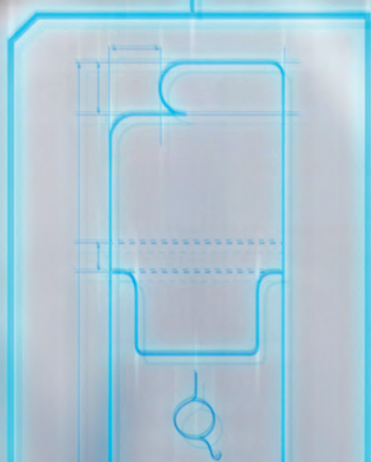
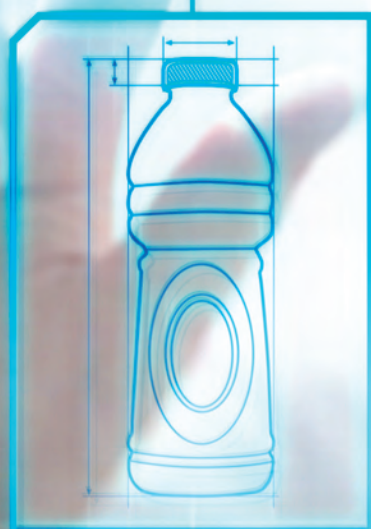
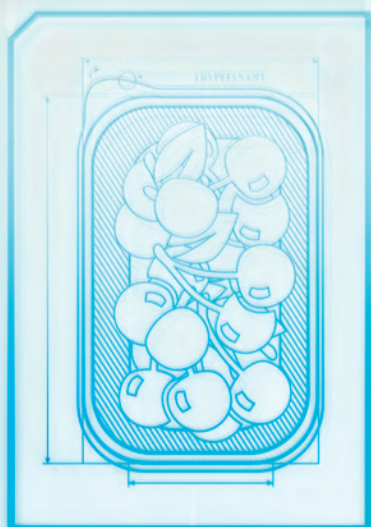




amcor



Packaging innovation for a better tomorrow

GRI Report 2015

Contents

3	Message from the CEO	22	Our Community
4	About Amcor Limited	24	Our Workplace
6	Our Approach to Sustainability	26	Employment
6	Why we believe in what we do	28	Diversity
6	Our Core Values	29	Our Marketplace
7	The Amcor Way- What we focus on in building operational excellence	29	Supply Chain
7	Our sustainability framework	30	Customer Health and Safety
9	Our performance	32	Our Economy
9	Our Environment	33	Investment
10	Products and Services	33	Ethics and Integrity
10	Life Cycle Assessments	34	Appendix 1
12	Materials	34	Stakeholder Engagement and Materiality Assessment
14	EnviroAction targets and performance	41	Appendix 2
15	Water	41	Memberships of Associations
15	Biodiversity	44	GRI Content Index
17	Emissions	48	Assurance Statement
20	Effluents and Waste		
21	Transport		

Message from the CEO

As a packaging leader, our commitment to responsible packaging is integral to the success of our business. Innovative, responsible packaging protects the product, extends its shelf life and can reduce a significant amount of waste throughout the supply chain.

GRI reference

G4-1

As the world's population continues to grow, the demand for higher volumes of quality food and medicine is rising. Meeting these needs requires packaging that will protect the product as it moves through the supply chain to the consumer. Amcor's packaging extends the life of packaged products and ensures the product is safe and hygienic to use.

We focus on creating innovative packaging solutions that support our customers as they seek to meet the needs of consumers while also reducing their impact on the environment. We do this by reducing the weight of our packaging, ensuring the efficient use of resources in the production process, supporting recycling infrastructure, and developing packaging technologies to give products a longer life.

At Amcor, we embrace the opportunity to demonstrate leadership in environmental, social, and economic sustainability. We work with our suppliers and customers to reduce environmental impacts throughout our supply chains and the life cycle of our products.

We identify sustainability opportunities and risks by working closely with our stakeholders including co-workers, customers, suppliers, industry groups, investors, and non-governmental organisations.

With over 190 sites across the globe, we are committed to responsibly managing our environmental impacts. EnviroAction is Amcor's global program driving continuous improvement in the environmental performance of Amcor's operations. We monitor greenhouse gas (GHG) emissions, waste sent to landfill and water use at all of our sites.

As an employer, neighbour, customer and supplier in more than 40 countries, we strive to make a positive impact in the communities where we operate. This year, I am particularly proud of our multi-year agreement to support the World Food programme (WFP). We are excited to provide financial support and packaging expertise that will help improve the shelf life and safety of WFP food.

As a global packaging leader, we have the product development capability and technical knowledge to drive sustainability benefits throughout the supply chain and packaging lifecycle. We consider the design and development of packaging from a holistic view to create the most sustainable solutions for our customers looking at the entire lifecycle of packaging.

Once again, Amcor was recognised by international indices such as the Dow Jones Sustainability Index and the Carbon Disclosure Leadership Index as an industry leader because of our commitment to responsible corporate practices.

Over the past year we have enjoyed considerable success in our sustainability efforts. We take our leadership role seriously and as we look towards a new year we are determined to extend on this work to strengthen our sustainability performance.

We are proud of our commitment to sustainability and how we connect with and support our communities and look forward to another great year delivering on our sustainability strategy.

Thank you for your interest in learning more about how we are delivering on our sustainability plans.



Ron Delia

Chief Executive Officer

About Amcor Limited

Amcor is a global leader in responsible packaging solutions, serving many of the world's largest food, beverage, and pharmaceutical manufacturers. We design, manufacture and supply a broad range of rigid plastic packaging, such as PET bottles and hard plastic containers mostly for beverage products, as well as flexible packaging including pouches, sachets, blister packs and bags for medical devices, pharmaceuticals, grocery items, and personal and home care products. We manufacture folding cartons for tobacco products and chewing gum, as well as packaging and films for the electronics, automotive, energy, and other manufacturing industries.

GRI reference

G4-3
G4-4

Region	Share of sales
Western Europe	32.2%
North America	32.0%
Latin America	12.7%
Asia	9.3%
Eastern Europe	8.1%
Oceania	5.5%
Africa	0.2%

GRI reference

G4-8

*This data does not include sales from Amcor's share in AMVIG.

Amcor is a publicly-listed company, with its ordinary shares listed on the Australian Securities Exchange (ASX), Eurobonds listed on the Singapore Stock Exchange (SGX) and CHF notes listed on the Swiss Stock Exchange (SIX). In FY2015, we had net sales of USD 9,611.8M and our market capitalization was AUD16.2B as of 30 June 2015.

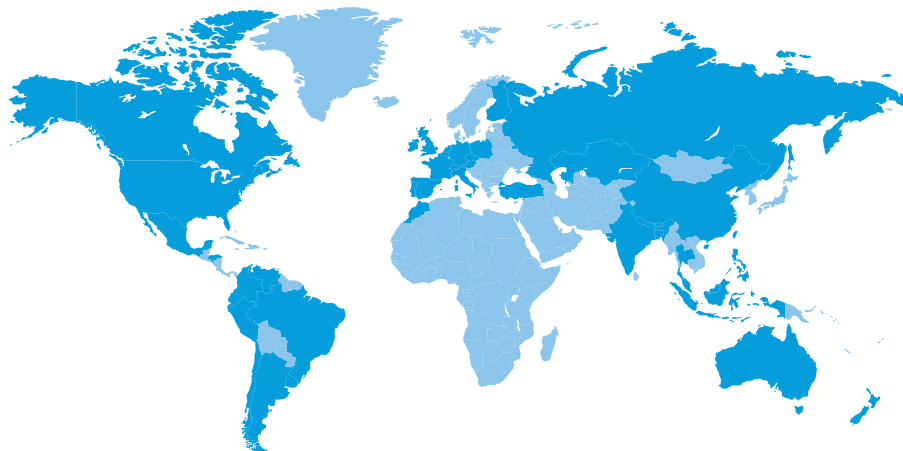
GRI reference

G4-7
G4-5
G4-6
G4-9

Amcor's headquarters are in Melbourne, Australia. Our 29,788 co-workers in 255 manufacturing, distribution, and office locations in 44 countries around the world produced 32 billion rigid plastic containers, 17 billion caps and closures, 319,000 tonnes of cartons, and 10.9 billion square meters of flexible packaging during the financial year ending 30 June 2015.

In addition to these locations, Amcor holds 48% ownership in AMVIG Holdings Limited, a company manufacturing tobacco packaging in Asia.

The world of Amcor



In FY15, we continued to make strategic acquisitions to grow our business. Manufacturing sites acquired in FY15 were:

Acquisition	Date	Cost in USD	Country	Sites
Bella Prima	December 2014	\$25M	Indonesia	> Jakarta 1 Jakarta 2
Zhongshan Tiancai	June 2015	\$38M	China	> Zhongshan Tiancai

There were no other significant changes in organization size, structure, ownership, or supply chain in FY15. We have, however, moved from reporting financial information in Australian dollars to US dollars. This is due to the fact that following our 2013 demerger, our Australia-derived revenue now represents less than 5% of our total revenue. This change to reporting in USD will reduce the impact of exchange rate movements on results and portray more accurately Amcor's underlying performance.

GRI reference

G4-13

GRI reference

G4-13

Our Approach to Sustainability

Our approach to sustainability starts with our Belief Statement, Core Values, and the Amcor Way operating model.

*We believe in responsible packaging.
We Passionately + Relentlessly apply art + science
to enhance the products people
use in everyday life —
today + tomorrow.*

Why we believe in what we do

Our belief statement is what we stand for, what we are passionate about and what we aspire to. It sets out our purpose and what we are here to deliver to our customers.

Our Core Values

Our Core Values are:



We hold our Core Values close to our hearts. They are the foundation of who we are and how we conduct ourselves. They play out in all of our interactions; with customers, in Amcor workplaces and with our other stakeholders. They guide us and act as our moral compass.

Safety

We take care of each other and we take care of our stakeholders

Integrity

We build trust in our relationships through honest and ethical behaviour

Teamwork

We work together to make a difference

Social Responsibility

We respond to the needs of our communities and the environment

Innovation

If there is a better way, we will find it together

The Amcor Way- What we focus on in building operational excellence

The Amcor Way operating model outlines five business competencies to drive performance at Amcor:



All of our sustainability initiatives are focused to support and contribute to the deliverables of The Amcor Way as sustainability management is most effective when it is integrated with business processes and organisational management systems.

Our sustainability framework

Being sustainable is not just about living our core values. We are accountable to a broad range of stakeholders, and to gain their support and confidence we must be responsive to their interests. Our stakeholders are those who have a direct relationship to, or are impacted by, our business. They include investors and suppliers of capital, co-workers, customers and suppliers, industry bodies, governments, and the communities in which we operate.

We address these interests via specific plans and actions across five areas:

Environment: Climate change and resource scarcity are issues that require us to evolve our business model to meet our responsibilities. These responsibilities are also a catalyst to create new areas of competitive advantage.

Community: The local communities in which our operations are located are central to our success. Effective partnerships that benefit the wider community are a fundamental foundation.

Workplace: Our people are at the heart of our ability to deliver innovative solutions for customers and to create value for shareholders. Our focus is on creating and maintaining a safe workplace that can attract, motivate and retain the best people.

Marketplace: By developing and maintaining strong partnerships with customers and suppliers we can create innovative and responsible products and sustainable supply chains

Economy: Good governance, sensible risk taking and transparent investor relations are essential requirements in the way we conduct business and create value for our shareholders.

How we report

This report was prepared in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting G4 Guidelines at the Core level. We also publish a shorter Sustainability Review (available at amcor.com/sustainability), which provides a summary of our sustainability approach and performance. Selected data has been assured; please see Page 48 for the Assurance Statement.

This report covers all locations wholly-owned or majority-controlled by Amcor during the entire reporting period, unless otherwise specified for specific indicators. This includes all four of our business groups: Amcor Rigid Plastics (ARP), Amcor Flexibles Europe and Americas (AFEA), Amcor Tobacco Packaging (ATP), and Amcor Flexibles Asia Pacific (AFAP). Please see our Annual Report pages 4-25 for the complete list of controlled entities.

This report covers the financial year period from 1 July 2014 to 30 June 2015, noted as "FY15" throughout the report. Our most recent previous report covered Financial Year 2014 and was released in October 2014. We report on an annual basis. Please visit our website amcor.com/sustainability for more information. We welcome your feedback here: http://www.amcor.com/contact_us/.

In the 2015 edition of its annual research report, the Australian Council of Superannuation Investors (ACSI) benchmarked the public disclosures of material environmental, social, and governance (ESG) risks of S&P/ASX200 companies and determined Amcor's reporting to be "Leading" for the fifth consecutive year. This is the highest ranking on the scale and was awarded based on the thoroughness, timeliness, and sophistication of Amcor's ESG reporting.

GRI reference

G4-32

GRI reference

G4-17

GRI reference

G4-28

G4-29

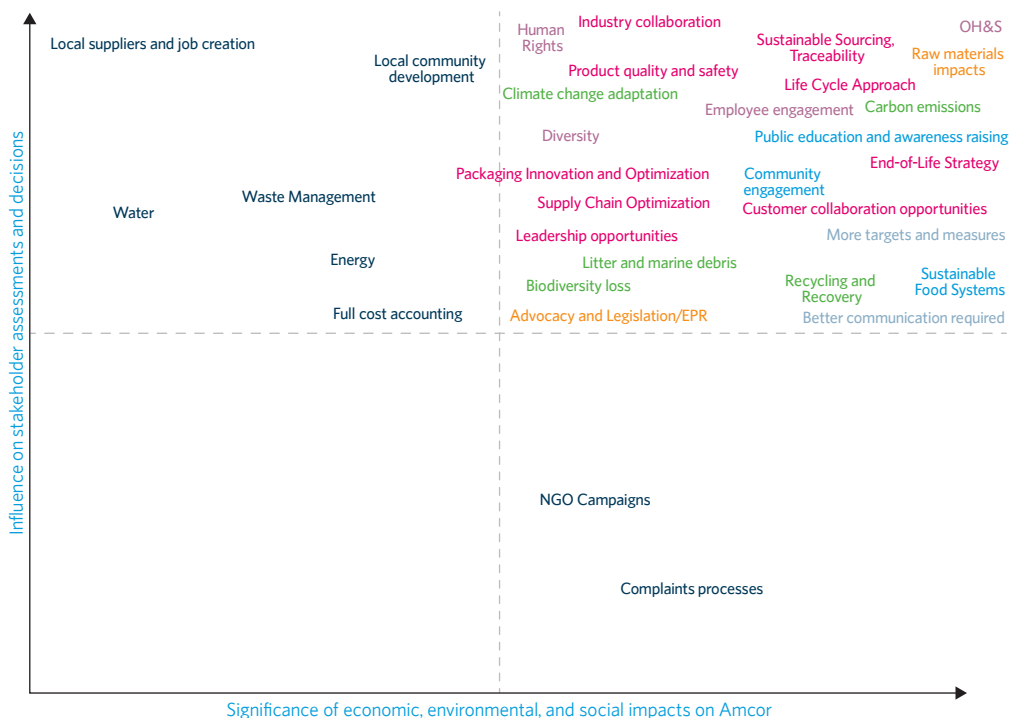
G4-30

G4-31

Amcor's Material Issues

We invest significant resources in stakeholder engagement activities to drive value and determine material issues for our business. Based on this year's materiality assessment, we have identified the following material issues of high importance:

Materiality Matrix 2015



Please note, all issues in the top right corner of the matrix are considered to be highly material for our business and are therefore addressed in this report.

For a complete list with definitions as well as a thorough explanation of our process, please see Appendix 1 of this report.

Our performance

Our Environment

As a large, multinational company, we are committed to continuously improve and report on the environmental performance of our operations, meeting or exceeding regulatory requirements in the regions where we operate.

Our top priorities in this category, as well as the main ways we address those priorities, are as follows:

Priority	How we achieve this:
Continuously improve environmental performance across Amcor sites	<ul style="list-style-type: none"> > Improving operational efficiency through the EnviroAction program > Assuring environmental standards and requirements (at existing and acquired sites) via robust management systems and work practices > Incorporating environmental improvements in customer and supplier negotiations
Work with suppliers and customers to reduce environmental impacts across our value chain	<ul style="list-style-type: none"> > Reducing the impacts of packaging end-of-life: increased recovery, reduced litter & marine waste > Downstream emissions or impact reductions enabled by packaging innovations

As stated in our Code of Conduct and Ethics Policy, “We are committed to prevent and minimise adverse environmental impacts, including waste, emissions and discharges from our operations. We aim to minimise the environmental footprint of our operations and products.” Our Group-wide Environment Policy reinforces this commitment and includes specific environmental management requirements. Our Group-wide Sustainability Policy details our approach to sustainability and the key areas we focus on. These policies outline a range of precautionary principles that guide our operational planning and management.

Our Environment policy is supported by three mandatory environmental standards: Environmental discharges, Cooling towers and Community impact. These standards address the key risks our sites may pose to the immediate environment. All sites are required to have an environmental management system in place i.e. ISO14001 or equivalent, and to comply with the three Amcor environmental standards. The environmental management system must be appropriate for:

- > The risk associated with operations at each site
- > The local regulations associated with the site’s geographic location

Sites without ISO14001 certification are required to conduct self-audits against our internal standards annually. Regional Occupational Health, Safety, and Environment (OHS&E) coordinators also conduct site audits, the frequency of which is determined by the risk associated with each site. Multiple groups across the Company play critical roles in driving strategy, operational and product improvements and policy initiatives related to environmental responsibility. Our Corporate OHS&E function has primary responsibility for environmental management systems and environmental compliance at our manufacturing and warehousing sites as well as for our offices.

Environmental performance and significant environmental matters are regularly discussed within the Amcor group. We have also established an internal reporting process where environmental performance is reported from each site up through OHS&E management to the Board each year. Our OHS&E team also participates in due diligence tasks as part of our merger and acquisition activities and is involved in the integration of acquired sites as participating in other major capital works.

Products and Services

Our management approach to our products and services relies heavily on packaging life cycle assessments to mitigate negative environmental impacts of not only packaging, but also to minimize the waste of food and products from failed packaging.

GRI reference
DMA, Products and Services




Life Cycle Assessments

Life Cycle Assessment (LCA) is a data-based technique used to assess the environmental impacts of all the stages of a product's life – from raw material extraction through materials processing, manufacture, distribution, use and disposal or recovery and recycling. ISO 14040 is the international standard for conducting LCAs. We use our proprietary LCA software, the Advanced Sustainability Stewardship Evaluation Tool (ASSET™), to generate the life cycle data that allow different packaging options to be compared. These assessments are typically undertaken during our product development process at the request of customers. The ASSET tool and database are regularly audited by the Carbon Trust for compliance with the PAS2050:2008 standard for cradle-to-gate and the GHG protocol on product carbon footprinting. ASSET was most recently certified in October 2014. We used ASSET to conduct 637 assessments in FY15; we now have 4,885 assessments in the database.

Amcor sustainability co-workers travelled to the Net Impact conference in November 2014 to conduct a workshop on life cycle assessments of packages with MBA students interested in careers creating positive social and environmental change.



During the workshop, we asked the participants to consider the following information:

		Weight (empty)	Breaks in transport?	Recyclable?
Glass jar		370 grams	Possible	Yes, to an extent
PET jar		51 grams	Unlikely	Yes
Pouch		20 grams	Unlikely	Not widely

Which package do you think has the smallest environmental footprint?

Responsible packaging means more than whether or not a package is able to be recycled. Responsible packaging means protecting the product in the most efficient way possible, through judicious use of resources. We take a life cycle view of our packaging and focus efforts on reducing the most significant portion of a package's life cycle under our control: the materials used to construct the package.

Our Flexibles Europe and Americas business includes sustainability assessments as a regular part of the product development process. If substantial environmental improvements are likely, they conduct a life cycle assessment on the product to confirm the benefits. Our Flexibles Europe and Americas Sustainability Leader, Gerald Rebitzer, represents Amcor on the Technical Secretariat of the European Commission's Product Environmental Footprint (PEF) Coffee pilot project. This project will develop a methodology to assess and improve the environmental performance of coffee based beverages, facilitate policy developments, and contribute to principles for communicating environmental performance, such as transparency, reliability, and completeness.

Extent of impact mitigation of environmental impacts of products and services

Life cycle assessments reveal that the greatest environmental impact over the life cycle of our products is associated with the product within the packaging. Preventing any loss or waste of the packaged product and the subsequent waste of the resources embodied in that product will have the greatest environmental benefit.

We are on the forefront of lightweighting or downgauging packaging; that is, producing a package that stores and protects the same volume of product using less material. Our Rigid Plastic business was awarded the World Packaging Organization's World Star award for developing the industry's lightest heat-set 500 mL PET container; the container is 30% lighter, which entails a 27% reduction in GHG emissions, 28% reduction in energy use, and a 28% reduction in water use.

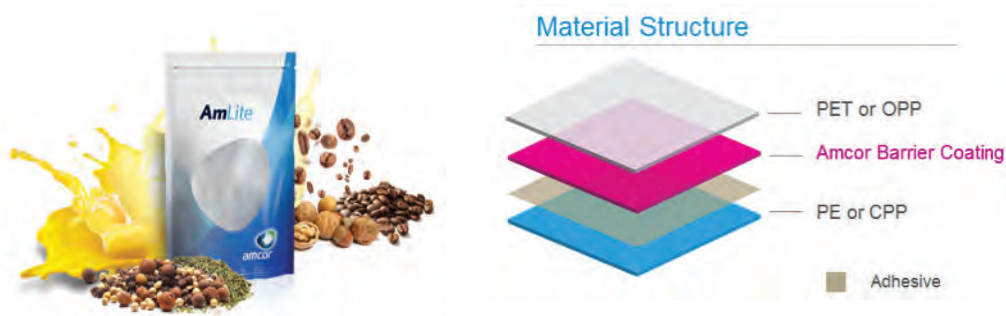
GRI reference

EN-27



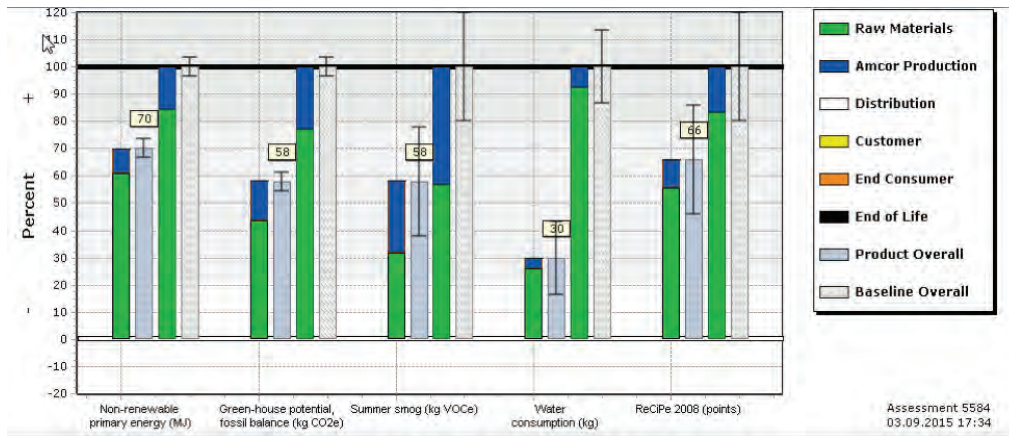
During FY15, our Rigid Plastics business reduced the weight of ("lightweighted") 10 products, resulting in a decrease of over 670 metric tonnes of resin in FY15 alone. This corresponds to 1,571 metric tonnes of carbon emissions averted for the manufacturing process alone, or the emissions from 3,653 barrels of oil. Our Flexibles Europe and Americas business saved a further 9439 tonnes of CO₂e by reducing the thickness of some films (downgauging), representing the same amount of emissions from the use of 21,952 barrels of oil. In both cases, the packaging offers the same level of protection for our customers' products whilst requiring fewer resources during packaging manufacturing.

In our Flexibles Europe and Americas business, we continue to drive environmental efficiencies through material selection and reducing the thickness of our flexible packaging solutions. For example, our AmLite pouch not only allows a 42% reduction of carbon footprint, but also improved environmental efficiency through higher line speeds during the packaging manufacturing process.



This standup pouch, compared to a standard laminate pouch with an aluminium barrier, achieves a 42% carbon footprint reduction mainly due to the replacement of the aluminium layer with a coated polyethylene terephthalate (PET) layer (aluminium has a higher environmental impact than PET). AmLite is also 21% lighter than a standard pouch, meaning less materials overall and less energy required to transport the packaging and the packaged product. Environmental benefits also stem from faster run speeds and lower seal temperatures required for the thinner pouch.

Environmental Indicators

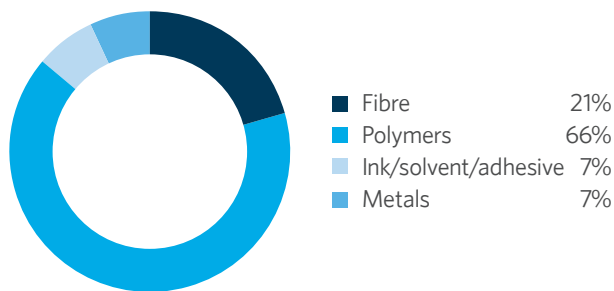


In regards to minimizing water use, emissions, and waste generation associated with our production, please see the relevant sections of this report (Pages 15, 17, and 20, respectively).

Materials

As a large global manufacturing organization, we are expected to manage, minimize, and report on our environmental impacts and increase the efficient use of raw materials and natural resources. Our Code of Conduct and Ethics policy states: "We aim to minimise the environmental footprint of our operations and products. We reduce our environmental footprint by continually improving the efficiency of our natural resource consumption. We utilise risk management processes to control the environmental hazards inherent in our activities." Our strategy for minimizing our environmental footprint is to choose materials based on both their ability to protect the product as well as their environmental footprint, using less materials through lightweighting or downgauging, and using post-consumer recycled inputs when it is an option.

We used a total of 2,179,121 tonnes of raw materials in FY15:



Materials from renewable sources represent 21 percent of all raw materials, predominantly paper and carton board from timber fibre. Approximately 3% of the polymers were recycled input materials. This is an increase from FY14, in which 2% of the polymers were recycled input materials.

This represents all materials purchased from external suppliers, with the information being sourced from procurement data. There are also internal transfers of partially manufactured goods between Amcor plants.

GRI reference

DMA Materials
EN-1

GRI reference

EN-2
EN-1

This year we launched the first 100% recycled PET liquid laundry detergent container for homecare manufacturer Method, demonstrating our ability to produce an astoundingly clear bottle using 100% post-consumer resin.



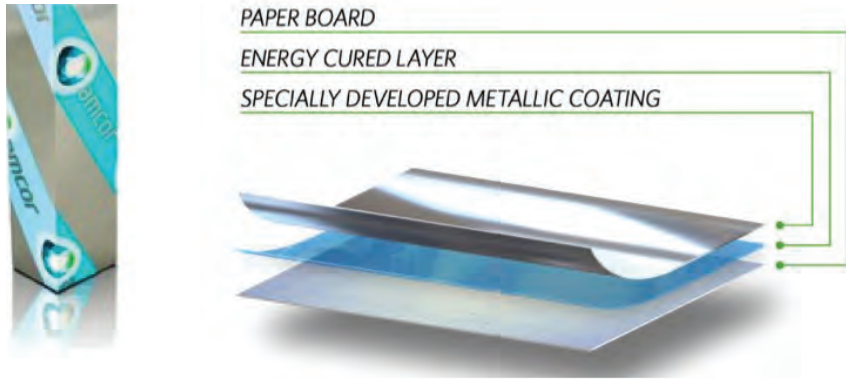
For a leading healthcare and personal care company, we incorporated 50% PCR into the bottle for their iconic baby shampoo, helping reduce their PET packaging carbon footprint by 27%.

We also seek to design packaging with the end-of-life in mind, including consideration for the recycling process. For example, PET bottles encased in an opaque top-to-bottom shrink sleeve are often sorted out as non-recyclable materials, thereby being sent to landfill rather than being recycled. To address this issue, we contributed to a study by the Association of Postconsumer Plastics Recyclers (APR), which encourages brand owners to use label materials that better accommodate recycling equipment, as well as to minimize the size of the label when possible. You can read about this study and others at plasticsrecycling.org.

We are limited in our ability to incorporate recycled materials in some of our packaging for several reasons. First, regulations prohibit the use of certain recycled materials in food-grade packaging due to possible contamination. Also, some of our customers supply the raw materials we use to produce packaging for their products.

The price of recycled materials is often higher than that of virgin materials. For example, this year's low oil prices have led to historically low virgin PET prices. A price premium for PCR deters many brand owners from using recycled PET in their bottles. Brand owners' use of recycled content is often driven by a sustainability commitment or to appeal to environmentally-conscious consumers. For example, the homecare company Method, one of our Rigid Plastics business' most valued customers, consistently chooses recycled PET despite the higher cost in order to fulfil its commitment to lead the industry in creating less waste.

Obtaining PCR in enough volume and of a consistent quality is also a problem. To further boost the supply of recycled resin, Amcor supports recycling infrastructure through initiatives such as the Recycling Partnership, described on page 22.



Technological developments in our printing process help reduce the environmental impact of raw materials. Our “Sunshine” printing technology replaces metallized paperboard with non-metallized paperboard. Metallized paperboard has a higher environmental footprint. Sunshine also eliminates the lamination stage and reflects more lumens of light than metallic inks whether applied overall or as a spot application. Environmental benefits include decreased GHG emissions, water consumption, and fossil fuel consumption.

EnviroAction targets and performance

EnviroAction is our internal program to reduce emissions, waste-to-landfill, and improve water management. To measure our progress against our targets, data on our greenhouse gas emissions, waste sent to landfill and water use is consolidated in a central database called ‘EnviroChart’ and our progress is reported to the Global Management Team every six months. Key activities are included in monthly management reports compiled by each of our Business Groups. Checking the accuracy of the data entered into the EnviroChart database is part of the role performed by our Group Internal Audit team. Our global Sustainability Leadership Council is responsible for coordinating improvements in operational efficiency at our manufacturing sites, resource efficiency throughout our value chains and product stewardship. This is done in close collaboration with our Operations, Research and Development, Sales and Marketing teams, and Procurement departments.

Whenever possible we work with our customers to reduce environmental impact throughout the supply chain. This year, PepsiCo awarded our Flexibles Europe and Americas business the ReCon Centre of Excellence Award for their achievements in the Resource Conservation (ReCon) programme including energy reduction and achieving zero waste to landfill at the participating sites.

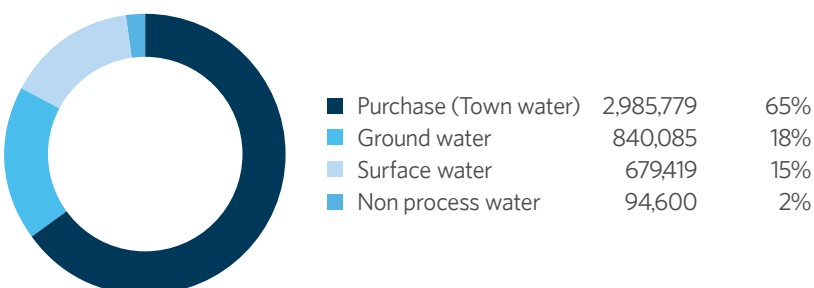
GRI reference
DMA, Water, Emissions, Effluents and Waste

Water

When our EnviroAction targets were originally set, water was a highly material issue because our paper mills were water-intensive, with our global water use being approximately 9 gigalitres per year. Since those sites were demerged in 2013, our water use is approximately half of that. Most water is used for cooling at our Rigid Plastics and Flexibles Europe and Americas locations. To reflect this, specific water intensity goals have been replaced with a requirement for all sites to have a water management plan in place.

GRI reference
DMA Water EN-8

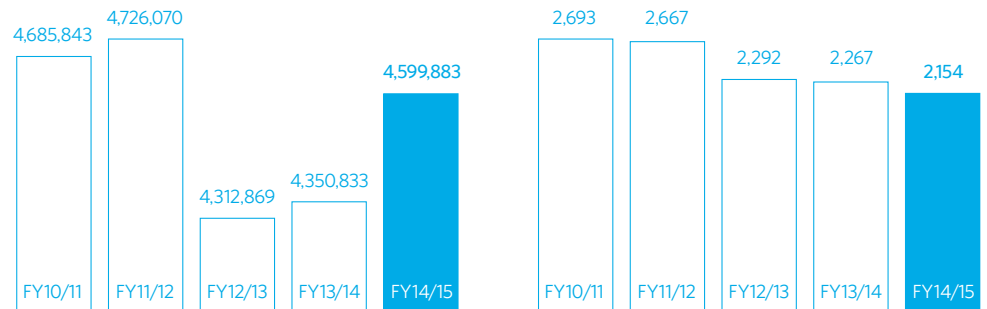
Total Water Withdrawal by Source, KL



100% of our sites had a water management plan in place in FY15. Our water use intensity decreased by 20%, and our absolute water use decreased by 2% compared to our baseline year of FY2010-2011.

Absolute Water Use, KL

Water Use Intensity (KL/\$M USD)



Water management plans have helped us focus on opportunities to decrease water use. In one site in Poland, we discovered a leak which once repaired, reduced water use by 25%. Our Flexibles Asia Pacific business faces challenges to water reduction in their sites in China due to aging infrastructure. Furthermore, water is inexpensive in those markets and water reduction would require expensive capital investments that can be commercially unviable.

Biodiversity

While packaging serves a vital purpose in protecting food, medicine, and other goods, it can become an environmental nuisance if not disposed of properly. Some consumers often focus on this aspect of packaging, without regard to the environmental resources protected by effective and efficient packaging. Because this issue is important to our stakeholders, we are looking at ways to better manage packaging after it has served its purpose.

In their article in Science magazine in February 2015, “Plastic Waste Inputs from Land into the Ocean,” Jenna Jambeck, Ramani Narayan, and other authors estimated that 275 million metric tonnes of plastic waste was generated from 192 coastal countries in 2010, with between 1.7% and 4.6% of this waste entering the ocean due to inadequate waste management infrastructure, particularly in Asian countries including China, Indonesia, and the Philippines. Because plastic in the marine environment quickly degrades and fragments into microscopic pieces, and is therefore difficult to collect, effort must be concentrated on preventing the plastic waste from reaching the ocean. Without improvements to waste management infrastructure in these countries, the rate at which plastic enters our oceans will increase.

GRI reference

EN-12



Ocean Conservancy, an American non-profit environmental advocacy group with the goal of protecting the world's oceans, organizes an annual International Coastal Cleanup event. In 2014, volunteers collected over 7200 metric tonnes of trash from beaches. Food wrappers, beverage bottles and cans, and bottle caps were among the top items found.

According to the group's 2015 International Coastal Cleanup report, "More than 600 species of marine animals are impacted by ocean trash, from majestic whales, dolphins, seals, and sea turtles to hosts of sea birds and even tiny species of plankton." Marine animals including mussels, fish, sea turtles, and whales often ingest bits of degraded plastic, which causes digestive problems and often death. Furthermore, plastic in the ocean absorbs chemical contaminants, which are ingested when animals eat the plastic. As smaller animals are eaten, the chemical contaminants work their way up the food chain. The effect of these contaminants is not yet well understood.

To address this concern about the "end-of-life" stage of packaging, we have become more involved in industry groups and support pilot projects to improve the collection and recycling of plastic packaging. As a member of the Society of the Plastics Industry (SPI), we are in agreement with the organization's Declaration for Solutions on Marine Litter, which states that "plastics should be responsibly used, reused, recycled, and finally recovered for their energy value."

For example, we support the Recycling Partnership (see page 22), the Reflex Consortium, and REDCycle. Project Reflex is a UK-based program exploring and evaluating recyclability of multi-layer films through product design and recycling technology, with the goal of creating a circular economy for flexible packaging in the UK. Read about it here: <http://www.reflexproject.co.uk/>.

Amcor Flexibles Asia Pacific supports the REDcycle organization in Australia to develop and implement an innovative closed loop recycling initiative that makes it possible for Australian consumers to responsibly dispose of their soft plastics. Quantities recovered, however, are a small percentage of packaging sold. Flexibles Asia Pacific is also conducting research in the use of single layer films, which may facilitate recycling. Multi-layer films are difficult to recycle because they combine several materials in one package, and are difficult to separate.

Our co-workers in El Salvador participated in a coastal cleanup and sea turtle conservation program run by the Zoological Foundation of El Salvador. Co-workers spent the day constructing a barrier to protect the turtle nursery and cleaning the beach adjacent to the nursery.



While we have no process in place to determine biodiversity loss due to our operating activities, we focus on compliance with local regulations and audit our sites' ability to minimize the risk of process discharges to air, land, waterways, or sewers. In our due diligence process, we consider a potential acquisition's environmental risk including the surrounding area.

Percentage of products sold and their packaging materials that are reclaimed by category

As stated on Page 10, Amcor focuses efforts on reducing the environmental footprint of our products using a Life Cycle approach: focusing efforts on the highest impact portion of a product's life cycle. Many of our stakeholders have expressed an interest in closing the loop on packaging: ensuring that once used, packaging materials are recycled into new products. We are devoting more resources to investigating opportunities to collect, recover, and use post-consumer packaging waste.

GRI reference

DMA, Biodiversity

GRI reference

EN-28

Recycling infrastructure and the availability of data regarding recycling rates varies widely across the markets we serve. Therefore, obtaining a detailed picture of the recycling of Amcor-originating products is unlikely. According to NAPCOR, an industry association of which Amcor is a member, the PET bottle recycling rate in the US in 2013 was 31.2%. The US EPA estimates the 2012 recycling rate of HDPE bottles was about 28%. This represents only a modest increase from previous years. With our participation in the Recycling Partnership (see page 22), we hope to increase the rate.

Amcor provides mostly flexible packaging in our other geographic markets. According to the European Association of Plastics Recycling, 34.7% of plastic packaging waste was recycled in the EU in 2012. More specific information regarding the recycling of flexible plastic packaging is not available.

Emissions

Amcor recognizes that the emission of greenhouse gases contributes to climate change and has set targets to reduce emissions through our EnviroAction program:

Greenhouse gas (GHG) emissions

- > 10% reduction in GHG emissions intensity from FY2010-2011 by FY2015-2016; and
- > 60% reduction in GHG emissions intensity from FY2005-2006 by 2030.

Our sites enter energy, waste, water, and materials activity data into EnviroChart, and emissions factors are used to convert these activities to emissions.

Our Internal Audit team includes this environmental information in their audit scope.

Our highest source of emissions is Scope 3; that is, emissions related to fuel and energy-related activities not included in Scope 1 or 2, upstream transportation and distribution, waste generated in operations, and downstream transportation and distribution. This number is impacted by the level of production, the mix of raw material types, and the recycled content of raw materials we use.

Amcor calculates its Scope 3 GHG emissions in accordance with the GHG Protocol; Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Scope 3 GHG emissions are defined as all other indirect emissions that occur in a company's value chain. The GHG Protocol Standard includes 15 categories of scope 3 GHG emissions which organisations are required to report. Amcor has assessed each of the categories and reports on the following scope 3 GHG emission categories:

- > Purchased goods and services
- > Fuel and energy related activities
- > Upstream transportation and distribution
- > Waste generated in operations

The following categories have been assessed as either immaterial or not applicable to our business:

- > capital goods
- > business travel
- > employee commuting
- > upstream leased assets
- > processing of sold products
- > downstream transportation and distribution
- > use of sold products
- > end-of-life treatment of sold products
- > downstream leased assets
- > franchises
- > investments

For Scope 1, 2 & 3 emissions, CO₂ is the predominant gas included in the calculation as it is from combustion of fuels, but emissions factors may include small amounts of CH₄ and N₂O. We do not report biogenic CO₂ emissions separately from the gross direct (Scope 1) GHG emissions.

GRI reference

DMA, Emissions

Scope 1 and 2 greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Global scope 1 emission factors for fuel combustion are based on the WRI GHG protocol; Australian emissions factors are based on the National Greenhouse Accounts Factors 2014. Other scope 1 emission factors are estimated assuming complete chemical reaction. Scope 2 emission factors for most countries are sourced from the International Energy Agency CO₂ Emissions from Fuel Combustion (2012 Edition). For Australia, Scope 2 emissions factors are sourced from the National Greenhouse Accounts Factors 2014 at a state level, and for the USA scope 2 emission factors are sourced from the EPA e-GRID 2014 tool at a regional grid level. Scope 2 greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

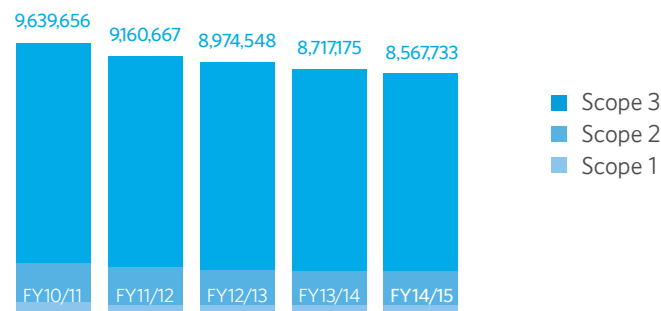
Emissions are consolidated from entities over which Amcor has operational control. We are impacted by carbon tax and emissions trading schemes around the world, including the European Union's Emissions Trading Scheme, the 'Climate Change Agreements' program in the UK, the 'Covenants' program in Belgium and the official environmental programs in Switzerland. We also pay carbon taxes in any countries where they are applicable. We do not use emission offsets to meet our reduction targets, as we prefer to use resources to directly reduce our own emissions.

Material categories for scope 3 greenhouse gas emissions reporting are determined using the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Our Scope 3 emissions are estimated using information from our suppliers, consultants and conversion factors sourced from publicly available databases contained within our life cycle analysis software.

Our combined Scope 1, 2, and 3 emissions for FY15 were 8,567,734 tonnes of CO₂ equivalent.

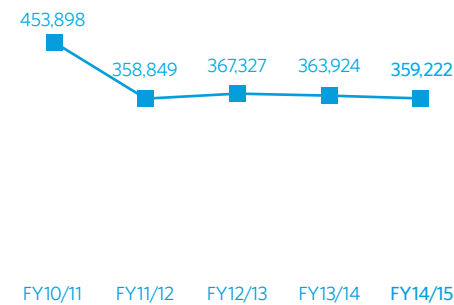
Total Absolute Emissions
Tonnes of CO₂e



GRI reference

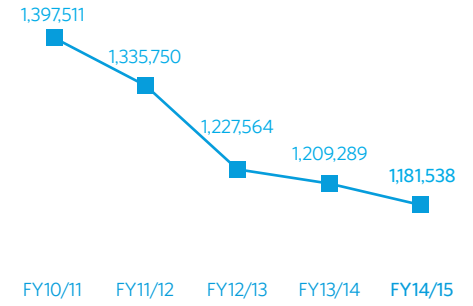
EN-15

Direct Greenhouse Gas (GHG) Emissions, Scope 1
Tonnes of CO₂e



Energy for on-site production of heat is the major source of our direct GHG emissions (scope 1). FY15 absolute Scope 1 emissions are 1% lower than they were in FY14.

Energy Indirect GHG Emissions (Scope 2)
Tonnes of CO₂e



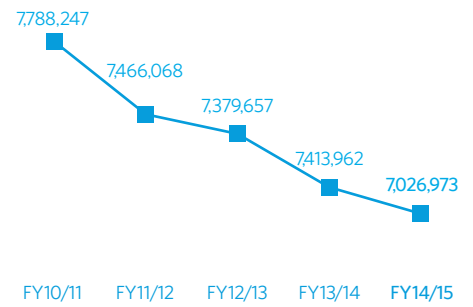
FY15 absolute Scope 2 emissions are 2.3% lower than they were in FY14.

Our Rigid Plastics business has invested in tools to provide real-time data regarding the business’s energy consumption, allowing our operations managers to identify potential problem areas and level load our energy consumption. One of our on-site locations recently installed a windmill, which will produce a percentage of the site’s electricity needs. This does not, however, represent a concerted effort to increase use of renewable energy.

Activities contributing to reduction in Scope 1 and 2 emissions include: energy efficient lighting and elimination of coal boilers, installation of thermal oil systems at certain sites, adjusting machine temperatures, implementing shut-down procedures for non-production periods, and energy efficiency projects including equipment upgrades.

Our Tobacco Packaging business group has directly engaged with a major customer to work toward greater energy efficiency through lighting efficiency and compressed air standardization projects. A trend toward shorter production cycles, however, negatively impacts our emissions figures.

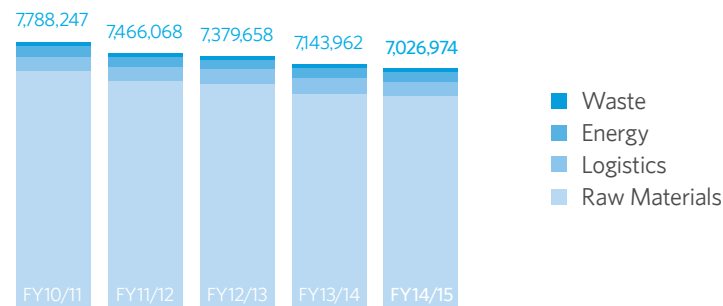
Other Relevant GHG Emissions (Scope 3)
Tonnes of CO₂e



FY15 absolute Scope 3 emissions are 1.6% lower than they were in FY14.

Activities resulting in reduced Scope 3 emissions include: waste reduction through process efficiencies, solvent recovery, downgauging, raw material selection, and lightweighting.

Scope 3 Emissions
Tonnes of CO₂e

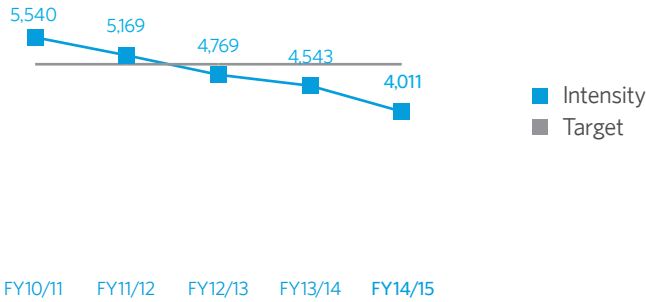


GHG Emissions Intensity

GRI reference

GHG Emissions by year
(Tonnes of CO₂ equiv. per \$M profit)

EN-18



During FY15, emissions intensity reduced by 11.7%.

Reduction in emissions intensity this year resulted from our continuing efforts to improve our energy efficiency as described above as well as by an increase in our gross profits.

For example, our Rigid Plastics business has made a concerted effort in FY15 to directly engage with energy providers to reduce our demand and use energy more efficiently.

As our EnviroAction goals finish in FY16, we will spend FY16 determining which new targets to set, considering both absolute and intensity metrics.

Effluents and Waste

Our EnviroAction targets include a goal to eventually send no waste to landfill from our facilities:

Waste to landfill

- > 50% reduction in waste to landfill intensity from FY2010-2011 by FY2015-2016; and
- > Zero waste to landfill is the long-term objective

Waste produced by our sites goes to a variety of destinations. Where possible, it is recycled either internally or by external parties. Waste that cannot be recycled is sent to landfill or incineration, often with energy recovery, depending on local waste management infrastructure. Waste classified as hazardous is sent to approved hazardous waste treatment facilities.

Our total waste for FY15 was 283,188 tonnes, with about 82% of this being recycled. Our absolute waste to landfill in FY15 was 10,382 tonnes (3.7% of our total waste).

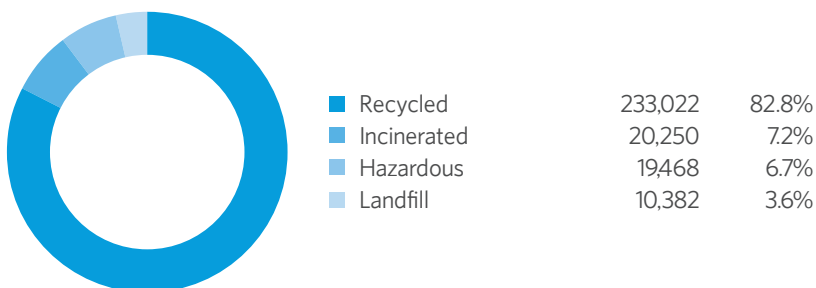
GRI reference

DMA, Effluents and Waste

Total Weight of Waste by Disposal, tonnes

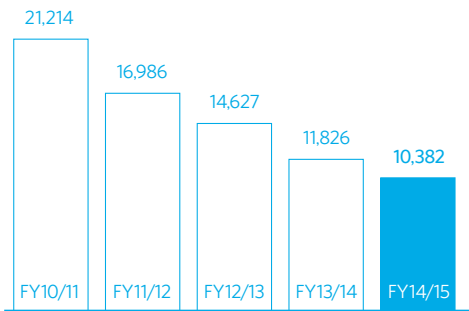
GRI reference

EN-23

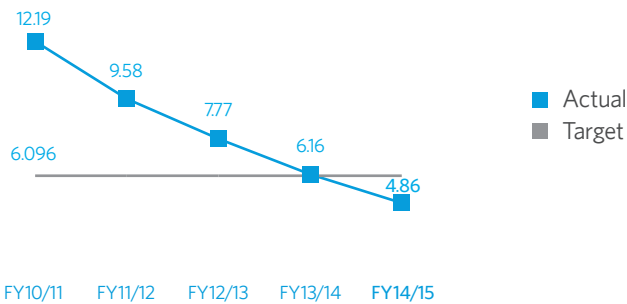


At the end of the fourth year of our five year target period we have exceeded our waste to landfill intensity target of 50%, achieving a 60% reduction, compared to our baseline year.

Absolute Waste-to-Landfill, tonnes



Waste-to-Landfill Intensity
Tonnes per \$M USD gross profit



Activities to reduce waste-to-landfill include: in-line recycling of extrusion trim and conversion to industrial products, improved material management, and conducting educational workshops about how to properly sort waste at our manufacturing sites.

Our Flexibles Europe and Americas' Sustainable Waste Management (SWM) team established and implemented a waste management model for their sites in Europe which improved Amcor's environmental impact through reduced waste-to-landfill and reduced the total cost of waste disposal at production sites. Over the past 4 years, the team has realized over €4M in savings and over 50% reduction in waste to landfill. Flexibles Europe and Americas has improved the way in which the waste generated is managed; for example, waste that was sent to landfill or incinerated in some sites is now recycled. In FY16 the SWM team will work with other functional teams to focus on consolidating waste vendors, finding alternatives for sites using incineration, and working with strategic partners for solutions to complex laminates.

A challenge to further waste reduction is the lack of infrastructure in our emerging markets. In developed countries, there are more opportunities to recycle waste. For example, some of our European Tobacco packing sites are able to send some waste to a mulching plant. In other regions, such as Latin America, the variety of materials accepted for recycling is very limited. Therefore, in emerging markets we must work toward strengthening a culture of scrap reduction and scrap recovery.

Transport

While we have identified the environmental impacts of transporting our products as an aspect of the material Supply Chain Optimization issue, we have no formal policy to assess or reduce these specific impacts. Naturally, we seek to reduce costs associated with transporting materials, goods, and products, and so this often correlates with reduced environmental impacts.

The emissions associated with such transport are included in our Scope 3 emissions, reported on page 19. Emissions from transportation account for 6% of our total Scope 3 emissions, or 5% of our total emissions Scope 1, 2, and 3. In coming years we plan to increase focus on evaluating the environmental impact of our transportation and logistics functions.

GRI reference
DMA, Transport

GRI reference
EN-30

Our Community

We believe strongly in our ability to positively impact the communities in which we live and work.

Our top priorities in this category, as well as the main ways we address those priorities, are as follows:

Priority	How we achieve this:
Support the communities where we live and work	<ul style="list-style-type: none"> > Encouraging sites to participate in local projects through the Amcor Community Grants Program > Promoting safety at home and in our communities
Use Amcor’s packaging expertise to help solve global issues	<ul style="list-style-type: none"> > Strategic partnerships with regional and global partners to increase our impacts

Our approach to community engagement is formalised in our Environment Policy, which states that we will “communicate openly with our co-workers and the community about our performance”.

This policy is supported by a global Community Impact standard. This standard requires our sites to conduct risk assessments to identify and manage all potential nuisance and other impacts on their local and broader community. It also requires each site to work with local regulators to understand, monitor and control community impact and to respond to complaints or enquiries received from the community. Our sites seek opportunities to positively engage with the local community and keep records of having done so to support the development of future engagement strategy. Sites are audited for compliance with this standard as part of our audit program.

Stakeholder engagement is a requirement of our sites for their environmental management systems to be ISO 140010 certified. Many sites also include stakeholder communications as part of crisis response within their business continuity plans.

Community complaints are recorded and responded to by management at the appropriate Amcor site. All sites may have procedures in place to govern the management of complaints as part of their environmental management systems. Any concerns are investigated and responded to by site management or the appropriate departmental function.

Responsibility for setting and enforcing global standards lies with our Corporate Safety, Environment & Sustainability function. Day to day operational responsibility for community engagement is undertaken by site management.

In FY14 we launched the Amcor Community Program and have invested over \$481,000 US dollars on programs working toward the following goals:

1. Increase access to food and essential products,
2. Reduce the environmental impacts of packaging, and
3. Educate people about how responsible packaging contributes to a more sustainable future.

Examples of work undertaken through the Community Program include:

- > Partnering with Planet Water, a non-profit group bringing clean water to the world’s most disadvantaged communities, to raise awareness of water health and hygiene across the Philippines, India, and Indonesia. Amcor and Planet Water co-workers installed water tanks and held water hygiene education sessions at local schools across participating countries.
- > As part of Amcor’s ongoing partnership with the Earthwatch Institute, ten co-workers travelled to the Indian Himalayas to collect data on the effects of climate change and agricultural pesticides on the pollinators. An additional five co-workers went to Brazil’s Emas National Park to study the effects of agriculture on wildlife populations.
- > Amcor participated in a collaborative, industry funded program to boost residential recycling in the U.S. Other companies taking part in the Recycling Partnership include Coca Cola, Alcoa and Sonoco. This ground breaking effort leverages private investments with public funding to support recycling efforts in several cities. Read more about it here: <http://recyclingpartnership.org/>.

GRI reference
DMA Economic Performance



Funds from our Community Program are also used to support global partnerships. This year, we signed a multi-year agreement to support the World Food Programme (WFP). We are excited about working closely with WFP, providing them with financial support and packaging expertise that will help improve the shelf life and safety of WFP food. For example, we have provided guidance to WFP on how to improve the packaging for products that nourish children under the age of five in areas affected by poverty and crisis.

During FY15, we invested \$481,385 toward Community Program initiatives and sponsorships, and other projects have been approved and are underway. In addition, many Amcor locations spend additional monies toward community investments such as community event sponsorships, food drives, and other activities driven by co-worker interest.

Outcomes of our FY15 Community Program grants include:

- > 3900 people with increased quality of living
- > 8 organisations assisted to provide food and other essential products
- > 280 people educated on responsible packaging or environmental issues
- > 13 sites with improved environmental conditions
- > 7 communities with improved recycling facilities
- > 4500 hours of community volunteering by Amcor co-workers

Community Program project spending is spread throughout our areas of operation:

Region	Spending, Community Program
Emerging Markets (Latin America, Asia)	\$168,305
North America	\$138,377
Australia/New Zealand	\$103,337
Europe	\$8,366
Total	\$481,385

Co-workers from across our global business may submit an application for Community Program funding during one of four annual application periods. The co-worker's site makes initial payments, and then submits receipts for reimbursement along with documentation of results. This ensures funds are spent as intended.



Pak Misnan, an operator at the Tangerang plant in Indonesia, won the Flexibles Asia Pacific Outperformance Safety Award for spreading the Amcor safety culture to his co-workers and local community members. Misnan noticed a difference between the emphasis on safety at Amcor and in his community. In one example, he noticed a worker conducting work-at-height at a local school without adequate protection, and provided the worker with a harness. He also began an education program on the dangers of cooking gas, and worked to share safe practices with his community.

GRI reference

EC-1

Our Workplace

We employ over 29,788 co-workers around the world and strive daily to maintain safe and engaging workplaces.

GRI reference
DMA, Safety

Our top priorities in this category, as well as the main ways we address those priorities, are as follows:

Priority	How we achieve this:
Realize our goal of “No Injuries” through our ongoing commitment to providing a safe workplace	Continue to improve our OHSE systems and culture
Develop and maintain a diverse and engaged workforce	Global diversity strategy and “Talent Through Diversity” program Co-worker engagement surveys and action plans
Protect human rights and sound labour practices in all of our sites globally	Ensuring that programs are in place for training and development across the organization

Workplace safety is our first core value and highest priority. Our Corporate Safety, Environment & Sustainability function is responsible for determining our safety strategy and for the ongoing management of safety. A network of Safety Leaders is in place across our businesses. We have a set of mandatory global standards for workplace safety, environment management and site security risks. Internal audits are conducted annually and external audits every 3 years to measure compliance against these standards. We either engage with external providers for these external audits, or use our growing group of trained Amcor safety auditors to audit sites of business units or regions other than their own. This process not only yields more valuable findings, but also contributes to sharing best practices across Amcor. Our Business Groups are required to report monthly to Amcor’s Board on any significant safety, environment, or fire incidents.

The safety statistics of newly-acquired sites were previously not included in reported results until they had been integrated into Amcor for 12 months. This gave co-workers time to adopt our safety approach and culture, as well as our reporting criteria. From this year we are now including incidents at newly acquired sites from the first day the site is under Amcor control. We have made this change in order to increase the motivation for site management to adopt our strong safety culture even more quickly.

In addition to the indicators of Lost Time Injury Frequency Rate and Recordable Case Frequency Rate, we use a series of indicators internally to measure our safety management. These include:

- > Number and frequency of first aid treatments
- > Number and frequency of near miss learnings
- > Number and frequency of behavioural safety audits
- > Number of fire safety incidents

Our priorities over FY15 have been:

1. Eliminating serious injuries by focusing on the management of critical risk areas.
2. Developing criteria to determine which operating sites may require specific focus to improve safety.
3. Strengthening processes and sharing learnings around fire prevention.
4. Sharing best practices across all business groups in order to achieve ‘No Injuries’.

Amcor continues to grow through acquisitions of other packaging companies, often in regions with weaker safety standards or culture than we have set for Amcor sites. We aim to strengthen the acquisition site’s safety culture as quickly as possible through our integration process. During the due diligence process we assess the site’s safety policies and incident statistics. During the site safety audit, which occurs closer to the first day of Amcor ownership, the safety leader visits the new site to assess the current safety culture. Prior to the acquisition close, we share Amcor safety policies and initiatives with the site. On Day 1, we ensure compliance to our personal protective equipment (PPE) and uniform policies, provide a safety induction for all co-workers, and ask all co-workers to read and sign the Amcor Code of Conduct and Ethics.

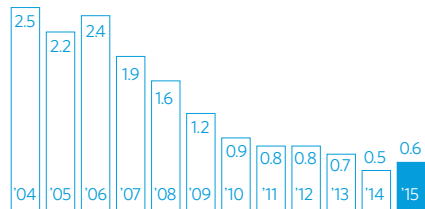
In previous years, safety statistics for acquired sites were not reported until the 12th month after an acquisition. Beginning in FY15 we are including safety data from recently acquired sites in our statistics. This provides a more accurate reflection of all injuries across Amcor sites.

LA6

GRI reference

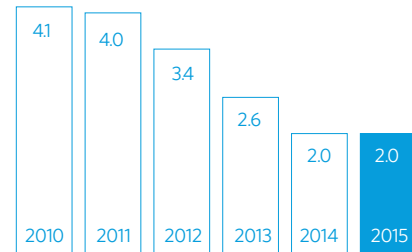
Lost time injury frequency rate

Number of incidents resulting in at least one full work day lost per million hours worked



Recordable case frequency rate

Number of recordable cases per million hours worked



Frequency rates reported in charts above cover Amcor co-workers and contractors.

Rates for 2013 to 2015 exclude the demerged AAPD business.

This data includes contractors.

Our Lost Time Injury Frequency Rate (LTIFR) is calculated by dividing the number of work-related injuries/illnesses that resulted in at least one full day of work lost by million hours worked. In FY15, the LTIFR was 0.6, corresponding to 38 LTIs across the business.

Our Recordable Injury Frequency Rate (RCFR) is calculated by dividing the number of medical treatment cases and lost time injuries or work-related illnesses per million hours worked. In FY15, RCFR was 2.0, representing 134 recordable cases across our business. Five of these occurred in newly-acquired sites.

Safety data is reported only at Group-level. Breaking down safety data by Business Group, geographic region, or site would misrepresent the safety performance of those Amcor businesses who have inherited the safety culture of other organizations as acquired sites become part of their organization.

Among contractors, there were 5 LTIs and 16 RCs in FY15. We do not break down this data by gender as this does not have a material impact on our performance in this area.

Region	LTIFR, Contractors	RCFR, Contractors
North America	2.0	4.0
Oceania	0.0	6.2
Western Europe	0.8	2.4
Africa	0.0	9.0
Asia	0.4	1.1
Eastern Europe	0.0	0.0
Latin America	0.5	2.0

LA-6

One of our Tobacco Packaging co-workers, Bart Bakker, designed a safety mascot called Saffi, short for "Safety First." The cartoon character appears on posters at Tobacco Packaging sites worldwide, making safety messages more memorable and engaging for co-workers. These cartoon-based messages are easily accessible for co-workers across languages and cultures. In FY16 Saffi messages will also encourage co-workers to adopt safe habits at home.



Tobacco Packaging has also encouraged ownership of safety through the use of "Safety Zones." If a visitor enters a co-worker's "Safety Zone," the co-worker will ensure the visitor is wearing proper personal protective equipment (PPE) and engage with the visitor to keep him/her safe.

Employment

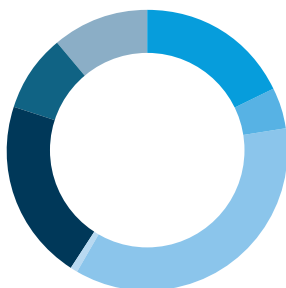
Total Number of Employees by Employment Contract

	Amcor Employees	Contractors	Total
Rigid Plastics	5578	415	5993
Flexibles Europe and Americas	12179	418	12597
Tobacco Packaging	3540	538	4078
Flexibles Asia Pacific	6299	509	6808
Corporate	306	6	312
Total Amcor Group	27902	1886	29788

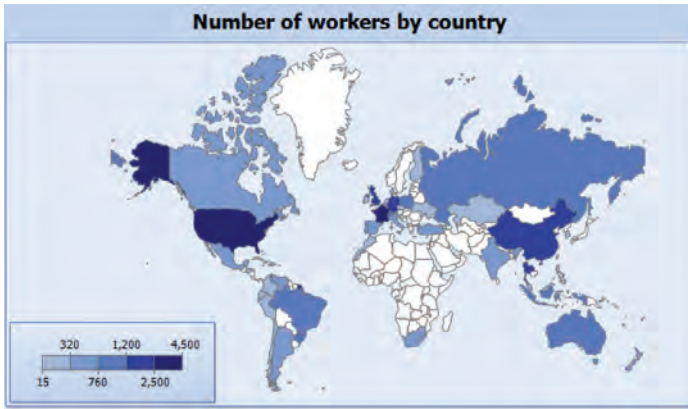
GRI reference

G4-10

Employees, Including Contractors



North America	5,360	Asia	6,167
Oceania	1,511	Eastern Europe	2,693
Western Europe	10,663	Latin America	3,201
Africa	193	Total	29,788



*This map includes only manufacturing employees.

The majority of work within our operations is performed by Amcor co-workers onsite. Variation in employment numbers is driven by acquisition or divestment of operations. Approximately 84% of our co-workers are at sites that recognize collective bargaining agreements.

We believe that engaged co-workers are highly productive, more customer-focused, safer and likely to stay with the organisation longer. We prize our workforce of 29,788 co-workers in 44 countries and have implemented specific strategies to keep them engaged.

Our Human Resources function's top priority is attracting and retaining talent. Over FY15 we have increased our efforts to attract top talent to Amcor as well as to develop and deploy talent from within the organization, including through the launch of the Accelerated Career Development Program, the goal of which is to build a pipeline of future commercial leaders.

Every two years, we conduct an engagement survey of all co-workers in multiple languages. This enables us to monitor co-worker engagement and formulate action plans in response to the specific feedback we receive. Our last survey was conducted in early 2014 and was reported in our FY14 GRI Report. Survey answers indicated that co-workers want more forums for communication, as well as improved training and career development opportunities. We have incorporated these as priorities for our engagement strategy. Our Flexibles Asia Pacific business group, for example, launched a career development framework to provide co-workers with a clearer career trajectory. Our Tobacco Packaging business developed a Work-Life Balance Policy to share the tools and structures offered to help co-workers navigate personal and professional commitments in a healthy, balanced way. Individual sites also responded to survey feedback; examples include renovating the locker room at our site in AF Rorschach, organizing a half-day workshop on the Amcor Way in Singen, and converting to automatic data collection in Zlotow.

We have continued to embed our Amcor Leadership Framework (ALF) into our core HR processes including recruitment, development, and performance assessments. This framework outlines the skills and competencies required at all leadership levels to ensure the achievement of our corporate objectives.

GRI reference
G4-11

GRI reference
DMA, Employment

Outperformance: Aspiring to New Heights

The Amcor Leadership Framework

BUSINESS LEADERSHIP	LEADING SELF	LEADING TEAMS	LEADING THE BUSINESS
	<ul style="list-style-type: none"> • Command Skills • Drive for Results • Managerial Courage 	<ul style="list-style-type: none"> • Building Effective Teams • Influencing Others • Interpersonal Savvy • Managing Diversity • Motivating Others • Nose for Talent • Organisational Awareness • Process Management 	<ul style="list-style-type: none"> • Business Acumen • Creativity • Customer Focus • Dealing with Ambiguity • Innovation Management • Learning on the Fly • Managing Vision & Purpose • Strategic Agility
	OPERATIONAL EXECUTION		
OPERATIONAL LEADERSHIP	<ul style="list-style-type: none"> • Conflict Management • Delegation • Developing Direct Reports • Directing Others • Functional/Technical Skills • Managing & Measuring Work • Organising • Priority Setting 		
ALL CO-WORKERS	VALUES		
	<ul style="list-style-type: none"> • Safety • Integrity • Teamwork • Social Responsibility • Innovation 		

Our use of the online learning resource Harvard Manage Mentor continued, with 721 co-workers having accessed at least one course in FY15. Top courses accessed include Time Management, Amcor Approach to Safety, and Product Quality.

In FY14 Amcor began rolling out a global human resources information system, called PeopleLink, to be deployed over three years. This will provide consolidated data by FY17, including the total number and rates of new employee hires and employee turnover by age group, gender, and region, allowing us to better manage the diversity of our workforce. The rollout will happen over three “waves,” the first of which included 12 countries in Europe and finished at the end of FY15.

Our CEO Outperformance Awards recognize co-workers for achievements in Safety, Customer Focus, and “Being Amcor”- our Values and Operating Model, the Amcor Way. Finalists for the awards included Flexibles Asia Pacific’s “Safety Beyond the Workplace”, Tobacco Packaging’s Work-Life Balance team, and Rigid Plastics’ “The Oliva Project.” The Oliva Project succeeded in using three technological developments to design the lightest hot fill container in the world for one of Amcor’s biggest customers. The bottle, 30% lighter than its predecessor, resulted in less resin required and less energy required to manufacture the bottle.

GRI reference

LA-1
LA-12

Diversity

Amcor strives to achieve ‘Talent through Diversity’ and has adopted a formal diversity policy, available on our website (<http://www.amcor.com/CorporateSite/media/Old-Media/amcor-diversity-policy-june-2011.pdf>).

GRI reference

DMA, Diversity

The Board has established the following measurable objectives for advancing gender diversity within Amcor. These are reported annually to the Board and the Human Resources Committee:

- > the number of women employed at Amcor as a proportion of the total workforce; and
- > the proportion of women employed at leadership level (defined as middle management including plant level management and more senior management).

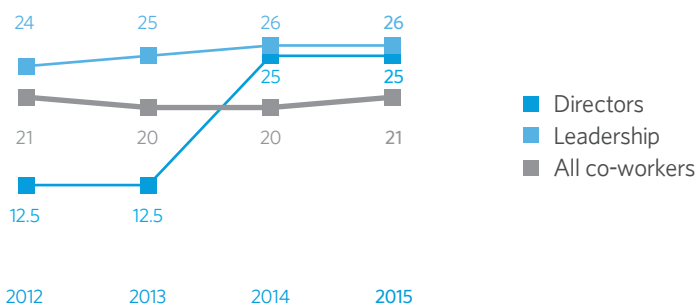
Amcor’s progress in achieving these objectives is set out below:

- > the Board now includes two female Directors, (25% of total Directors);
- > Amcor has an employee population of over 29,000 co-workers in 44 countries and approximately 21% of this population are women; and
- > the representation of women in leadership positions is 26%.

GRI reference

LA-12

Percentage of Females in Amcor Workforce



Our Marketplace

Our top priorities in this category, as well as the main ways we address those priorities, are as follows:

Priority	How we achieve this:
Help customers achieve their sustainability objectives	<ul style="list-style-type: none"> > Customer Value Proposition > ASSET Life Cycle Assessments (LCAs), case studies of reducing full life cycle and downstream impacts > Product Safety Systems and site qualifications (packaging that is safe to use and meets the needs of consumers) > Supporting customers to meet their sustainability goals > Thought leadership and expertise on sustainability trends, materials, legislation > Reducing supply chain risk > Sharing Amcor's co-worker safety programs
Use our industry leadership to promote the benefits of responsible packaging	<ul style="list-style-type: none"> > Product and process innovation in materials, design, and process to minimize total life cycle impacts
Ensure sustainable sourcing and responsible and ethical procurement	<ul style="list-style-type: none"> > Reporting to CDP and other mechanisms Participation in SEDEX, AIM Progress, etc.
Maintain product safety through state of the art capabilities and processes	<ul style="list-style-type: none"> > Participating in product safety certifications

Supply Chain

In FY15 we spent about \$71B with over 9,000 direct suppliers on the materials and services used to manufacture our products. A large portion of this spend goes to large, multi-national chemical companies in Europe or North America for the polymers we use to make our plastic packaging. Whilst our global spend on IT and professional services is managed centrally, all other procurement activities are managed within each of our Business Groups. The Procurement function within each Business Group is responsible for the control and assessment of vendors who supply their business.

Our approach to supply chain management is designed to support our Company values, meet our customers' expectations and to be consistent with our precautionary approach to managing business risk. For instance, our Supplier Code of Conduct includes principles for business integrity, labour standards, occupational health and safety, consumer health and safety, and environmental management.

We are members of SEDEX and AIM-Progress and report supply chain information to EcoVadis. SEDEX is a not-for-profit membership organisation that enables the sharing of ethical performance information from suppliers to their customers. AIM-Progress is a forum of consumer goods manufacturers and suppliers that promotes responsible sourcing practices and sustainable production systems. EcoVadis is a supplier scorecard and corporate social responsibility (CSR) rating network. These platforms allow our customers to have greater insight into our business and our supply chain, and will also allow us to follow our suppliers' progress as they become members of these platforms. For EcoVadis, we were awarded a Gold Rating for our performance this year. In the category of Manufacturers of Plastic Products, we were in the top 1% of all companies assessed and in the top 2% of all companies from all categories in the system. This compares to 5% and 10% from last year, showing that our efforts implementing the Supplier Code of Conduct are being recognized.

During FY15, we began to actively engage with our suppliers to ensure a more transparent and sustainable supply chain. This includes monitoring whether or not suppliers have signed our Supplier Code of Conduct, conducting Risk Assessments on our key suppliers, and training Procurement co-workers on the importance of the social and environmental sustainability of our supply chain.

GRI reference

G4-12

GRI reference

DMA, Supplier Environmental Assessment; DMA, Supplier Assessment for Labor Practices; DMA Supplier Human Rights Assessment; DMA, Supplier Assessment for Impacts on Society
DMA, Procurement Practices

Each of our four business groups worked to define their critical and strategic suppliers based on total spend and relevance to business continuity and then began tracking the percentage of those suppliers having signed the Code of Conduct. Next, suppliers were encouraged to join EcoVadis for the purposes of being risk-assessed. A supplier's responses to our Supplier Scorecard, 10% of which is about sustainability risks and opportunities, determines whether or not they need to be risk-assessed. Questions on the scorecard include:

- > Do you comply with local legislation on minimum wage/maximum working hours per employee?
- > Do you allow your workers freedom of association?
- > Do you account for contractors in your health and safety policy?
- > Do you provide job safety training for workers and contractors?
- > Do you have a program in place to measure and/or reduce your GHG emissions and/or energy consumption?

Last year we reported that suppliers representing 52% of our direct spend had signed the Amcor Code of Conduct or had an equivalent code of conduct in place. We were not able to calculate it this year but anticipate having an update in our 2016 GRI Report. 25% of our key suppliers have been risk assessed.

No suppliers have had their contracts terminated as a result of the risk assessment findings. Most of our suppliers are major corporations subject to international regulations.

Over the next two years, we plan to formalize the process of auditing suppliers, as well as incentivize suppliers based on the results of their risk assessments. We will also train more procurement staff across our business groups during FY16.

Our Procure Plus global continuous improvement project further standardizes and centralizes our procurement activities across business groups. For example, a cross-functional team of 30 co-workers in our Flexibles Europe and Americas business group changed the way they purchase and use liquids and films for key pharmaceutical products, saving more than €3 million over three years and achieving a reduction of 4,200 tonnes in CO₂ emissions.

Customer Health and Safety

Our Code of Conduct and Ethics policy states: "Amcor is committed to producing high quality products that are safe to use. We continuously improve our performance through finding safer ways to manufacture and distribute our products."

Protecting the health of the consumer is a priority to us and our customers. We are proud of our research and development, quality control and manufacturing processes which ensure the safety and integrity of our packaging. Each of our businesses has product safety processes and systems appropriate for their packaging type, the level of risk, the regulatory environment(s) in which their sites operate and the requirements of their customers.

The Flexibles Asia Pacific business uses product safety as a key competitive advantage and has established internal product safety standards based on the EU regulations. These standards have five levels of compliance, from entry level at level 1 through to expert at level 5. All sites are audited once a year for compliance with these internal standards.

As raw materials were identified as the highest risk to product safety, our Flexibles Asia Pacific business is working closely with suppliers to ensure the consistent quality of the raw materials being delivered to their factories. Our Product Safety program offers full traceability of packaging from raw materials to finished packaging.

They are also educating customers, end consumers and governments about product safety risks and the importance of rigorous processes to manage product safety. All Flexibles Asia Pacific co-workers are trained on a Product Safety Policy and agree to abide by it.

Within our Rigid Plastics business, Quality Management Systems have been in place for many years to ensure hygiene and avoid contamination. This year, Rigid Plastics joined the Polymer and Food Protection Consortium of Iowa State University to participate in a study on the effect of recycled materials on the nutritional value of juices and fresh foods.

GRI reference

- FP-1
- EN-33
- LA-15
- HR-11
- SO-10

GRI reference

DMA, Customer Health and Safety

Within our Flexibles Europe & Americas business, product safety is one of the key differentiators with our global customer base. The Flexibles Europe and Americas Product Safety Policy defines the responsibilities for product safety across the business. Product Safety is managed centrally within the R&D function. Support is given to the sites by a central team who provide guidance documents, templates for compliance statements, advice on training, maintenance of central supplier documentation, assistance with customer issues, and feedback on legislation changes. The team maintains a state of the art testing laboratory in Germany for any required analyses, and proactively analyses samples from sites on an annual basis to ensure full compliance and continuous improvement.

Operational sites carry out self-audits at least once a year, with the central team conducting an internal audit on each site at least once every three years. They also incorporate product safety into their existing Quality Management System i.e. that used for ISO 9001 or ISO 13485 compliance.

Sites also have an accredited hygiene certification relevant to their location and business e.g. BRC, AIB, EN15593, ISO22000.

Packaging intended to come into contact with food is required to comply with all relevant legislation e.g. EU, FDA etc. In the absence of specific legislation, the principles of the "Framework Regulation" EC 1935/2004 apply. For products that are intended for Medical and Pharmaceutical applications, sites follow local current Good Manufacturing Practice (cGMP) regulations to ensure product safety. The Flexibles Europe & Americas business is a member of a number of trade associations and other bodies that influence regulatory legislation in the area of food contact. Updates to legislation are communicated to sites along with guidance and interpretation.

When developing a packaging solution for a specific customer the customer determines what assessments of the packaging are undertaken. In most countries there are regulatory requirements for packaging that has direct contact with food, beverages, pharmaceuticals and medical devices to be assessed for health and safety impacts. When packaging products that are not for human consumption there may not be a regulatory requirement and the customer will determine the assessments to be conducted.

We do not report an overall percentage of significant product and service categories for this indicator.

While our customers have the ultimate responsibility to ensure compliance to health and safety regulations, we also strive to ensure compliance. If our customer finds our packaging to be a contributor in any incidents of non-compliance they may lodge a product liability claim.

Across our global business we had 2 incident reports from our customers during FY15 with respect to potential product liability claims. Investigation is ongoing. No product recalls occurred.

Certification to internationally recognized quality management system or food safety management system standards is an important part of our approach to product safety. As some Amcor sites are suppliers to other Amcor sites, reporting the production volume of certified sites may lead to double counting. Therefore, we have elected to report the percentage of sites that are third party certified to those standards, using this as a proxy for this indicator. Further, because many of our sites manufacture packaging for both the food and pharmaceutical industries, we have included sites that are certified for pharmaceutical and medical device quality standards as well.

Of our 134 manufacturing sites, which does not include those making tobacco packaging, 90 were certified in one or more of the following certification schemes: British Retail Consortium, GFSI, Goods Manufacturing Practices, HACCP, or ISO22000. This represents about 67% of our manufacturing sites.

GRI reference

PR-1

GRI reference

PR-2

GRI reference

FP-15

Our Economy

Our top priorities in this category, as well as the main ways we address those priorities, are as follows:

Priority	How we achieve this:
> Achieve sustainable business growth	Ensuring alignment of profitable business growth with sustainability principles
> Demonstrate best practice governance and risk management	Ensuring robust business continuity, workplace ethics, and asset protection Adapting the business to climate change risks for Amcor and our value chain, including access to water
> Contribute to local economies (wages, taxes, local suppliers, etc.)	Industry engagement and public affairs (associations, other industry groups, policy interaction)

The Board of Directors of Amcor Ltd is responsible for the corporate governance and economic performance of the Company and provides strategic guidance for the Company and effective oversight of management. The Board guides and monitors the business and affairs of Amcor Ltd on behalf of the shareholders by whom they are elected and to whom they are accountable. Board Committees include: Audit and Compliance, Executive, Human Resources, and Nomination. Charters, operating procedures, and membership of each committee are available on our website (http://www.amcor.com/about_us/corp_gov/about_governance_policies/).

GRI reference

G4-34

The Board operates in accordance with the principles set out in its Charter, which is available in the Corporate Governance section of Amcor’s website. Please see page 26 of the Annual Report for more information about our Board of Directors.

The Board and senior executives have responsibility for driving and supporting risk management across the Company. Our Enterprise Risk Management (ERM) program incorporates the principles of effective risk management, as set out in the Global Risk Management Standard ISO31000. Amcor’s ERM program is embedded in existing business processes and seeks to:

GRI reference

G4-45

G4-47

1. Enhance shareholder value by improving the probability of achieving objectives;
2. encourage a high standard of accountability at all levels;
3. support more effective decision making through better analysis of risk exposures;
4. enable the Board to fulfil its governance and business requirements; and
5. Support the sign-off by management of Amcor’s compliance with the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations.

Each business group then has responsibility for implementing this approach and adapting it, as appropriate, to its own circumstances. Having an executive level Risk Champion in each Business Group helps ensure a consistent approach to risk management. In addition, Group Risk conducts focused risk assessments for the Business Continuity Program. This year, the team travelled to Peru to assess direct threats to the business including supply chain risks.

In support of this approach the Board sets the risk appetite of the organisation, considering safety, environment, reputation, operational, project and corporate governance risks, in addition to strategic and financial risks. Our assurance function, which includes the internal audit team, plays a key role in reviewing the effectiveness of our compliance and control systems, including risk management. Findings from reviews are communicated in formal reports to the Board and the Audit and Compliance Committee, and then appropriate action is taken to support the maintenance of a strong control environment.

Please see our Annual Report, pages 22-25, for more detailed information on our principal risks, potential consequence, and treatment structure.

GRI reference

EC-2

Investment

Our due diligence and integration processes include the requirement that the Amcor Code of Conduct and Ethics policy is adopted by all parties and employees of acquired businesses. The Code of Conduct includes recognition of mutual respect, non-discrimination, freedom from harassment, freely chosen employment, protecting child rights, compensation, working hours, freedom of association and collective bargaining. Co-workers and third parties can raise grievances via our independent Whistle blower service. All complaints received by the third party Whistle blower service provider are referred to the relevant Whistle blower Committee (Human Resources or Audit and Compliance). In collaboration with the relevant business group or the internal audit function, an investigation is conducted in respect of each complaint and the results are reported to the Board. In FY15 Amcor changed providers for the third party Whistle blower service to increase access from four to 21 languages. Complaints are now also accepted online, in addition to reporting by phone.

All employees are required to read and acknowledge understanding of the Amcor Code of Conduct and Ethics policy as part of the new employee induction process. The Code of Conduct includes statements about human rights.

Consolidated data on the total hours of employee training concerning human rights is not available as training is managed at site level.

Ethics and Integrity

Amcor recognises its responsibilities as a global producer of packaging materials and services, and is committed to being a responsible corporate citizen, having regard to the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Our Belief Statement, Core Values and the Amcor Way operating model are described on page 6 of this report.

Direct Economic Value Generated and Distributed

Item	FY15 \$M USD
A. Direct economic value generated	9,747.9
Revenues	9,747.9
B. Economic value distributed	9,128.08
Operating costs	6,314.5
Employee wages and benefits	2,012.5
Payments to providers of capital, including dividends and interest	645.9
Payments to governments	
Government taxes	154.7
Oceania	5.1
Western Europe	63.7
Eastern Europe	14.5
North America	31.0
Latin America	23.7
Asia	16.6
Africa	0.1
Voluntary community investments	0.48
C. Economic value retained (A-B)	619.82

Our Risk & Compliance, Legal, and Audit teams have developed a Fraud Prevention Program to prevent fraud, detect it should any occur, and respond appropriately. This approach is based on the Open Compliance and Ethics Group's (OCEG) GRC Capability Model. In FY15 the focus has been strengthening fraud investigation skills, refreshing the Fraud Prevention Policy, and incorporating fraud risk assessments into the ERM program through the development of a fraud risk assessment toolkit.

GRI reference

DMA, Investment

GRI reference

HR-2

GRI reference

G4-56

GRI reference

EC-1

Appendix 1

Stakeholder Engagement and Materiality Assessment

The content of this report is driven by stakeholder engagement and determined using both internal and external processes, including determining material topics and prioritisation. Our Corporate Safety, Environment, and Sustainability function determines the content of the report. We referred to GRI's Guidance on Defining Report Content when determining the content for this report, following the steps described below:

Step 1: Identifying relevant topics

Our stakeholders are those who have a direct relationship to, or are impacted by, our business. They include investors and suppliers of capital, co-workers, customers and suppliers, industry bodies, governments, the media and the communities in which we operate.

Every year, Amcor conducts a materiality assessment to identify material issues through the following actions:

- > Input from the Sustainability Leaders within each Amcor Business
- > Analysing the public documents released by stakeholder organisations
- > Identifying the social, environmental and economic aspects associated with Amcor's current business plans, strategy, risks and opportunities.
- > **Every third year only:* Interviewing representatives of the stakeholder groups who have a direct relationship to, or are impacted by, the economic, social and environmental impacts of our operations for the explicit purpose of conducting a materiality assessment, as opposed to our regular interactions in the course of doing business

During FY15, we engaged with the following stakeholder groups: Customers, suppliers, co-workers, investors, industry groups, and non-governmental organizations. Our approach to stakeholder engagement is aligned with the principles of the AA1000 Stakeholder Engagement Standard; internal subject matter experts create a list of stakeholder groups every three years, prioritized based on how each group affects our performance and how they are or may be affected by our performance. In the intervening years, we focus on select stakeholder groups specifically as part of the report preparation process. In FY15, this included co-workers, investors, and industry groups.

This process generates a list of environmental, social and economic issues that reflect our significant economic, environmental and social impacts as well as topics that would substantively influence the assessments and decisions of stakeholders. We then compared the list against the sustainability-related risks and opportunities identified by Amcor's Enterprise Risk Management (ERM) program. In most cases, the priority issues identified through the materiality assessment were also identified by our ERM program. Any issues that had not been identified by the ERM program were fed back into it for future consideration by our businesses, thereby enhancing the rigour of our approach to sustainability and its integration with the ERM program.

The key topics and concerns raised by stakeholders are incorporated into our materiality assessment process. The relevant sections of this report will share how we respond operationally to highly material issues.

GRI reference

G4-18

GRI reference

G4-24

G4-25

G4-26

GRI reference

G4-27

Step 2: Prioritisation

The final list of issues was then ranked by our Sustainability Leadership Team, according to importance of each issue to our stakeholders and to Amcor.

Step 3: Validation.

Using the final list of prioritised issues, we mapped the highly material issues to the appropriate GRI Aspect, as per the GRI reporting protocol. We selected indicators within each GRI Aspect that best matched our prioritised issues and that ensured completeness of the report.

Here are the results of the 2015 Materiality Assessment:

The following table lists the issues determined to be highly material by our materiality process.

Appropriate G4 Aspects are also listed as well as the internal and external boundaries for each aspect as it pertains to our value chain. Note the definitions of the following terms:

Internal:

- > Amcor Business Groups: All four divisions within Amcor including:
 - > Flexibles Europe and Americas (AFEA)
 - > Flexibles Asia Pacific (AFAP)
 - > Rigid Plastics (ARP)
 - > Tobacco Packaging (ATP)
- > Parent company: Amcor Ltd, the global business entity

External:

- > Customer: Amcor's customers e.g. food, beverage, and pharmaceutical manufacturers
- > Supplier: A direct supplier of goods and/or services to Amcor's manufacturing process
- > Consumer: Individuals who purchase and consume packaged goods
- > Industry: Companies within the packaging industry and within the industries of Amcor customers
- > Distributors: Logistics suppliers who transport packaging and packaged goods
- > Local communities: Communities in geographical area around an Amcor location
- > Governments
- > Society at large

The following table lists the material issues that were used to define report content:

GRI reference

Issue	Detail	G4 Aspect/Indicator(s) to Report	Boundary	G4-19 G4-21
Environment				
End-of-life Strategy	Addressing environmental issues around end of life for packaging materials. The role of product development and innovation in this. Recycling and Recovery a key component	Environmental – Products and Services- EN28	<ul style="list-style-type: none"> > Parent company > AFEA, AFAP, ARP, ATP > Customers > Suppliers > Consumers > Society at large 	
Recycling and Recovery (Products and Services)	Importance of having waste management and recovery infrastructure in place. Recyclability of polymers. Using appropriate raw materials that are not just recyclable, but have more positive long term impacts on the environment.	Environmental – Products and Services EN28	<ul style="list-style-type: none"> > All Amcor Business Groups > Customers > Suppliers > Consumers > Society at large 	
Carbon emissions	Carbon foot printing, understanding carbon emissions from factories, and from product distribution	Environmental – Emissions EN15-18	<ul style="list-style-type: none"> > Parent company > Amcor Business Groups > Customers > Distributors > Governments > Society at large 	
Litter and marine debris	Litter and marine debris causes and solutions. Taking responsibility, clearly communicating to public and proposing long term solutions, need for functioning collection and recovery infrastructure esp. in those markets singled out as being large contributors to marine littering. Labelling packaging to promote recycling.	Environmental – Products and Services EN27	<ul style="list-style-type: none"> > Parent company > Amcor Business groups > Industry > Customer > Consumer > Society at large 	
Raw materials impacts (env)	Strategically selecting raw materials to improve environmental impacts. Innovations in materials selection and product design.	Environmental – Materials / EN1-2 Product Responsibility – Customer Health and Safety / PR1	<ul style="list-style-type: none"> > Amcor Business Groups > Supplier > Customers 	
Biodiversity loss	Environmental impacts of operating activities & products that contribute to reduction in number and population of different species in designated area	Environmental – Biodiversity EN12	<ul style="list-style-type: none"> > Parent company > Amcor Business groups > Customer > Local communities > Society at large 	

Issue	Detail	G4 Aspect/Indicator(s) to Report	Boundary
Environment continued			
Climate change Adaptation	Physical risks of climate change on the company, including weather variability and extreme weather events	Economic Performance – EC2	<ul style="list-style-type: none"> > Parent Company > Amcor Business Groups > Customers > Local Communities
Workplace			
Occupational Health and Safety (OH&S)	Importance of safety; stakeholders' high expectations of Amcor's performance over time; how does Amcor respond to lower standards in emerging markets?; Process safety as well as personal safety. Includes JV operations	Labour Practices and Decent Work – Occupational Health and Safety LA6	<ul style="list-style-type: none"> > Parent company > Amcor Business Groups
Human rights	Upholding human rights, particularly in factories in emerging markets. Contract suppliers and disclosure of practices and standards in emerging markets.	Human Rights – Investment HR2, HR11	<ul style="list-style-type: none"> > Parent Company > Amcor Business Groups > Suppliers > Customers
Employee engagement	Community engagement activities that build employees' sense of pride; recruitment and retention based on culture and values; demonstrating to employees that Amcor is a responsible employer; Work-life integration; Diversity of gender, ethnicity, and age of workforce; Talent and Recruitment	Labour Practices and Decent Work – Employment, Diversity and Equal Opportunity LA12	<ul style="list-style-type: none"> > Amcor Business Groups > Parent company
Marketplace			
Life Cycle Approach	Design with end of life in mind, design with environmental outcomes in mind. Life cycle cost and impacts.	Environmental – Products and Services / EN27	<ul style="list-style-type: none"> > Amcor Business Groups > Customer > Supplier
Product quality and safety	Public debate about toxic chemicals in products, chemical migration from plastics. The role of packaging in product protection.	Product Responsibility – Customer Health and Safety PR1,2, FP5	<ul style="list-style-type: none"> > Parent company > Amcor Business Groups > Customer > Supplier > Consumer > Society at large

Issue	Detail	G4 Aspect/Indicator(s) to Report	Boundary
Marketplace continued			
Sustainable sourcing and traceability	Using recycled materials, responsible sourcing policies, bio-based plastics, conflict minerals. Traceability from point to point – traceability and supply chain transparency, especially with investor pressure.	Environmental – Supplier Environmental Assessment EN33, Labour Practices and Decent Work- Supplier Assessment for Labour Practices LA15, Human Rights- Supplier Human Rights Assessment HR11, Society- Supplier Assessment for Impacts on Society SO10; Procurement/ Sourcing Practices FP1	<ul style="list-style-type: none"> > Suppliers > Amcor Business Groups > Parent company > Distributor
Supply chain optimization	Efficient logistics, shipping and transport routes to minimize emissions and waste.	Environmental Transport – EN33	<ul style="list-style-type: none"> > Distributors > Suppliers > Amcor business groups > Customers
Leadership opportunities	Potential for Amcor to take a leadership role in driving sustainability through the supply chain and on extended producer responsibility and life cycle assessments; Also differentiation through sustainability	Environmental – Supplier Environmental Assessment EN33, Transport EN30	<ul style="list-style-type: none"> > Parent company > Industry > Suppliers > Customers
Customer collaboration opportunities	How does Amcor help its customers through innovation? Especially opportunities to help customers solve their problems (such as increasing recovery or recycling of flexible packaging). Opportunities for Amcor to demonstrate collaboration with customers and up and down the supply chain	No relevant indicators	<ul style="list-style-type: none"> > Amcor business groups > Customers
Industry collaboration	Role of Amcor and industry in aligning with NGOs on issues like marine debris and litter. Collaborating with industry on extended producer responsibility and industry-level responses to policy discussions, EPR and plastic recycling and infrastructure debate.	No relevant indicators	<ul style="list-style-type: none"> > Industry > Amcor parent company > Customers

Issue	Detail	G4 Aspect/Indicator(s) to Report	Boundary
Marketplace continued			
Packaging innovation and optimization	Packaging design, opportunities to re-use packaging materials and making products more recycle-friendly. Poor end of life environmental impact of flexible plastics versus positive environmental impacts in manufacturing process and product life cycle and in preventing waste and spoilage.	Environmental – Products and Services EN27-28	<ul style="list-style-type: none"> > Amcor Business Group > Customer > Suppliers > Consumers
Community			
Sustainable Food Systems	Minimizing food waste, preserving food and sustaining food, and differences in the causes of food waste in developed and emerging markets.	Product Responsibility – Customer Health and Safety PR1	<ul style="list-style-type: none"> > Amcor business groups > Customer > Consumer > Society at large
Public education and awareness raising	Role for Amcor in educating the public about the value of packaging, overcoming public perceptions about packaging as waste, and enabling them to differentiate between different types of packaging materials and their impacts. Link to full cost accounting and life cycle analysis	No relevant indicators	<ul style="list-style-type: none"> > Parent company > Amcor Business Groups > Industry > Customer > Consumer
Community engagement	“Social license to operate”, or level of acceptance granted to organization’s operations by local community	Economic – EC1	<ul style="list-style-type: none"> > Amcor business groups > Local communities
Economic Issues			
Raw materials impacts (Ec.)	The price of raw materials as result of regulation. Balance and choices between better environmental outcomes versus lower cost. Ability to achieve both environmentally friendly and low cost packaging.	No relevant indicators	<ul style="list-style-type: none"> > Amcor business groups > Suppliers > Customers

Issue	Detail	G4 Aspect/Indicator(s) to Report	Boundary
Economic Issues continued			
Advocacy and legislation / EPR	Influencing government decisions in favour of company and industry; EPR Public debate and potential legislative responses to extended producer responsibility. Insufficient recycling infrastructure to deal with waste in the recovery stage.	No relevant indicators	<ul style="list-style-type: none"> > Parent Company > Amcor business groups > Industry > Customers > Suppliers
Other Issues			
More targets and measures	Need to provide more information in report, esp. more sustainability context, benchmarks for success, performance related to competitors, product materials performance, amount of recycled content in products etc.	No relevant indicators	<ul style="list-style-type: none"> > Amcor parent company > Customers
Better communication required	Opportunity to communicate more effectively about Amcor's sustainability performance or achievements, need to communicate better internally about employee safety and community engagement activities and opportunity to communicate to community about the benefits of packaging.	No relevant indicators	<ul style="list-style-type: none"> > Amcor parent company > Customers

There were no significant changes in scope or aspect boundaries.

GRI reference

G4-23

Appendix 2

Externally developed charters, principles, or other initiatives

Our approach to sustainability is aligned with ISO:26000. We have regard to the OECD Guidelines for Multinational Enterprises, as described in our Corporate Code of Conduct and Ethics policy. Amcor supports many industry and government initiatives on packaging including those listed in the following table. Our operations around the world have implemented systems and processes to comply with many different international standards. For example, 60.5% of our manufacturing operations have environmental management systems in place that are certified to the ISO 14001 standard. Information about the standards that are in place is provided in the relevant sections of this report.

GRI reference

G4-15

Memberships of Associations

GRI reference

G4-16

Organisation	Membership Status or Contributions	Geographic reach
ABIPET (Brazilian organization promoting PET recycling)	Associate	Brazil
ABRE Brazilian Packaging Association	Member	Brazil
AIM-Progress	Member, Leadership role in Environmental Pillar Project	
Aluminium Stewardship Initiative (formerly Responsible Aluminium Initiative)	Member of the Standard Setting Group	Global
American Institute for Packaging and the Environment (AMERIPEN)	Member	North America
Associação Brasileira da Indústria de Artigos e Equipamentos Médicos, Odontológicos, Hospitalares e de Laboratórios	Associate	Brazil
Associação Portuguesa da Indústria de Plásticos (APIP)	Member	Portugal
Association of Postconsumer Plastics Recyclers	Affiliate member and a representative on the technical committee	USA
Centro Nacional de Embalagem (CNE)	Partner	Portugal
European Aluminium Foil Association /Flexible Packaging Europe Sustainability Working groups	Member	Europe
European Bioplastics Association	Active participant	Europe
European Carton Makers Association	Member	Europe

Organisation	Membership Status or Contributions	Geographic reach
European Organization for Packaging and the Environment (EUROPEN)	Member	Europe
Flexible Packaging Association (FPA)	Member	USA
Flexodruck Fachverband (DFTA)	Member	Germany
German Aluminium Association / Gesamtverband der aluminiumindustrie GDA	Member	Germany
Healthcare Compliance Packaging Council	Member	Europe
Indian Flexible Packaging and Folding Carton Manufacturers Association	Member	India
Institute of Packaging Professionals (IoPP)	Benefactor	USA
International Packaging Institute (IPI)	Member	Global
Leatherhead Food Research Association	Member	UK
Life Cycle Initiative of the United Nations Environment Program and the Society of Environmental Toxicology and Chemistry (UNEP/SETAC)	Member and sponsor of a knowledge mining report on LCA of food and beverage packaging	Global
National Association for PET Container Resources (NAPCOR)	Member	USA
The Packaging and Films Association	Member	UK
Packaging Council of New Zealand	Member	New Zealand
Plastics Export Promotion Council	Member	India
The Plastics Industry Trade Association/Society of the Plastics Industry (SPI)	Member	North America
Plastic Recycling Corporation of California (PRCC)	Board Member	California, US
Polymer and Food Protection Consortium at the University of Iowa	Member	US
Positive Organizations Consortium at the University of Michigan	Member	Global
Smither PIRA	Member	Global
Sterilization Packaging Manufacturers Council (SPMC)	Member	USA
Sustainable Packaging Coalition (SPC)	Member of the Executive Committee	US, Europe
UK Packaging and Films Association (PAFA)	Member	UK

Restatements of information: Each year, we adjust our FY11 baseline year data for greenhouse gas emissions, waste to landfill, and water use to include acquired sites. If the acquired site is able to provide data back to the FY11 baseline year for energy use, waste generated, raw material consumption, and water usage, this data is added to our environmental database. If acquired sites do not have existing data when integration begins, we wait until we have 12 months of data before the sites are integrated into our reporting. We use these 12 months of data to estimate historical data back to our FY11 baseline year.

In December 2013 we demerged our Australasian and Packaging Distribution business, now Orora Limited, and the safety data from this business has been excluded from FY13 and beyond.

In FY14 we reported over 25,000 direct suppliers, contrasting sharply with the 9,000 with report this year. This year's figure is more accurate following improvements to our supplier database and the finalization of supplier classification.

The Precautionary Principle, as defined in the 1992 UN Rio Declaration, states, "Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation." Our Environment and Sustainability policies follow this approach. Our EnviroAction goals were informed by the Kyoto Protocol and set to be in line with UN-IPCC (United Nations International Panel on Climate Change) long-term reduction targets.

A complete list of the countries in which we operate is: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Denmark, Dominican Republic, Ecuador, El Salvador, Finland, France, Germany, Hong Kong, India, Indonesia, Ireland, Italy, Kazakhstan, Korea, Malaysia, Mexico, Morocco, the Netherlands, New Zealand, Peru, the Philippines, Poland, Portugal, Puerto Rico, Russia, Singapore, Spain, Switzerland, Thailand, Trinidad and Tobago, Turkey, Ukraine, United Kingdom, United States, and Venezuela.

GRI reference

G4-22

GRI reference

G4-14

GRI reference

G4-6

GRI Content Index

GRI reference

G4-32

GENERAL STANDARD DISCLOSURES	
Page	External Assurance
STRATEGY AND ANALYSIS	
G4-1	Page 3
ORGANIZATIONAL PROFILE	
G4-3	Page 4
G4-4	Page 4
G4-5	Page 4
G4-6	Page 4, 43
G4-7	Page 4
G4-8	Page 4
G4-9	Page 4
G4-10	Page 26
G4-11	Page 27
G4-12	Page 29
G4-13	Page 5
G4-14	Page 43
G4-15	Page 41
G4-16	Page 41
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES	
G4-17	Page 8
G4-18	Page 34
G4-19	Page 36
G4-20	Page 36
G4-21	Page 36
G4-22	Page 43
G4-23	Page 40
STAKEHOLDER ENGAGEMENT	
G4-24	Page 34
G4-25	Page 34
G4-26	Page 34
G4-27	Page 34
REPORT PROFILE	
G4-28	Page 8
G4-29	Page 8
G4-30	Page 8
G4-31	Page 8
G4-32	Page 8, 44
G4-33	Page 48
GOVERNANCE	
G4-34	Page 32
G4-45	Page 32
G4-47	Page 32
ETHICS AND INTEGRITY	
G4-56	Page 33

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
CATEGORY: ECONOMIC					
MATERIAL ASPECT: ECONOMIC PERFORMANCE					
G4-DMA	Page 22				
G4-EC-1	Page 23, 33				
G4-EC2	Page 32				
CATEGORY: ENVIRONMENTAL					
MATERIAL ASPECT: MATERIALS					
G4-DMA	Page 12				
G4-EN1	Page 12				Yes, refer to page 48.
G4-EN2	Page 12				Yes, refer to page 48.
MATERIAL ASPECT: WATER					
G4-DMA	Page 14				
G4-EN8	Page 14				Yes, refer to page 48.
MATERIAL ASPECT: BIODIVERSITY					
G4-DMA	Page 16				
G4-EN12	Page 15				
MATERIAL ASPECT: EMISSIONS					
G4-DMA	Page 14, 17				
G4-EN15	Page 18				Yes, refer to page 48.
G4-EN16	Page 19				Yes, refer to page 48.
G4-EN17	Page 19				Yes, refer to page 48.
G4-EN18	Page 20				Yes, refer to page 48.
MATERIAL ASPECT: EFFLUENTS AND WASTE					
G4-DMA	Page 14, 20				
G4-EN23	Page 20				Yes, refer to page 48.
MATERIAL ASPECT: PRODUCTS AND SERVICES					
G4-DMA	Page 10				
G4-EN27	Page 11				Yes, refer to page 48.
G4-EN28	Page 16	<ul style="list-style-type: none"> > Quantitative data specifically for Amcor products. > Consolidated global recycled data. 	This information is unavailable.	It is unlikely that this information would ever be available.	Yes, refer to page 48.
MATERIAL ASPECT: TRANSPORT					
G4-DMA	Page 21				
G4-EN30	Page 21				

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
CATEGORY: ENVIRONMENTAL <i>continued</i>					
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
G4-DMA	Page 29				
G4-EN33	Page 30				
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	Page 27				
G4-LA1	Page 28	<ul style="list-style-type: none"> > Total new hires > Employee turnover 	Data not available	This data is expected to be available in two years	
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	Page 24				
G4-LA6	Page 25	<ul style="list-style-type: none"> > Data broken down by gender > Absentee rate 	<ul style="list-style-type: none"> > Gender breakout not material > Absentee rate not available on consolidated basis 	We do not track this information on a global basis	Yes, refer to page 48.
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	Page 28				
G4-LA12	Page 28				
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES					
G4-DMA	Page 29				
G4-LA15	Page 30				
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: INVESTMENT					
G4-DMA	Page 33				
G4-HR2	Page 33	Hours of training	Data not available on consolidated basis		
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT					
G4-DMA	Page 29				
G4-HR11	Page 30				
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY					
G4-DMA	Page 29				
G4-SO10	Page 30				

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Page	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
--------------------	------	------------------------	---------------------------	-----------------------------	--------------------

CATEGORY: SOCIAL continued

SUB-CATEGORY: PRODUCT RESPONSIBILITY

MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY

G4-DMA	Page 30				
G4-PR1	Page 31	% product categories assessed for improvement	Currently unavailable	Data not available on consolidated basis	Yes, refer to page 48.
G4-PR2	Page 31				Yes, refer to page 48.

G4 FOOD PROCESSING SECTOR DISCLOSURE

MATERIAL ASPECT: PROCUREMENT PRACTICES

G4-DMA	Page 29				
G4-FP1	Page 30	% purchased volume from suppliers compliant with sourcing policy	Data is not tracked on global basis	We hope that improvements to supplier database will provide this figure in FY16	Yes, refer to page 48.

MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY

G4-DMA	Page 30				
G4-FP5	Page 31	Percentage of production manufactured in certified sites	Information not available	Please see reference for complete explanation	Yes, refer to page 48.

Assurance Statement

GRI reference

G4-33



Ernst & Young
8 Exhibition Street
Melbourne VIC 3000 Australia
GPO Box 67 Melbourne VIC 3001

Tel: +61 3 9288 8000
Fax: +61 3 8650 7777
ey.com/au

Independent Limited Assurance Statement in relation to Selected Sustainability Matters

Limited Assurance Conclusion:

Based on the limited assurance procedures conducted, nothing has come to our attention that causes us to believe that the Selected Sustainability Matters and related disclosures in the Sustainability Report for the year ended 30 June 2015, have not been calculated and presented fairly, in all material respects, in accordance with the Criteria.

To the Management and Directors of Amcor

We have carried out a limited assurance engagement in order to state whether anything has come to our attention that causes us to believe that the subject matter detailed below ('Subject Matter'), and as presented in the Amcor 2015 Sustainability Report ('the Report'), has not been reported and presented fairly, in all material respects, in accordance with the criteria ('Criteria') below.

Subject Matter

The Subject Matter for our limited assurance engagement is the selected sustainability themes ('Selected Sustainability Matters') listed in Table 1 and related disclosures for the year ended 30 June 2015.

Table 1: Selected Sustainability Matters

Selected Sustainability Matters	Sustainability Report page
Energy & GHG Emissions	17-20
Environmental Impacts & Compliance	11, 16
Health & Safety Performance	25
Product Responsibility	31
% volume purchased from suppliers compliant with company sourcing policy	30
% production volume manufactured in site certified to intl. food safety standards	31
Waste Generation & Recycling Data Verification	20
Water Used	14

The subject matter did not include:

- ▶ Data sets, statements, information, systems or approaches other than the Selected Sustainability Matters and related disclosures
- ▶ Management's forward looking statements
- ▶ Any comparisons made against historical data.

Criteria

The following criteria have been applied:

- ▶ The Global Reporting Initiative (GRI) indicator protocols
- ▶ Amcor's reported criteria detailed in the Sustainability Report.

Management's Responsibility

The management of Amcor is responsible for the preparation and fair presentation of the Subject Matter in accordance with the Criteria, and is also responsible for the selection of methods used in the Criteria. No conclusion is expressed as to whether the selected methods are appropriate for the purpose described above. Further, Amcor's management is responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate criteria; maintaining adequate records and making estimates that are reasonable in the circumstances.

Assurance Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion on the Subject Matter based on our assurance engagement conducted in accordance with the International Federation of Accountants' *International Standard for Assurance Engagements other Than Audits or Reviews of Historical Financial Information* (ISAE 3000) and the terms of reference for this engagement as agreed with Amcor.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion, and, as such, do not provide all of the evidence that would be required to provide a reasonable level of assurance. The procedures performed depend on the assurance practitioner's judgment including the risk of material misstatement of the Subject Matter, whether due to fraud or error. While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems, which would have been performed under a reasonable assurance engagement.

We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Summary of Procedures Undertaken

Our procedures included, but were not limited to:

- ▶ Gaining an understanding of the processes supporting the development and collation of data for Amcor's Sustainability Report
- ▶ Conducting interviews with key personnel to understand Amcor's process for collecting, collating and reporting the Selected Sustainability Matters during the reporting period
- ▶ Checking that the Criteria has been correctly applied in the calculation and aggregation of the Selected Sustainability Matters
- ▶ Undertaking analytical review procedures to support the reasonableness of the data
- ▶ Identifying and testing assumptions supporting calculations
- ▶ Testing the calculations performed by the company
- ▶ Testing, on a sample basis, underlying source information to check the accuracy of the data
- ▶ Checking statements made in the Sustainability Report back to supporting evidence
- ▶ Reviewing the appropriateness of the presentation of information.

Use of our Limited Assurance Engagement Report

We disclaim any assumption of responsibility for any reliance on this assurance report, or on the Subject Matter to which it relates, to any persons other than the Management and Directors of Amcor, or for any purpose other than that for which it was prepared.

Independence

In conducting our assurance engagement, we have met the independence requirements of the APES 110 *Code of Ethics for Professional Accountants*. We have the required competencies and experience to conduct this assurance engagement.

Matters Relating to Electronic Presentation

Our review included web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance statement.

Ernst & Young
Melbourne, Australia
15 October 2015