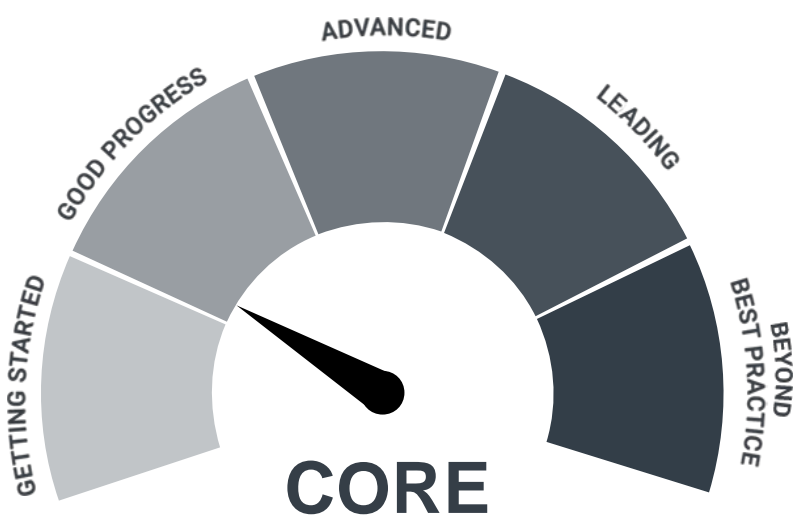
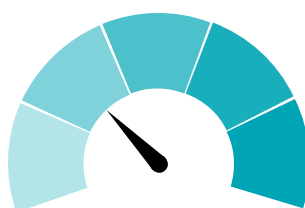


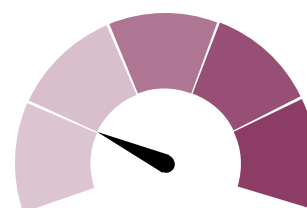
### DASHBOARD



LEADERSHIP



OUTCOMES



OPERATIONS

### SUMMARY

For the 2020 APCO Annual Report, *Adairs Retail Group Pty Ltd* has achieved Level 2 (Good Progress) for the core criteria. All seven core criteria were answered and three out of six recommended criteria were answered.

### INDICATORS

This Annual Report shows the organisation's performance against the APCO Packaging Sustainability Framework.

**CORE:** All core criteria.

**RECOMMENDED:** All answered recommended criteria.

**TOTAL:** Sum of all core and answered recommended criteria.

**LEADERSHIP:** All criteria that defines leadership on packaging sustainability.

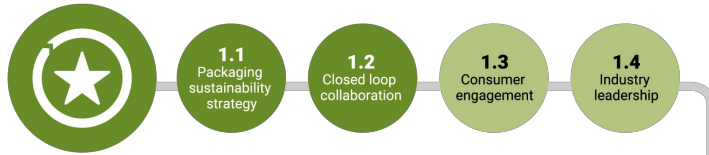
**OUTCOMES:** All criteria that lead to direct improvement in packaging sustainability.

**OPERATIONS:** All criteria related to business operations for improving packaging sustainability.

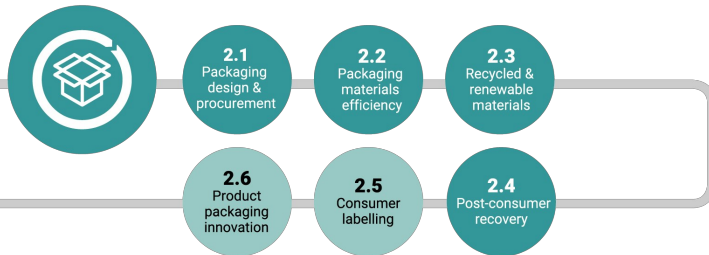
### REPORTING FRAMEWORK

#### OVERVIEW

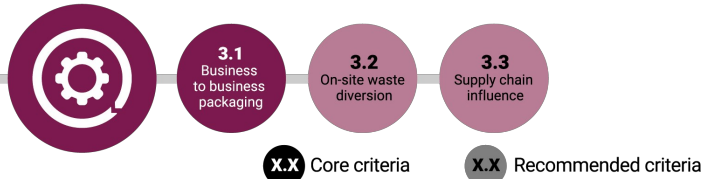
##### 1. LEADERSHIP



##### 2. OUTCOMES



##### 3. OPERATIONS



**X.X** Core criteria

**X.X** Recommended criteria

#### LEVEL DESCRIPTION

##### LEVEL 0

##### NOT YET STARTED

The organisation does not have a plan and has not started investigating options for action under the relevant criteria.

##### LEVEL 1

##### GETTING STARTED

The organisation is developing a plan or is investigating options for action under that criteria (e.g. agreeing on goals and targets).

##### LEVEL 2

##### GOOD PROGRESS

There are documented procedures in place (e.g. to implement the Sustainable Packaging Guidelines) or some progress has been achieved, data tracking shows up to 20% of products have achieved the desired outcome.

##### LEVEL 3

##### ADVANCED

The organisation has specific, measurable targets in place, or data tracking shows that >20% of products have achieved the desired outcome.

##### LEVEL 4

##### LEADING

The organisation has more rigorous procedures in place, or an ambitious target has been met e.g. >50% of products have achieved the desired outcome.

##### LEVEL 5

##### BEYOND BEST PRACTICE

The organisation has more rigorous procedures in place, or an ambitious target has been met e.g. 100% of products have achieved the desired outcome.

### ABOUT THE APCO FRAMEWORK

The APCO Packaging Sustainability Framework (the Framework) aims to provide a consistent and transparent framework for assessing and tracking packaging sustainability across organisations. The Framework consists of thirteen independent criteria that belong to three separate categories. These categories are (i) Leadership, (ii) Packaging Outcomes and (iii) Operations. The diagram above shows the different criteria included within each of these three categories.

There are two types of criteria within the Framework:

- **Core criteria** are mandatory and must be answered by all Members when completing the Annual Reporting Tool.
- **Recommended criteria** are not mandatory, but Members are encouraged to complete as many recommended criteria as possible.

Each criteria is divided into five levels of performance ranging from 'getting started' to 'beyond best practice'. The diagram above illustrates the key differences between performance levels. Please see [www.packagingcovenant.org.au](http://www.packagingcovenant.org.au) for more information.

### ABOUT APCO

APCO is a co-regulatory, not for profit organisation that partners with government and industry to reduce the harmful impact of packaging on the Australian environment. APCO promotes sustainable design and recycling initiatives, waste to landfill reduction activities and circular economy projects. APCO Annual Reports are a key Membership obligation, providing Member organisations with a transparent method to track their packaging sustainability performance. Annual reporting also supplies APCO with valuable data and information to identify industry trends and advancements.

### COMMITMENTS

The Action Plan detailed below, is a public commitment to advancing packaging sustainability outcomes as a Member of APCO. Members are encouraged to have a comprehensive internal plan with the steps they will take to fulfill their commitments.

#### Criteria 1.1 PACKAGING SUSTAINABILITY STRATEGY (core)

##### 2. Good progress

**Your organisation is committed to:** Integrating your packaging sustainability strategy into business policies and processes.

#### Criteria 1.2 CLOSED-LOOP COLLABORATION (core)

##### 1. Getting started

**Your organisation is committed to:** Investigating options to join or start a collaborative initiative to address barriers to the recovery of waste packaging.

#### Criteria 1.3 CONSUMER ENGAGEMENT (recommended)

##### 1. Getting started

**Your organisation is committed to engaging consumers about packaging sustainability by:** (1) Including packaging information on your website or other publications.

#### Criteria 1.4 INDUSTRY LEADERSHIP (recommended)

##### Not relevant

**Your organisation has indicated that this criteria is not relevant.**

#### Criteria 2.1 PACKAGING DESIGN & PROCUREMENT (core)

##### 2. Good progress

**Your organisation is committed to:** Reviewing or starting to review your packaging with reference to the Sustainable Packaging Guidelines (SPG) or equivalent to identify any improvement opportunities.

### COMMITMENTS

#### Criteria 2.2 PACKAGING MATERIALS EFFICIENCY (core)

##### 2. Good progress

**Your organisation is committed to:** Reducing packaging weight or optimising packaging material efficiency in up to 20% of products.

#### Criteria 2.3 RECYCLED & RENEWABLE MATERIALS (core)

##### 2. Good progress

**Your organisation is committed to:** Incorporating or optimising recycled and/or renewable content in up to 20% of products.

#### Criteria 2.4 POST-CONSUMER RECOVERY (core)

##### 1. Getting started

**Your organisation is committed to:** Investigating opportunities to improve recoverability in packaging.

#### Criteria 2.5 CONSUMER LABELLING (recommended)

##### 1. Getting started

**Your organisation is committed to:** Investigating opportunities to improve on-pack labelling for disposal or recovery.

#### Criteria 2.6 PRODUCT-PACKAGING INNOVATION (recommended)

##### 1. Getting started

**Your organisation is committed to:** Investigating opportunities to change the design or delivery of at least one product to improve packaging sustainability.

#### Criteria 3.1 BUSINESS-TO-BUSINESS PACKAGING (core)

##### 1. Getting started

**Your organisation is committed to:** Developing a plan or investigating opportunities to reduce the amount of single-use business-to-business (B2B) packaging used internally or sent to customers.

### COMMITMENTS

#### Criteria 3.2 ON-SITE WASTE DIVERSION (recommended)

##### 2. Good progress

**Your organisation is committed to:** Investigating opportunities to divert up to 20% of solid waste generated at facilities (factories, warehouses, offices, retail stores etc.) from landfill.

#### Criteria 3.3 SUPPLY CHAIN INFLUENCE (recommended)

##### 2. Good progress

**Your organisation is committed to engaging its supply chain about packaging sustainability by:** (1) Collaborating with key suppliers to share knowledge. (2) Having processes to evaluate risks and opportunities for influence.

### SIGN OFF

Ashley Gardner

CFO

Tuesday, 30 June 2020

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