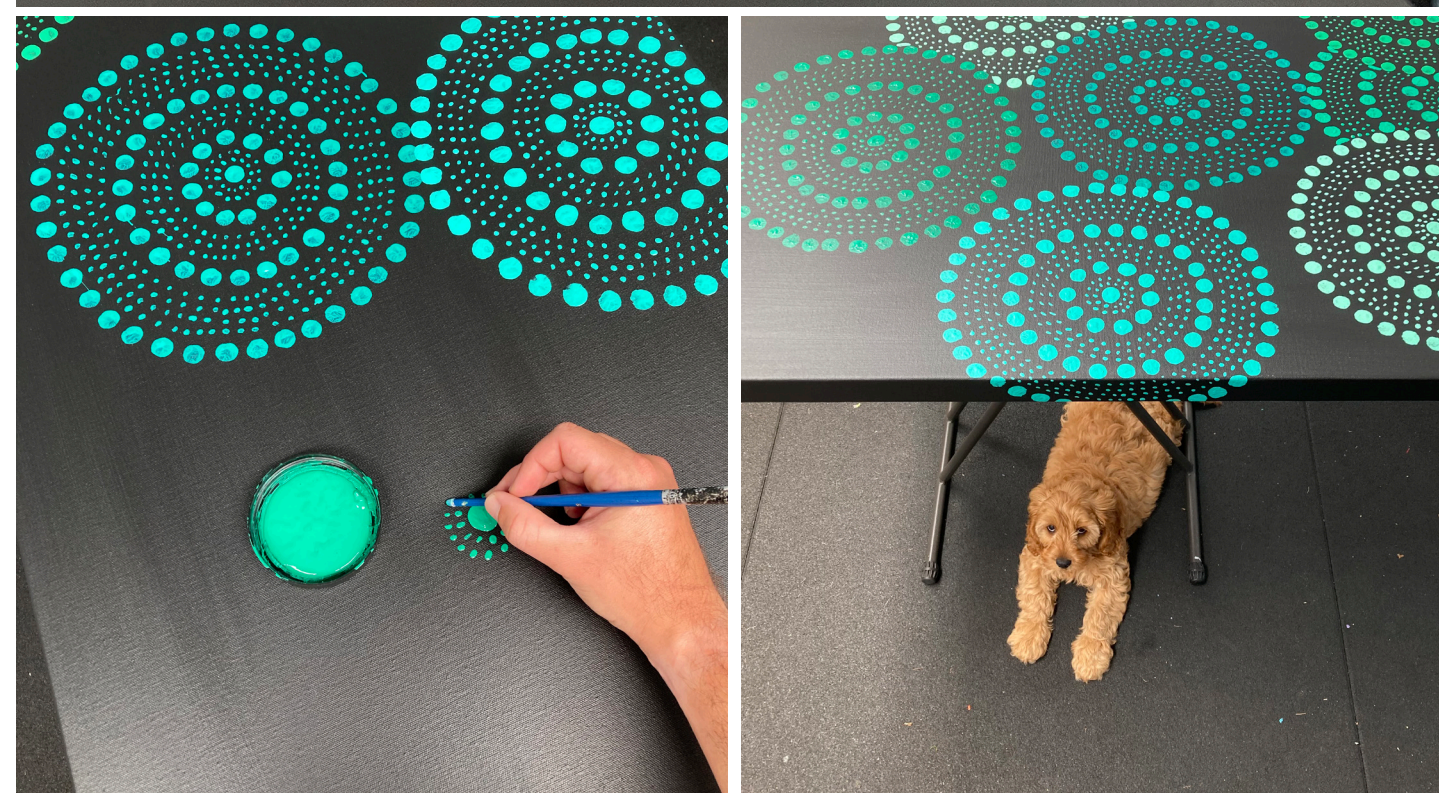
Strait Islander stakeholders, and understand more clearly how we could create a vision for reconciliation in AlSCO's sphere of influence. Following the approval of our RAP by Reconciliation Australia in September 2020, we established a RAP Working Group (RWG) who came together to understand the research and actions that AlSCO will need to engage, create community partnerships, and expand the understanding of Reconciliation across AlSCO.

We have started our partnership with Supply Nation, and are investigating other partnerships to support the development of Indigenous owned businesses. In partnership with Reconciliation Australia, we are preparing to update our RAP plan for the next 12 months.

## ZACHARY BENNETT-BROOK

Zach is an award-winning artist, born in Wollongong, Australia in 1990. A Torres Strait Islander, water has always played a vital role throughout his life. The ocean is ingrained within his cultural heritage and is often represented throughout many of his artworks and designs. Zach has worldwide recognition for his art, with works being shipped to the USA, Japan, Canada, the UK, Spain, and throughout Australia. His artworks have been exhibited in a range of solo and group exhibitions and viewed by thousands from all over the world.

Check out Zach's other work  
[www.saltwaterdreamtime.com](http://www.saltwaterdreamtime.com)





# Ethical Sourcing

A photograph of a busy garment factory. In the foreground, a woman is focused on her work at a sewing machine. Behind her, a man is also working at a machine. In the background, other workers are visible, some standing and some seated at machines. The factory environment is industrial, with various pieces of equipment and materials visible.

**Also rejects any form of modern slavery, such as slavery, servitude, human trafficking and forced labour**

and is committed to implementing and enforcing effective systems and controls to ensure it does not take place in our own business or our supply chains. Wherever we operate, we respect the human rights of our employees, customers and those of our suppliers and business partners. We aim to identify and manage any risks related to human rights across our own business and through our supply chain relationships.



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AlSCO is working with three national community partners to help improve the lives of people who need our support.

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**3** CONNECTING  
WITH OUR COMMUNITY



# OrangeSky

— Australia —

Orange Sky provides a free mobile laundry and shower service to people experiencing homelessness. **Their aim is to positively connect communities, improve hygiene standards and restore dignity to people doing it tough in our community.** Most importantly, Orange Sky volunteers have engaged in hundreds of hours of conversation with people using their services. Their volunteers aren't social workers or experts on homelessness but empathetic listeners and great conversationalists.

Our ongoing support will assist Orange Sky reach their goal of helping more than 40,000 people by 2025, tripling their current support and doing it twice as effectively.



There are lots of opportunities to be a volunteer with organisations like Orange Sky, the world's first free mobile laundry and shower service for people doing it tough in our community.

In 2021, eight AlSCO staff took part in The Sudsy Challenge, raising \$4,699 to support those experiencing homelessness. Our incredible efforts have enabled us to provide clean clothes to 196 friends in need.







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WHOS is a therapeutic program aimed at achieving recovery from drug and alcohol dependence, incorporating harm minimisation and co-existing mental health initiatives.

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They also integrate other services such as supported transitional housing, pre-employment skills training, access to educational programs and services, and specialist services including medical, mental health, and drug and alcohol services. More than 2,000 assessments are conducted every year, and approximately 800 clients are admitted.

In addition to the donation of a defibrillator to their Goulburn site, we are helping WHOS through donations of bed linen to people starting new lives after successfully completing their program. By donating our products to WHOS, we are making a difference to those people and their families affected by drug and alcohol dependence.







**TWO  
GOOD  
CO.**



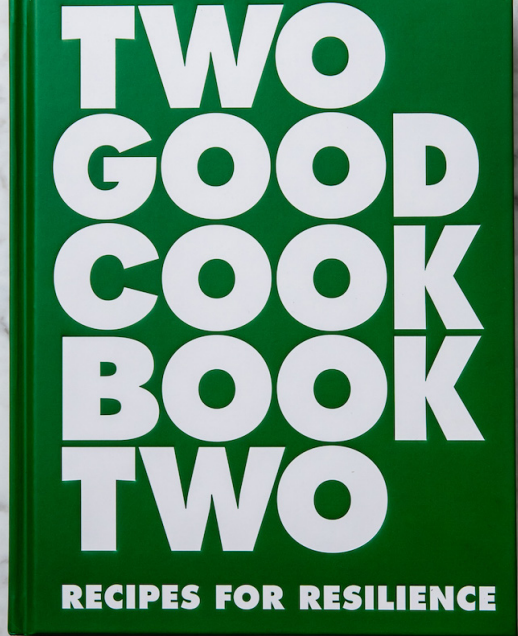
**Two Good Co is a  
social enterprise  
supporting  
vulnerable women  
across Australia.**

Since its humble beginnings as an organic soup kitchen in a church in Kings Cross, Two Good Co has expanded to sell restaurant-quality food, cookbooks, personal care products and apparel. Their 'Buy one, give one' model means that proceeds from the purchase of every Two Good personal care product go toward training and job placement services for women across Australia who find themselves living in homeless shelters because of domestic violence.

In addition to giving donations to this incredible organisation, we are offering support by providing employment opportunities for domestic violence survivors and are also exploring opportunities to use their catering services. In this way, we are helping restore dignity and give hope to thousands of vulnerable women in our community.

**TWO  
GOOD**





In our inaugural partnership year with Two Good Co, Alsco purchased Christmas Gifts from Two Good Co, personally handmade by the women in the Work Work Program.

The Result? 154 paid hours of work for the women in the Work Work Program, and 1,284 jars of delicious chutney and jam enjoyed by Alsco staff on Christmas Day.

The Work Work Employment Pathways program employs vulnerable women to create beautiful gifts and food, providing them with a pathway out of living in crisis and reminding them of their intrinsic self-worth.



Chrissy from the Work Work Program, labelling chutney & jam jars





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