

# APCO Performance Summary

Company Name: **Alsco Pty Limited**

Trading As: **Alsco Pty Limited**

ABN: **26000435629**

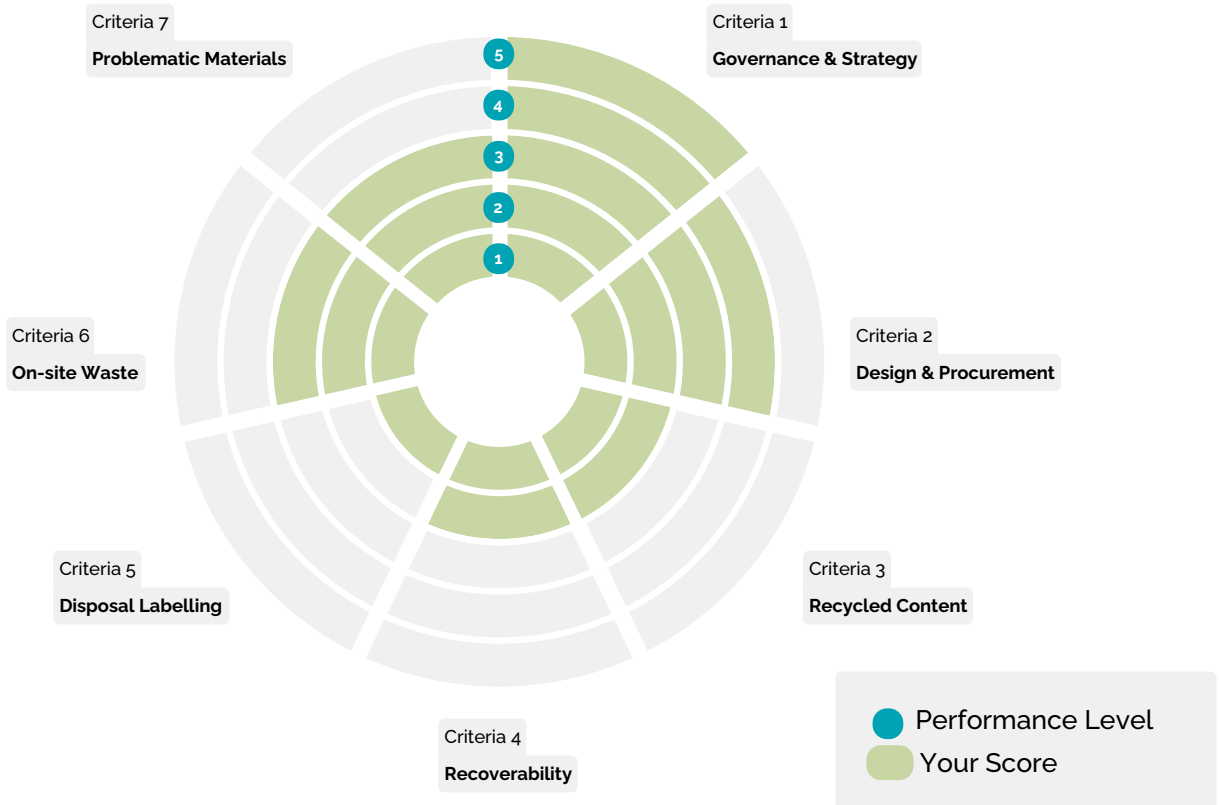
**Overall Performance 49% - Advanced**

The score above and chart below indicate your organisation's overall performance in the 2025 APCO Annual Report. With your chosen reporting period of **January, 2024 - December, 2024**, you have achieved a **Advanced** 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 2025 APCO Annual Report. Each band represents a performance level with the green indicating your level of performance for each.



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## 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: <b>Governance &amp; Strategy</b>	This criteria considers actions to integrate packaging sustainability into business strategies.
Criteria 2: <b>Design &amp; Procurement</b>	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: <b>Recycled Content</b>	This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.
Criteria 4: <b>Recoverability</b>	This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.
Criteria 5: <b>Disposal Labelling</b>	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: <b>On-site Waste</b>	This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.
Criteria 7: <b>Problematic Materials</b>	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 &amp; 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 initiatives to promote packaging sustainability outside of your organisation?

☒ Yes ☐ No

### Supporting Evidence

Sustainability strategy was 'launched' to wider business 2021; Sustainability Committee & stakeholder engagement developed goals, strategy, plans & actions. Procurement functions within SBU's are continually improving processes aligned with SPG's. The 2025 National Packaging Targets are documented in Sustainably Successful launch package; documented in Sustainability Committee meeting minutes & APCO

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

Criteria 2:

**Design & Procurement:** **4** Leading

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

How many of your 30737 SKUs have had their packaging reviewed against the Sustainable Packaging Guidelines (or equivalent) in the last 5 years?

30103

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.

<2023 Deane Apparel removal of LDPE4 bags from 914 SKU's reviewed in 2023. ALS Removed individual inner bags from supplier CB (5 skus); carton dims reduced for supplier NCA (36 lines for 2024 receiving);

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 30737 SKUs have packaging that has been optimised for material efficiency in the last 5 years?

10549

Please indicate the accuracy of this response.

Medium

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

Reference: Master ata File BM-ALS Pkg Data Summary Column E

### Supporting Evidence

Deane Apparel require suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for packaging Deane Apparel Products. ALS to review the communication to suppliers which 'encourages transition to ensuring packaging is recyclable'. We argue that the 'designing to minimise litter' Sustainable Packaging Principle is considered in reviews of our organisation's packaging through 'reducing or optimising packaging'. Since vast majority of packaging is around B2B products & services there is currently

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

Criteria 3:

**Recycled Content:** 2 Good Progress

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 30737 SKUs has at least some packaging that is made from recycled material?

1140

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

A small volume of packaging made from recycled content is utilised. Resistance from primary factories producing textiles to utilise recycled content in packaging; difficulty sourcing plastic bags & cardboard. Deane & ALS are pressing on this issue consistently in the supply chain.

- ☐ None of the above

#### Supporting Evidence

Alsco Uniforms Sustainable Procurement Policy (GRPOL 7000) states Alsco is committed to:

- minimising the harmful effects of our products and materials on the environment across the entire product life cycle (from cradle to end-of-life)
- prioritising and transitioning to recycled and repurposed materials over raw materials wherever possible

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

Criteria 4:

**Recoverability:** 2 Good Progress

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

How many of your 30737 SKUs have all packaging components that are recoverable (i.e. recyclable or compostable) at end-of-life?

28398

Please indicate the accuracy of this response.

Medium

How many of your 30737 SKUs have separable components with mixed recoverability at end-of-life? (e.g. a jar that is recyclable with a lid that is not recyclable)

0

Please indicate the accuracy of this response.

Low

How many of your 30737 SKUs have been assessed in the Packaging Recyclability Evaluation Portal (PREP)?

649

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 30737 SKUs are not recoverable at end-of-life and must go to landfill? (i.e. not recyclable or compostable)

2339

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

☒ Yes ☐ No

If yes, how many of your 30737 SKUs have packaging for which all components are reusable?

0

Please give an indication on the accuracy of this response.

Low

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

ALS, Deane & CRG despatch goods to customers on pallets & also utilising crates provided by common carriers, IBC were utilised for products in 2024 since discontinued.

- ☐ 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	<input checked="" type="radio"/> Internal	<input checked="" type="radio"/> External
Crates	<input type="radio"/> Internal	<input checked="" type="radio"/> External
Drums	<input type="radio"/> Internal	<input type="radio"/> External
Intermediate Bulk Containers (IBCs)	<input type="radio"/> Internal	<input checked="" type="radio"/> External
Other (specified above)	<input type="radio"/> Internal	<input type="radio"/> External

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

- ☐ Big Bag Recovery
- ☐ Terracycle
- ☐ Container Deposit Scheme (CDS)
- ☐ DrumMUSTER
- ☐ Other (please specify)

Please specify

- ☐ N/A (All our packaging is recovered through mainstream recovery systems)
- ☒ None of the above

### Supporting Evidence

YR2024 Analysis:

100% of Deane Apparel Products have pkg that is all recoverable - 25,227 sku's

91% of ALS items have pkg that is all recoverable - 884 sku's leaving 88 items to focus on; AHT Napkins, some CCP, Local Product & REV Washer Units have pkg items that must go to landfill.

90% of CRG's 623 sku's have packaging that is recoverable excluding ECO, MDC - 563 sku's

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



Criteria 5:

**Disposal Labelling:** 1 Getting Started

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

How many of your 30737 SKUs have labelling on-pack to inform the consumer of how to correctly dispose of the packaging?

0

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
- ☐ Other (please specify)

Please specify

Since majority of product is sold in a Business to Business channel we have been discouraged by APCO from using PREP & ARL to label products at this stage.

- ☒ None of the above

Supporting Evidence

Refer to APCO Meeting Minutes & Notes saved: <https://alsco.sharepoint.com>

Criteria 6:

**On-site Waste:** 3 Advanced

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

Rigid plastics & Glass are included in some sites co-mingle recycling service; generally this is for waste disposed of in lunch rooms & common areas. Additionally initiatives such as recycling 'plastic trolleys via the original supplier are available'.

Timber pallets that are conforming have the opportunity to be returned to ALS for re-use.

YR2024 transition from Wasteflex to Cleanaway to manage waste services with General waste,

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

- ☐ 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)?

25%

Please indicate the accuracy of this response.

Medium

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

- ☒ Offices
- ☒ Warehouses
- ☒ Stores

- ☒ Manufacturing Facilities
- ☐ Other (please specify)

Please specify

Data from Cleanaway YTD Waste Management Summary

- ☐ None of the above

#### Supporting Evidence

Refer: Data from Cleanaway YTD Waste Management Summary

APCO Meeting Minutes saved: <https://alsco.sharepoint.com/>

Criteria 7:

**Problematic Materials:** 3 Advanced

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

Each site manages routine cleaning activities of site & hardstand.

A sponsored clean-up & litter education session was engaged with by Sustainability Committee & Heroes in

*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

2023 reported 5 Pieces of polystyrene confirmed in the packaging of each Parts Washer Unit purchased & utilised by the business in service offering totaling 13kg pa. Discontinued in 2024.  
No further Moulded EPS from 2025

#### Additional Information

- ☐ No additional information

Please use the space below to provide your feedback on your experience with this Annual Report

The process explained in the Metrics .xls is that we originally organised stakeholders from each Business Unit; organised routine meetings to progress activities to remove, reduce & make remaining packaging recyclable. Over time the worksheets we are using do not align exactly to the information requested in the metrics .xls from APCO - this requires some alignment by us. A good activity would be to see best practices used by APCO Members to make this process efficient & accurate.

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

The AlSCO Uniforms APCO Working Group has maintained a process of progressively working on particular sku's or item groups. A key activity in 2024 was a review of shrink wrap use in the business, a draft report completed and requires some actions to potentially reduce shrink wrap use.

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

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.

### Full Open Responses

#### Criteria 1 - Supporting Evidence

Sustainability strategy was 'launched' to wider business 2021; Sustainability Committee & stakeholder engagement developed goals, strategy, plans & actions. Procurement functions within SBU's are continually improving processes aligned with SPG's. The 2025 National Packaging Targets are documented in Sustainably Successful launch package; documented in Sustainability Committee meeting minutes & APCO Working Group meeting minutes. The goals & strategies to develop a more sustainable business are endorsed by CEO, Executive Team and rolled out through central committee. Reference: 'APCO Packaging Work Group' minutes shared via Intranet Hub; Workplace TV and presentations in support of 345 & subsequent Business Plan & Sustainability initiatives. Engagement with suppliers via SBU's and with B2B customers via National Account Management function enables communication about packaging goals & improvements. ALSCO Uniforms engages with others through Sustainability Advantage workshops & events. Deane Apparel actively engages customers & suppliers to promote pkg sustainability outside our organisation.

#### Criteria 2 - Supporting Evidence

Deane Apparel require suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for packaging Deane Apparel Products. ALS to review the communication to suppliers which 'encourages transition to ensuring packaging is recyclable'. We argue that the 'designing to minimise litter' Sustainable Packaging Principle is considered in reviews of our organisation's packaging through 'reducing or optimising packaging'. Since vast majority of packaging is around B2B products & services there is currently no consumer information on packaging. This was 'discouraged at this stage by APCO & the PREP tool.

SKU's reviewed result is 2022 21,082 + 914 DA +587 ALS to total 22,588. The SKU's optimised is 2022 8,344 +914 DA + 587 ALS to total 9,845 sku's (including items reviewed with no further reductions appropriate at this stage).

SKU's reviewed reported YR2024 is 30,188 with optimised meaning reviewed no change + reviewed &

reduced to 887 ALS + 404 CRG + 9258 DA totalling 10549

### Criteria 3 - Supporting Evidence

Alsco Uniforms Sustainable Procurement Policy (GRPOL 7000) states Alsco is committed to:

- minimising the harmful effects of our products and materials on the environment across the entire product life cycle (from cradle to end-of-life)
- prioritising and transitioning to recycled and repurposed materials over raw materials wherever possible
- assessing materials and products that present a lower risk to people and the environment
- considering how procured goods are packaged and distributed and working with our suppliers and customers to transition to alternatives

2024 ALS utilised shrink wrap made from recycled content to wrap pallets despatched from WH containing ALL sku's (tertiary wrap). ALS import 7 skus with recycled content in primary/secondary packaging from YAN. Cairns Alsco Uniforms Branch utilise shrink wrap made from recycled content to wrap textiles; Branch volumes approx 5% of total business.

### Criteria 4 - Supporting Evidence

YR2024 Analysis:

100% of Deane Apparel Products have pkg that is all recoverable - 25,227 sku's

91% of ALS items have pkg that is all recoverable - 884 sku's leaving 88 items to focus on; AHT Napkins, some CCP, Local Product & REV Washer Units have pkg items that must go to landfill.

90% of CRG's 623 sku's have packaging that is recoverable excluding ECO, MDC - 563 sku's

7% of F&C items have packaging that is 100% recoverable - initial assessment of this SBU's packaging

50% of Alsco Linen Product is estimated to have 100% of pkg that is technically recoverable (shrink wrap, garment cover bags, coat hangers); the polypropylene type strapping has been allocated to "not recoverable".

### Criteria 6 - Please specify

Rigid plastics & Glass are included in some sites co-mingle recycling service; generally this is for waste disposed of in lunch rooms & common areas. Additionally initiatives such as recycling 'plastic trolleys via the original supplier are available'.

Timber pallets that are conforming have the opportunity to be returned to ALS for re-use.

YR2024 transition from Wasteflex to Cleanaway to manage waste services with General waste, paper/cardboard, soft plastic, comingle services managed. Sites have additional metal recycling services in place & include recycling of coat hangers. All sites recycle non-conforming textiles via Blocktexx service.

### Criteria 7 - Please specify

Each site manages routine cleaning activities of site & hardstand.

A sponsored clean-up & litter education session was engaged with by Sustainability Committee & Heroes in March 2024 (Taronga Zoo Beach front); additional Community Support Initiatives from the Support Office in Lane Cove National Park.

