

Annual Report and Action Plan

Company Name: **Alsco Pty Limited**

Trading As: **Alsco Pty Limited**

ABN: **26000435629**

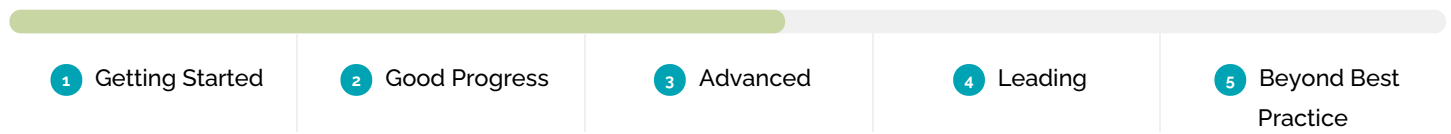
About APCO

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 2026 APCO Annual Report. The organisation's reporting period was **January, 2025 - December, 2025**.



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. |

Contact

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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 12-month reporting period that have improved packaging sustainability

Alsco Uniforms has implemented a Supply Chain Working Group and has rolled the APCO Working Group roles into the Supply Chain Working Group. This is a group consisting of representatives from each Business Unit tasked with understanding the current state of packaging and transitioning to better packaging for each item managed through the business.

Describe any opportunities or constraints that affected performance within your 12-month reporting period

The opportunity is for all Business Units to utilise a Packaging Guide developed by Deane Apparel to issue to suppliers. This guide sets out the packaging the Alsco Uniforms Group would like to receive.

Describe any examples or case studies of exemplary packaging sustainability conducted by your organisation during your 12-month reporting period.

In YR2025 Alsco Uniforms diverted 506 tonne of textiles from landfill to Blocktexx for recycling. This takes the total to 1,510 tonnes of textiles diverted from landfill since inception.

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.

Criterion 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 contribute to the achievement of the National Packaging Targets in our strategy.
- Have our executive or board of directors review our strategy and have the strategy integrated within our organisation 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.

Criterion 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
- **71%** of our packaging to be optimised for material efficiency.
- Improve the accuracy of our data regarding packaging material efficiency.

Criterion 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 content.
- Use recycled content in:
 - Our products
 - 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
- **5%** of our packaging to be made using some level of recycled content
- Improve the accuracy of our data regarding use of recycled content.

Criterion 4:

Recoverability:

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

- 96% 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.
- Investigate opportunities to use reusable packaging.
- 11% of our packaging to have all packaging components that are reusable.

Criterion 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.

- 10% of our packaging to have on-pack labelling to inform correct disposal.
- Improve the accuracy of our data regarding labelling.

Criterion 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
 - Textiles
 - Glass
 - Metals
 - Textiles via Blocktexp; comprehensive Nationwide service provided by Cleanaway.
- Aim for 32% of our on-site waste to be diverted from landfill.
- Improve the accuracy of our data regarding on-site waste.

Criterion 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:
 - Conducting regular clean ups on-site
 - Participating in a planned Business Clean Up Day
 - Sponsoring a clean up day
 - Delivering a litter education campaign
 - Alsco Uniforms Support Office - Lane Cove National Park Cleanup
 - Alsco Uniforms Sustainability Heroes - Taronga Zoo nature reserve clean up

Alsco Uniforms Wollongong Branch - Beach Regeneration Program
