

APCO Performance Summary

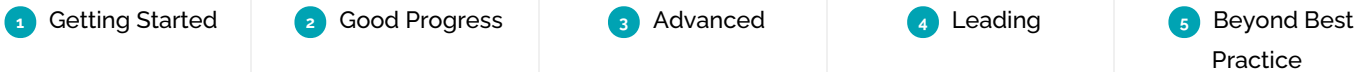
Company Name: **Alsco Pty Limited**

Trading As: **Alsco Pty Limited**

ABN: **26000435629**

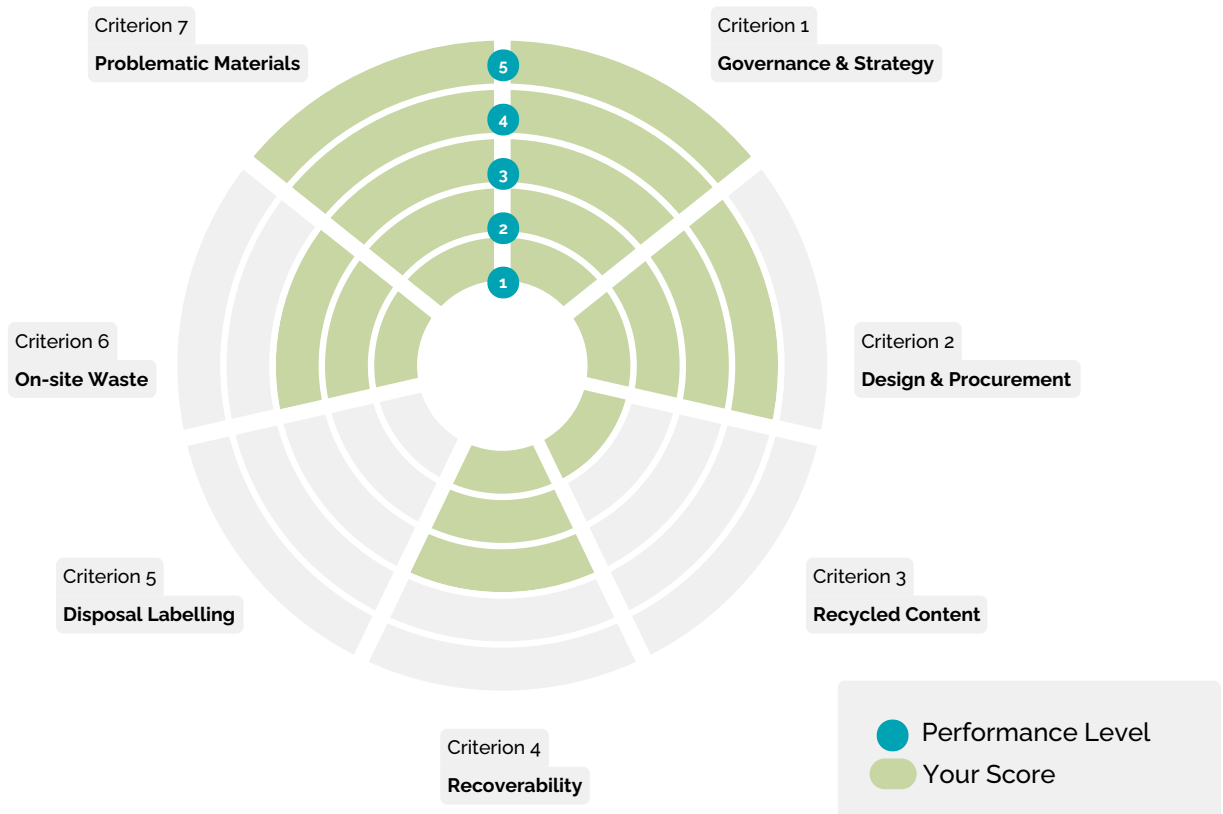
Overall Performance 54% - Advanced

The score above and chart below indicate your organisation's overall performance in the 2026 APCO Annual Report. With your chosen reporting period of January, 2025 - December, 2025, you have achieved a **Advanced** overall performance level.



Criteria Performance Levels

The chart below indicates your organisation's performance against each of the Packaging Sustainability Framework criteria in the 2026 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

Criterion 1: Governance & Strategy	This criteria considers actions to integrate packaging sustainability into business strategies.
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).
Criterion 3: Recycled Content	This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.
Criterion 4: Recoverability	This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.
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.
Criterion 6: On-site Waste	This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.
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.

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.

Criterion 1:

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

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q1.1.a - During your 12-month reporting period, did your organisation have a documented strategy that included goals (objectives) and targets for packaging sustainability that addressed the Sustainable Packaging Guidelines (SPGs) or equivalent?

☒ Yes ☐ No

Q1.1.b - Did your organisation's strategy include a commitment to contribute to the achievement of the National Packaging Targets?

☒ Yes ☐ No

Q1.1.c - Was this strategy integrated within your business processes and approved by an executive or board of directors?

☒ Yes ☐ No

Q1.2 - Did you regularly communicate and promote packaging sustainability objectives and targets within your organisation?

☒ Yes ☐ No

Q1.3 - Did you regularly engage or communicate with external stakeholders (suppliers, customers, final consumers, community groups etc.) relating to the environmental impact of your packaging?

☒ Yes ☐ No

Q1.4 - Did you actively participate in any initiatives to promote packaging sustainability?

☒ 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 Working Group meeting minutes. The goals & strategies to develop a more sustainable business are endorsed by CEO, Executive Team and rolled out

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

Criterion 2:

Design & Procurement: 4 Leading

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q2.1.a - How many of your 30566 SKUs have been reviewed against the Sustainable Packaging Guidelines (SPGs) or equivalent in the last 5 years?

30457

Q2.1.b - Please indicate the accuracy of this response.

Medium

Q2.2 - Did you require your suppliers to use the SPGs or equivalent for your packaging?

☐ Yes ☐ No ☒ N/A (conducting)

Q2.3 - Please tell us about any positive outcomes from your SPG reviews.

YR2025 Supplier Packaging Guide developed for rollout 2026. Included is a checklist for "SPG Reviews".

Q2.4 - Do you believe applying the SPGs delivered business value to your organisation?

☒ Yes ☐ No

Q2.5 - Which of the following Sustainable Packaging Principles were considered in reviews of your organisation's packaging against the 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

Q2.6.a - How many of your 30566 SKUs were optimised for material efficiency in the last 5 years?

21617

Q2.6.b - Please indicate the accuracy of this response.

Medium

Q2.6.c - Please tell us about any material savings you made.

Reference: Master ata File BM-ALS Pkg Data Summary Column E & [Tab Scorecard] Column D

Supporting Evidence

Deane Apparel require suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for packaging Deane Apparel Products (Deane Pkg Guide). Balance of SBU's adopting this in 2026. This Guide includes communication to suppliers which 'encourages transition to packaging made from recycled content'. 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.

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

Criterion 3:

Recycled Content: 1 Getting Started

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q3.1 - In your 12-month reporting period, did you have a policy or procedure to buy products and/or packaging made from recycled content?

☒ Yes ☐ No

Q3.2 - Which of the following products that you either purchased or distributed contained recycled content?

- ☒ Primary packaging that you used to sell your products
- ☒ Secondary packaging that you used to sell your products
- ☒ Tertiary packaging that you used to sell your products
- ☒ Your products
- ☐ Other items which you purchased (e.g. office stationary and suppliers etc.)
- ☐ None of the above

Q3.3.a - How many of your 30566 SKUs included at least some recycled content?

193

Q3.3.b - Please indicate the accuracy of this response.

Low

Q3.4 - If you did not use recycled content in any of your packaging, please indicate why:

- ☐ Could not find a supplier who provided recycled content
- ☐ We could not use recycled content in contact with our product
- ☐ Cost was prohibitive
- ☒ Other / space for comment

2025 Assessment - progress with recycled content in products include's Deane Apparel Food Garments made from recycled polyester & trials of Alasco Uniforms Table Linen made from recycled polyester.

Deane Apparel cartons containing some recycled content yet not quantifiable at this stage. Shrink wrap used in Cairns Branch made using

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

- ☐ Not applicable

Supporting Evidence

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.

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

Criterion 4:

Recoverability: 3 Advanced

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q4.1.a - During your 12-month reporting period, how many of your 30566 SKUs consisted of separable components that were all recoverable at end-of-life? (e.g. a jar with a lid that are both recyclable)

28838

Q4.1.b - Please indicate the accuracy of this response.

Medium

Q4.2.a - How many of your 30566 SKUs consisted of separable components with mixed recoverability at end-of-life? (e.g. a jar that is recyclable with a lid that is not recyclable)

1728

Q4.2.b - Please indicate the accuracy of this response.

Medium

Q4.3 - How many of your 30566 SKUs were assessed in the Packaging Recyclability Evaluation Portal (PREP)?

649

Q4.4 - If you used 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
- ☒ Compostable (not certified)
- ☐ Not applicable

Q4.5 - How many of your 30566 SKUs were not recoverable at end-of-life and went to landfill? (i.e. not recyclable or compostable)

0

Q4.6.a - Did you investigate opportunities for reuse or provide your customers with any reusable packaging?

☒ Yes ☐ No

Q4.6.b - If yes, how many of your 30566 SKUs were designed to be reused?

3246

Q4.6.c - Please indicate the accuracy of this response.

Medium

Q4.7.a - Which of the following reusable items did your organisation utilise during your 12-month reporting period?

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

Alsco Uniforms Linen Branches - Roughly half (1,633) lines (equivalent sku's) are uniforms/hanging garments served on coat hangers (re-useable packaging).

- ☐ None of the above

Q4.7.b - Tick all that apply - Were these 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

Q4.8 - Other than APCO, did your organisation pay a fee to any stewardship collection initiatives? If so, please provide details.

- ☐ Our organisation operated its own packaging take back recovery service for customers
- ☒ Our organisation participated in an established program/s for recycling
- ☒ Our organisation participated in an established program/s for reuse

Please provide details of the own packaging take back, recycling and/or reuse collection initiative

The Alsco Uniforms Linen Branches deliver textiles & uniforms in a circular service; at end of life textiles are recycled via Blocktexp, coat hangers are reused until non-conforming & are then recycled through metal recycling & end users are encouraged to recycle shrink film through soft plastic recycling services. These are our own established processes of re-use & recycling.

- ☐ None - Our organisation did not participate in any stewardship initiatives that incur a fee

Supporting Evidence

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 - 873 sku's leaving 88 items to focus on such as M&A Mat Strapping.

99% of CRG's sku's (576/586) have packaging that is recoverable for recycling - note Medcon Sterilising Pouches counted as 5 sku's & Contec Wipes counted as 2 sku's need a solution.

Fresh & Clean offer 549 equivalent sku's (services) & packaging related to the goods in the services are 100% recyclable.

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

Criterion 5:

Disposal Labelling: 0 Getting Started

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q5.1.a - During your 12-month reporting period, how many of your 30566 SKUs had disposal labelling on-pack to inform the consumer of how to correctly dispose of the packaging?

0

Q5.1.b - Please indicate the accuracy of this response.

Low

Q5.2 - Which of the following labels did your company use?

- ☐ Australasian Recycling Label
- ☐ Mobius Loop/Recycling symbol
- ☐ Tidy man
- ☐ Written instructions
- ☒ Other (please specify)

There are some instances of packaging used throughout the AlSCO Uniforms Group that has recycling logo &/or instructions for disposal however this has not been quantified. This packaging is around products delivered to customers in B2B channel and advice was NOT to use PREP labelling for this packaging yet.

- ☐ None of the above

Supporting Evidence

Criterion 6:

On-site Waste: 3 Advanced

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q6.1 - Tick which of the following packaging materials you had on-site recycling programs for during your 12-month reporting period:

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

Textiles via Blocktess; comprehensive Nationwide service provided by Cleanaway.

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

Q6.2.a - Over your 12-month 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)?

32%

Q6.2.b - Please indicate the accuracy of this response.

Medium

Q6.2.c - Which of the following facilities were included in the above waste data?

- ☐ Offices
- ☐ Warehouses
- ☐ Stores
- ☐ Manufacturing Facilities
- ☐ Other (please specify)

Alsco Uniforms Linen Branches & CRG Commercial Laundry Sites/Processing facilities; Australian Linen Supply, Deane Apparel & Clean Room Garments Warehousing operations; Fresh & Clean operational sites; Depots, Offices.

- ☐ None of the above

Supporting Evidence

Waste Diversion Rate: AlSCO Pty Ltd Cleanaway Waste Report - January 2026.

<https://alsco.sharepoint.com/:x:/r/sites/AlscoNationalCommittee/ALSCONationalCommittee/21%20APCO%20-%20Packaging%20Goals%20%26%20Progress/2026%20Reporting%20Information/Alsco%20Pty%20Ltd%20Cleanaway%20Waste%20Report%20-%20January%202026.xlsb?d=we9009a425a0341a985fe2eab9e1565ae&csf=1&web=1&e=2eJBZs>

Criterion 7:

Problematic Materials: 5 Beyond Best Practice

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Q7.1 - Over your 12-month reporting period, which of the following activities did you undertake to help reduce the impact of litter?

- ☒ Conducted regular clean ups
- ☒ Participated in a planned Business Clean-Up Day
- ☒ Sponsored a clean up day
- ☐ Undertook a litter education campaign
- ☒ Other (please specify)

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

- ☐ None of the above

Q7.2 - Please indicate which of the following problematic, unnecessary and single-use plastic items your organisation sold or distributed over your 12-month reporting period:

- ☐ 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
- ☒ Not applicable

Q7.3 - Please indicate which of the following problematic, unnecessary or single-use plastic items your organisation is investigating options to or are 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
- ☐ Not applicable

Q7.4 - Please indicate which of the following problematic, unnecessary or single-use plastic items your organisation has successfully phased out in the last 12-months

- ☐ 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
- ☐ Not applicable

Supporting Evidence

Additional Information

- ☐ No additional information

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

The decision in YR2019/20 was to use baseline metric of sku's. The reporting has persisted with this yet is not the most appropriate way to think about packaging since over half the business provides services with a range of goods delivered with services. An equivalent sku or 'lines' of products are considered when working through the Annual Reporting Process. The Supply Chain Working Group will consider changing baseline metric to tonnes of packaging.

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.

Full Open Responses

Criterion 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.

Criterion 2 - Supporting Evidence

Deane Apparel require suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for packaging Deane Apparel Products (Deane Pkg Guide). Balance of SBU's adopting this in 2026. This Guide includes communication to suppliers which 'encourages transition to packaging made from recycled content'. 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

SKU's reviewed reported YR2025 is 30,566 with optimised meaning reviewed no change + reviewed & reduced pkg is 852 ALS + 583 CRG + 20182 DA totalling 21,617

Criterion 3 -

2025 Assessment - progress with recycled content in products include's Deane Apparel Food Garments made from recycled polyester & trials of AlSCO Uniforms Table Linen made from recycled polyester.

Deane Apparel cartons containing some recycled content yet not quantifiable at this stage. Shrink wrap used in Cairns Branch made using recycled polyester. Shrink Wrap in ALS Warehousing function reverted back to virgin plastic shrink wrap due to issues with the pallet wrap machine.

Communication is consistent to suppliers via Deane Apparel & ALS to transition to recycled content in packaging however we have not implemented significant quantities at this stage & measurement needs to improve.

Criterion 3 - Supporting Evidence

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.

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

Criterion 4 - Supporting Evidence

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 - 873 sku's leaving 88 items to focus on such as M&A Mat Strapping.

99% of CRG's sku's (576/586) have packaging that is recoverable for recycling - note Medcon Sterilising Pouches counted as 5 sku's & Contec Wipes counted as 2 sku's need a solution.

Fresh & Clean offer 549 equivalent sku's (services) & packaging related to the goods in the services are 100% recyclable.

AlSCO Uniforms offers 3,246 textile rental & service lines; potentially some duplication of washroom & CRG lines that can be improved upon in future. These 'lines or equivalent sku's are reusable textiles in a service'. Roughly half (1,633) lines are uniforms/hanging garments served on coat hangers (re-useable packaging). The balance of items have packaging that is recyclable (clear shrink wrap & pp strapping).

Q4.6.b - AlSCO Uniforms equivalent sku's are items delivered to end users in a service. Items are collected, laundered, returned to customer.

Hanging garments utilise 'reusable coat hangers' & all textiles transported in re-useable trolleys. Shrink film & plastic sleeves ver garments are recyclable & alternatives being reviewed.

Goods sold directly in B2B format from ALS, CRG & DA are packaged to protect goods & vast majority of item packaging is recyclable.

Packaging utilised in the Fresh & Clean supply chain is 100% recyclable.