



# 2019

## GRI Sustainability Report

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# Welcome from Amcor's CEO Ron Delia

Every day, food, medicine, and other vital consumer products reach people around the world in Amcor packaging. Our contribution to more sustainable packaging is a source of great pride for everyone who works at Amcor.

This annual Sustainability Review describes Amcor accomplishments in developing more sustainable packaging, our collaborations to keep waste out of the environment, and our commitment to improving the environmental performance of our operations. It also describes our growing ambitions.

We have made good progress against our commitment to design all our packaging to be recyclable or reusable by 2025, to significantly increase our use of recycled materials, and to help drive greater recycling of packaging around the world.

During the 2019 financial year, we established a sustainability center of excellence in Europe, introduced several new products with more sustainable properties, and used more recycled content in products across our portfolio.

Through the acquisition of Bemis, we took a significant step forward by bringing together the two research and development leaders in our industry, which extends our capabilities and reach globally.

We believe in responsible packaging. Much of our award-winning portfolio is already technically recyclable or reusable. We continue designing packaging that uses less material in the first place. And we will do even more.

## Our pledge

to develop all  
our packaging to  
be recyclable or  
reusable by 2025

Amcor's global  
team is inspired  
by winning for  
the environment

This is an exciting time in our sustainability journey and we are uniquely positioned to deliver on our ambitious commitments to better protect the environment while delighting our customers and growing our business.

We appreciate your interest in what Amcor is doing and will continue to regularly report on our progress.



Ron Delia  
Chief Executive Officer  
November 2019



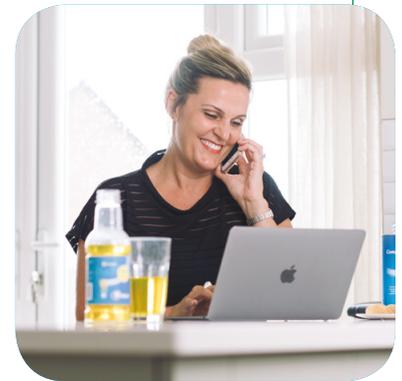
# Sustainability at Amcor

Our aspiration to be the leading global packaging company means finding ways to not only design more responsible products and services, but also to be an even more environmentally responsible company. We are achieving this in ways that are better for business and for the world around us.



## There will always be a role for packaging

Packaging protects and preserves food, beverages, pharmaceutical, medical, and home- and personal-care products, and reduces the carbon footprint and waste of products. It extends shelf life and reduces food and other product loss across a range of distribution channels. Packaging helps brands to attract consumer attention and promote the attributes of their products so that they stand out from competitors. It also meets the rigorous standards of the food and healthcare industries. Lightweight packaging additionally uses fewer materials and reduces the carbon footprint of product transportation.



## Requirements of packaging are increasing: end-of-life solutions and waste reduction are critical

Amcor customers rely on packaging to protect, promote, and differentiate their products. Consumers want cost-effective, convenient, and easy-to-use packaging that looks and feels great. Today's lifestyles are made possible by better packaging. The greater availability of nutritious products and medicines means people can live longer, healthier lives.

But consumers are also demanding an end to plastic waste. Global companies, retailers and others – including Amcor – want the same, so we are collaborating to solve the issue of plastic waste.





## Responsible packaging is the answer

We believe in a responsible past, present, and future for our products. Amcor is committed to responsible packaging, supply chain management, and manufacturing. We are reducing our use of virgin material and increasing our use of recycled content. We work with partners to ensure consumers can recycle the packaging we make, and much of our packaging is already designed to be recyclable or reusable. We prioritize product protection while efficiently using materials to achieve the lowest environmental footprint.



## Amcor is uniquely positioned to lead the way

As the industry leader, Amcor has an opportunity to use sustainability to drive meaningful growth for all our stakeholders. Our scale, global reach, and research and development spend mean we can effect genuine change. We are highly regarded for our innovation capabilities, and we have thousands of active patents. We collaborate with customers, suppliers and innovators to create industry-leading solutions, and with stakeholders to inform the debate and move the industry forward.

We collaborate with industry partners, governments, and non-governmental organizations like the Ellen MacArthur Foundation, Materials Recovery for the Future and the Recycling Partnership to improve collection, recycling, and recovery of plastic packaging and develop new approaches to better protect the environment.

At the end of FY19, Amcor committed to invest at least US\$50 million in strategic projects to further advance our sustainability agenda and accelerate progress toward our 2025 pledge goals. The investments will fund a range of initiatives including research and development infrastructure, manufacturing equipment, extensions to our current partnership network, and investments in open innovation.



# 2019 at a Glance

## Products

**1,016** life cycle assessments using ASSET™

**17,000**

tonnes of plastic since FY17 by lightweighting and downgauging projects

Commercialized package with 57% bio-based resin

97% of our rigid packaging is already recyclable in practice and at scale



**56,051**  
tonnes of post-consumer recycled material

Two new lines of recyclable film packaging



## Operations

Decreased GHG emissions intensity

**32.6%**  
from 2006 baseline



EcoVadis Gold rating, performing in top 95<sup>th</sup> percentile of manufacturers of plastic products



**231,753**  
tonnes of waste recycled



**83** Amcor sites in Zero Waste-to-Disposal program

**100%**

of sites have water management plans in place



## Capabilities



Founding signatory to Global Commitment, now totaling over **400** organizations

Core partner in the Ellen MacArthur Foundation's New Plastics Economy initiative



**14,905**

pieces of litter collected from Peruvian coastline and analyzed by 16 Earthwatch Fellows

**18,000 kg**

of rubbish collected from 68 sites during the International Coastal Cleanup



Additional **US\$50M** to accelerate our global sustainability program



# Amcor's Commitment

In January 2018, Amcor became the first packaging company to commit to develop all our packaging to be recyclable or reusable by 2025.

**We also pledged to significantly increase our use of recycled materials and drive more recycling of packaging around the world.**

In October 2018, we furthered this commitment by becoming one of the first signatories of the Ellen MacArthur Foundation's New Plastic Economy Global Commitment. This initiative unites over 400 businesses, governments, non-governmental organizations (NGOs), universities, and other organizations worldwide behind a vision to address plastic packaging pollution.

In addition to endorsing the Global Commitment's vision, business signatories such as Amcor agreed to four key goals with 2025 deadlines. All the Global Commitment goals align with Amcor's original 2025 pledge, and we are proud to be among this cohort of leading companies working together to identify and achieve innovative solutions.

Crucially, the Global Commitment also establishes standard definitions for terminology around these goals. Being aligned around definitions for concepts like recyclability or recycled content eliminates confusion among packaged goods companies, retailers, packaging producers, and raw material producers. It ensures a mutual understanding of the end goal as we work to fulfill our individual commitments.

As we approach the one-year anniversary of the Global Commitment, and as its initial signatories prepare to release the first annual progress reports, the discussion around these definitions has grown even more focused. In assessing our portfolios to report progress, we must all align with an agreed-upon set of metrics to determine what proportion of our products meets the threshold for each definition.

For example, Global Commitment signatories have all agreed that recyclable packaging is "packaging whose successful post-consumer collection, sorting, and recycling is proven to work in practice and at scale." But what does "at scale" mean? What level of post-consumer collection can be defined as "successful?" In a world where recycling systems differ between countries – and sometimes even cities – how can a global company quantify which of its products are recyclable in practice and at scale?

As we complete our first Global Commitment reporting deadline, Amcor will share our progress using a set of refined definitions developed by the New Plastics Economy initiative to address these questions. While our Global Commitment progress report measures packaging that is actually recycled in practice and at scale today, fully achieving these goals by 2025 will require several actions:

- Making all our packaging recyclable or reusable
- Increasing access to recycling for some of the types of packaging Amcor makes
- Engaging consumers to participate in recycling
- Developing end markets for materials
- Evaluating other product design options and innovative business models to reduce packaging waste

As our program and data collection progress, we will continue to report on each of these elements of our commitment.



## Goal 1: Develop all our packaging to be recyclable or reusable by 2025

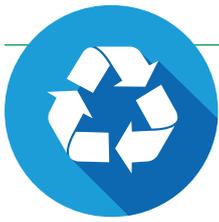
In FY19, Amcor assessed the recyclability of our product portfolio, evaluating for compliance with:

- i. Definitions of technical recyclability based on guidance from PRE, APR, CEFLEX, and Project Barrier
- ii. Definitions of recyclability "in practice and at scale" per the Global Commitment definition<sup>1,2</sup>

We calculated approximately 97% of our rigid packaging is recyclable in practice and at scale today in accordance with the Global Commitment definition. The small percentage that is not recyclable is mostly due to opacity, color, or barrier materials used.

Our flexible packaging was more difficult to assess. Most of our flexible packages are technically recyclable today and are readily accepted for recycling in some countries, but do not meet the full definition of recycled "in practice and at scale," specifically with regards to achieving recycling rates of 30% or higher across multiple regions, collectively representing at least 400 million inhabitants. We are actively supporting solutions that will improve recycling options for flexible packaging, including designing our flexible packaging to be recyclable and supporting industry partnerships that expand recycling collection options for consumers.

While reusable packaging is still a very small percentage of Amcor's total business, sales of our reusable and refillable PET containers in markets where refill programs exist have doubled in the last two years.



## Goal 2: Significantly increase Amcor's use of recycled materials in our packaging

As part of our 2025 pledge and Global Commitment goals, we are committed to achieving 10% use of post-consumer recycled (PCR) materials across Amcor's global product portfolio by 2025. In FY19, approximately 5.6% of the polyethylene terephthalate (PET) resins used were PCR materials. This, combined with our use of PCR polyethylene (PE), brought our total PCR resin use to 56,051 tonnes. We achieved over 10% PCR resin use in our Mexico, Ecuador, and Colombia operations.

We anticipate significant growth in these percentages in the coming years as we work with our customers to develop roadmaps to achieve 2025 targets for PCR materials use. This includes product testing with various levels of PCR content, capital investments to use more PCR materials in our plants, and collaboration with suppliers to increase the amount and quality of available PCR inputs.



## Goal 3: Work with others to drive consistently greater worldwide recycling of packaging

Amcor is a core partner in the New Plastics Economy initiative. We partner with global organizations like Ocean Conservancy and the Earthwatch Institute to increase the collection and recycling of plastic packaging after use and to reduce plastics in the environment.

We also participate in regional initiatives to increase the collection and recycling of packaging, including The Recycling Partnership, Materials Recovery for the Future, CEFLEX, REDcycle, and the Chilean Plastics Pact. We anticipate our involvement in local programs will increase as additional projects commence.

<sup>1</sup> This definition specifies that a packaging format must achieve a "30% post-consumer recycling rate in multiple regions, collectively representing at least 400 million inhabitants."

<sup>2</sup> Because of the large number of SKUs across Amcor, we evaluated the top 80% of products, based on either dollar sales or tonnes sold. These represent the majority of products delivered by weight. We then assumed that the recyclability of this majority of products would be mirrored in the "long tail" of the remaining 20% of our portfolio.

# Sustainability Management

**Amcor's sustainability program brings together stakeholders from Amcor and across our value chain to understand the packaging industry's most pressing environmental and social challenges.**

To address these challenges, we collaborate with colleagues, clients, competitors, suppliers, industry groups, investors, governments, and non-governmental organizations.

Amcor's sustainability management approach focuses on three key pillars:

- Products: Developing more responsible packaging across our portfolio
- Operations: Reducing the environmental and social impact of our operations
- Capabilities: Leading and contributing to initiatives that advance sustainable packaging

Sustainability at Amcor is centrally coordinated by our Vice President, Sustainability, who reports to the Chief Commercial Officer.

Our Global sustainability team manages the strategic direction of our sustainability program and helps align our strategy across Business Groups. Our Business Group sustainability teams are led by experts in responsible packaging, who collaborate with operations, research and development, sales and marketing, and procurement teams within each Business Group to implement Amcor's sustainability strategy. They help identify and pursue technical, localized, and product-specific sustainability opportunities.

Amcor's Sustainability Leadership Council (SLC) coordinates our sustainability actions across the company and promotes the sharing of information, ideas, and feedback across our sustainability teams. The SLC is comprised of sustainability leaders from our Global and Business Group teams, as well as other teams such as environment and corporate communications. This group meets once a month to drive internal initiatives, inform customer interactions, monitor and take action to achieve our EnviroAction goals, and assess emerging and potential legislation related to packaging sustainability.

The SLC reports to the Amcor Board once a year. It also provides Quarterly Business Reviews assessing progress toward goals to Amcor's Global Management Team. As the packaging sustainability landscape continues shifting more rapidly, our SLC members are increasingly tasked with providing more frequent updates to align with Amcor's proactive sustainability leadership.

Several types of incentives are in place to encourage and reward innovation and outperformance around environmental responsibility and sustainable business outcomes.

A young girl with blonde hair, wearing a straw hat and a striped tank top, is sitting on the grass and eating a chip. She is holding a blue compostable cup with a white lid. In the background, a young boy in a blue shirt is also sitting on the grass, looking towards the girl. The scene is outdoors with green grass and trees in the background.

# Our Products

We believe in responsible packaging. From more responsible raw materials to reduced carbon footprint to improved end of life opportunities, Amcor innovates to achieve a better past, present, and future for all our products.

# Responsible Packaging: Past

We seek raw materials that minimize the environmental impacts of our products and reduce our reliance on virgin resources.

**Amcor used a total of 2,505,976 tonnes of raw materials in FY19, composed primarily of polymers (70%), fibers (16%), metals (7%), and liquids (7%). We choose the raw materials that go into our packaging based on their ability to protect the product and their capacity to minimize the environmental footprint of our packaging.**



*Definition: Materials that have served their purpose (have been used by the consumer) and have subsequently been recycled to produce a new product.*

Post-consumer recycled (PCR) materials are a viable and valuable input for manufacturers like Amcor who are working to reduce the environmental impacts of their packaging.

These materials generally have a lower carbon footprint than virgin materials. Increasing the use of PCR materials also contributes to the development of a more robust recycling infrastructure by signaling a steadily rising demand to recyclers. The recyclers, in turn, can confidently invest in increased capacity when there is a reliable and financially viable end-market for their materials.

Manufacturers of glass and aluminum packaging have claimed their materials are "infinitely recyclable." At the same time, they describe how plastic polymer chains degrade during the recycling process, which limits the number of times they can be successfully recycled.

While the polymer claim is theoretically accurate, this is not an issue today. It is proven that plastics can be recycled successfully multiple times. In most uses, recycled plastics are mixed with virgin plastics (for example, 25% or 50% PCR resin with virgin resin), which helps to maintain the performance and quality of the finished plastic packaging product.

Additionally, while it is theoretically possible to recycle metals and glass "infinitely," this is not happening in reality. At today's rates of recycling and recycled content use, aluminum (70% collection, 70% recycled content) is recycled 24 times on average. Glass, with a U.S. recycling rate of 30% and "up to" 30% recycled content, is actually recycled an average of 1.3 times.

We are committed to increasing the recycling rate for plastics and the use of PCR content in Amcor products. Even at plastic recycling rates of 90%, and with recycled content use of 80%, it would be possible to recycle plastic molecules an average of up to five times. This would reduce the use of virgin resin by 75% to 80% and deliver significant environmental benefits, without being limited by the fact that plastics are not "infinitely recyclable."

We consult closely with customers to encourage the use of PCR where feasible.

It is also important to note that Amcor and many of our customers distinguish between post-consumer recycled and pre-consumer recycled (e.g. post-industrial recycled) materials. In alignment with the Global Commitment, Amcor's targets and reporting specifically focus on post-consumer recycled materials. Many of our sites reuse industrial scrap when possible instead of sending it to disposal, but these materials are not included in our total recycled content calculations.

## PRODUCT SPOTLIGHT

### Method 100% PCR Detergent Bottle



**Amcor has worked with Method to develop several polyethylene terephthalate (PET) bottles using 100% PCR content for the company's personal and home care lines.**

One example is the Method liquid laundry detergent bottle, a sleek, 53-ounce transparent custom container.

Amcor's Advanced Sustainability Stewardship Evaluation Tool (ASSET™), which we use to conduct packaging life cycle assessments, demonstrates that using 100% PCR resin reduces the bottle's life cycle energy consumption by 78% and its carbon footprint by 35% compared to a virgin PET alternative.

In addition to using PCR content, the Method bottles are recyclable via curbside collection in the U.S. PET is a safe, strong, transparent and versatile material that can be recycled again and again.



*Definition: Materials derived from renewable sources such as corn, sugar cane, or trees.*

Bio-based materials are produced from renewable resources, which can include corn, potatoes, rice, soy, sugar cane, wheat, and trees.

In FY19, Amcor used 406,799 tonnes of renewable, bio-based raw materials – approximately 16% of our total materials. While the majority of these were fiber, used primarily in our Speciality Cartons business, we also used bio-based resins. We believe this category will continue to grow as our customers seek alternatives to conventional fossil fuel-based resins.

Packages made from bio-based resins are proven to be viable alternatives to traditional resins in certain segments. Additionally, switching from conventional to “drop-in” bio-based resins such as PET or PE does not impact a package’s recyclability, since both the conventional and bio-based resins behave the same way in the recycling process.

Amcor offers bio-based resins from responsibly sourced renewable materials for a wide range of packaging applications. To ensure the source materials are responsibly grown, we work closely with resin manufacturers and insist on certifications such as Bonsucro and the International Sustainability and Carbon Certification.

## PRODUCT SPOTLIGHT

### Löfbergs Bio-Based Coffee Packaging

**Amcor collaborated with Löfbergs, a leading Nordic Coffee producer, to replace the fossil fuel-based PE in their packaging with bio-based PE alternatives.**

By switching to a pack with 57% bio-based PE derived from sugar cane, Löfbergs achieved a 30% carbon footprint reduction over the original version. The new pack is also recyclable in the polyolefin stream in countries where collection and recycling systems exist.



The switch to bio-based materials was seamless for Löfbergs, with strong seal and barrier protection maintained. There was no impact to production capacity, as the technical and mechanical properties of the “drop-in” bio-based PE are the same as conventional PE.

As customers and consumers become more aware of the positive climate impact of the new packaging, Löfbergs now intends to move from 57% to 100% bio-based PE for future packaging.

## Responsibly sourced materials

*Definition: Materials sourced from socially and environmentally responsible suppliers, as confirmed by certification schemes.*

As Amcor works to reduce the environmental footprint of our packaging by incorporating new materials, we must ensure that our choices are not contributing to new or different environmental or social concerns.

Independent, third-party certification for issues like fair labor, forest management, environmental controls, mining activities, and agricultural management help assure Amcor and our customers that the raw materials we use are responsibly sourced.

Some of the common certifications Amcor seeks out for our raw materials include:

**Forest Stewardship Council (FSC):** FSC certification ensures wood-based products come from responsibly managed forests that provide environmental, social, and economic benefits. Sites with FSC Chain-of-Custody certification meet specified requirements with respect to sourcing, processing, labelling, and sale of forest-based products. We seek out paper and fiber-based materials with this certification. Several Amcor sites also hold FSC Chain-of-Custody certification.

**Bonsucro:** The Bonsucro Chain of Custody certification ensures the traceability of sugar cane sustainability claims along the supply chain from the farm to the end user. We seek out bio-based materials with this certification.

**International Sustainability & Carbon Certificate (ISCC):** ISCC provides assurance that bio-based products are sourced through sustainable and deforestation-free supply chains. We seek out bio-based materials with this certification.

**Aluminum Stewardship Initiative (ASI):** ASI aluminum is metal that has been produced and sourced, from its mined or recycled source and through each step in the value chain, in accordance with ASI's Standards. We seek out aluminum materials with this certification, and participate as a member certified to the ASI Performance Standard and the ASI Chain of Custody Standard.

## PRODUCT SPOTLIGHT

### Paperly™ Thermoformable Packaging



**Amcor and French brand owner Charcupac collaborated to design Paperly™, a thermoformable paper-based packaging.**

The paper in the tray is from renewable resources and is made from FSC-certified paper originating in responsibly managed forests. Paperly™ provides a natural, rustic look and feel for processed meat, fish, and cheese. It is available with high-barrier liners and a range of top-webs offering optional convenient features such as EZ Peel for opening and reclose to maintain product freshness.

Paperly™ also has up to a 75% lower carbon footprint compared to existing alternatives, according to ASSET life cycle assessments comparing Paperly™ HB 345 base vs. a MONO APET 200 base tray. Additionally, it is recyclable in the paper stream in countries where collection and recycling streams exist.

# Responsible Packaging: Present

We consider the full product life cycle during our product development process.

**Amcor's assessments show that protecting the product inside our packaging is the most important way to reduce its overall footprint. This is because the resources required to manufacture a product are often far higher than those required to produce its packaging. If a product's packaging fails, the resources invested in growing, processing, and transporting the contents inside are wasted. Our primary focus is to prevent this waste.**

We also focus on making the most efficient packaging possible. Each of Amcor's Business Groups has an innovation function to support the development of more efficient and responsible packaging.

## Lower carbon footprint

*Definition: Packaging that has a lower life cycle carbon footprint than alternatives.*

Amcor's packaging experts have mastered a range of strategies to reduce the carbon footprint of our packaging while improving product protection. These include using more PCR content, sourcing raw materials with lower carbon footprints, using fewer raw materials through product lightweighting and downgauging, and designing packaging that can be disposed of through lower-footprint waste streams such as recycling or reuse.

Through innovation and product redesign, Amcor has reduced the amount of material used in many of our products. This includes reducing product weight for several of our flexible packaging products. We have completed many downgauging projects within our flexible packaging business and developed several lighter-weight containers in our rigid packaging business, resulting in the elimination of over 17,000 tonnes of plastic since FY17. This is equivalent to the weight of approximately 103 airplanes.<sup>1</sup>

These examples only include material use reduced by redesign of similar packages. They do not capture switches to more efficient formats – for example, from glass or metal packages to lighter, more efficient plastic packaging. A recent report from Goldman Sachs explained that, on average, 4.1 tonnes of alternative materials are required to replace one tonne of plastic in consumer applications. When it comes to PET bottles, moving to glass or cans can generate anywhere from two to four times the greenhouse gas (GHG) emissions.<sup>2</sup>

Considering all environmental impacts, plastic often has a lower carbon footprint than cartons, cans, or glass bottles.



## PRODUCT SPOTLIGHT

### Naked Winery PET Wine Bottles

**Though glass remains the most common material for wine bottles, Amcor's collaboration with Naked Winery to develop a PET packaging solution for its 'Outdoor Vino' brand illustrates how and why plastic can be a desirable alternative.**

Our PET wine bottles are better for the environment, and more accessible for Naked Winery consumers who enjoy their wine while experiencing it.

PET bottles represent a more carbon-friendly choice than glass bottles. They require less energy to produce and recycle than glass. They are also lighter; a 750-milliliter glass bottle weighs 400-600 grams, but Amcor's PET equivalent is only 54 grams. The lighter weight makes these bottles more energy-efficient to transport along Naked Winery's distribution channels and more easily portable for its consumers to transport while on the go.

PET wine bottles are also ideal for protecting the wine inside the packaging. Because they are lightweight and shatter-resistant, there is a lower risk of product loss during shipping and fewer packaging materials are required. These characteristics enable Naked Winery's on-the-go wine to arrive safely at its destination, wherever that may be.

At the other end of the life cycle, Amcor's range of PET wine bottles is widely recyclable. Whether consumers are enjoying their wine in the outdoors or closer to home, they can recycle their bottles once they have finished the wine inside.

<sup>1</sup> Based on empty operating weight of a Boeing 747-400 aircraft, estimated to be 165 tonnes.

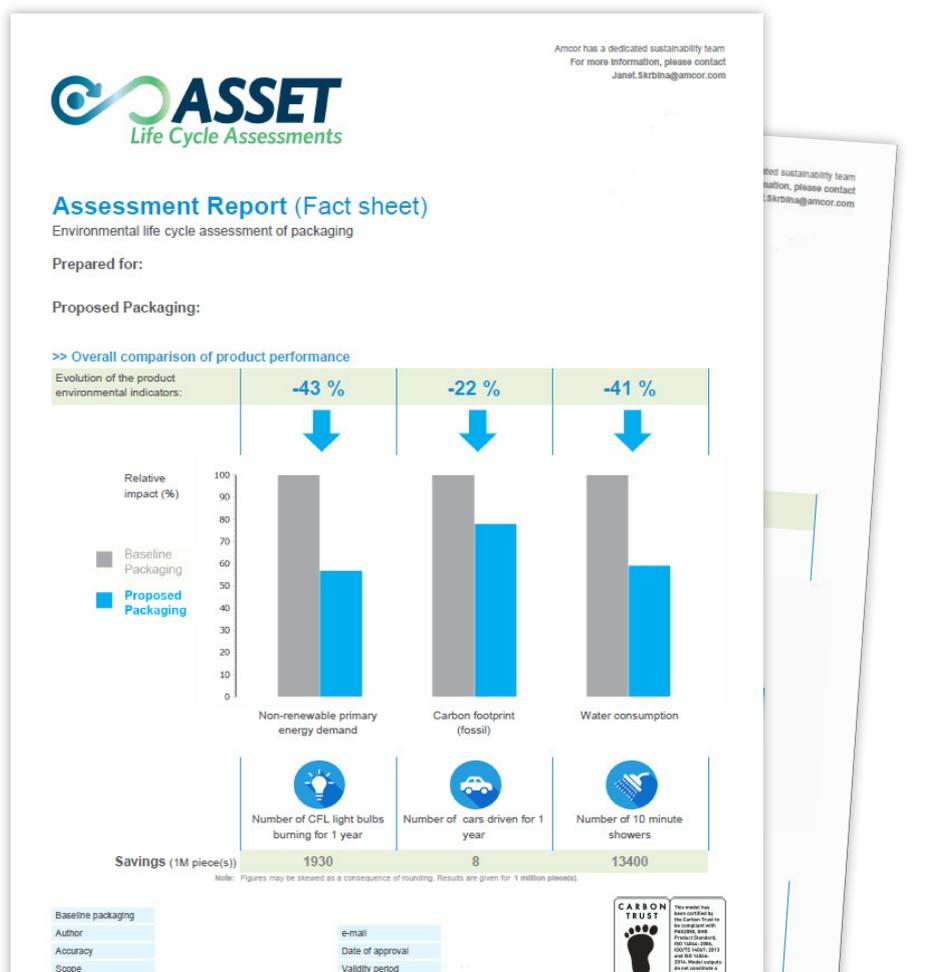
<sup>2</sup> Source: Goldman Sachs. Extracted from "The Plastics Paradox" report. July 2019.

## Enabling fact-based decision-making with ASSET™

Amcor's sustainability experts have developed proprietary LCA software, the **Advanced Sustainability Stewardship Evaluation Tool (or ASSET™)**, to generate life cycle data and insights for different packaging options. It is externally certified by the Carbon Trust, and is our compass for environmentally focused product design.

We use ASSET™ to help customers identify opportunities to improve the environmental performance of their packaging. It allows them to view side-by-side comparisons of their choices and supports them in making informed, fact-based decisions based on their product responsibility goals.

In FY19, we conducted 1,016 assessments using ASSET™ – a new Amcor record. We now have 8,155 total assessments in the database.



<sup>1</sup> The ASSET™ tool and database are regularly audited by the Carbon Trust for compliance with: The PAS2050:2009 specification for the assessment of the life cycle greenhouse gas emissions of goods and services; The Greenhouse Gas Protocol (Product Life Cycle Accounting and Reporting Standard 2011); ISO standards 14044 (2006, Environmental Management, Life Cycle Assessment) and 14046 (2014, Environmental Management, Water Footprint); The Product Carbon Footprint Protocol; and The Footprint Expert™ Guide version 4.1. ASSET™ was most recently audited and certified in October 2018.

# Responsible Packaging: Future

We minimize the environmental impacts of post-consumer packaging by designing for more responsible and sustainable end-of-life options for our products.

**When packaging is thrown away, the valuable financial and natural resources contained in its materials are lost. Improperly disposed packaging waste also contributes to the growing issue of pollution.**

Amcor is committed to ensuring the value of our packaging lives on after its initial use. We consider the future life of our packaging at the beginning of our design process to make sure it can be collected and reused or disposed in a way that reduces environmental impact and maintains the value of its materials.



*Definition: Packaging that meets accepted design standards for recyclability.<sup>1</sup>*

The success of a recycling system depends on the availability of products that can be recycled. While most of our packaging already meets criteria to be technically recyclable, we continue innovating new materials and designs, so all our packaging can be recycled in practice and at scale by 2025. It will be easier for consumers to recycle if all packaging is recyclable, and full recyclability will also improve the economics of recycling.

When designing for recyclability, the choice of material, additives, and format all determine if a package makes it successfully through the recycling process instead of being sent to a landfill or incinerator. Amcor experts advise our customers when they are faced with recyclability challenges, and work with them to identify feasible, high-performance solutions.

Our work to improve recyclability also includes helping our customers phase out problematic materials as identified by the Global Commitment.

For formats such as flexible packaging where no standard criteria for recyclability yet exists, we work with national recycling systems and industry groups to develop general guidance to inform design until more specific criteria is available.

## PRODUCT SPOTLIGHT

### Genesis and AmLite Recyclable



**Over the past year, Amcor Flexibles introduced several recyclable film packaging options that can be recycled where polyolefin recycling streams exist.**

**Genesis** is an all-polyethylene (PE) laminate that is pre-approved by How2Recycle for in-store recycling with other PE film products across North America. A major step forward in recyclable films, Genesis overcomes challenges with production, ease-of-use, durability and aesthetics associated with other packages intended for in-store recycling. It maintains the look, feel, and shelf life of conventional laminates, while reducing carbon footprint by 35% compared to commonly used alternatives when recycled at the end of its useful life.

**AmLite Standard Recyclable and AmLite Ultra Recyclable** offer a unique line of recyclable, high-barrier flexible packaging. They use an ultra-thin, transparent barrier coating applied to polypropylene (PP) and polyethylene (PE) films to replace standard aluminum and metallized barriers. That change, combined with recyclability, can reduce a pack's carbon footprint by up to 64% compared to alternatives. It allows Amcor's customers to move to recyclable flexible packaging across a variety of consumer product segments. This is a major shift for brands, as high-barrier flexible packaging was previously difficult to recycle. To validate recyclability in real conditions, the package is certified by cyclo-HTP Institute, an independent testing lab.

<sup>1</sup> Recycling claims are general guidance and do not mean the packaging can currently be recycled everywhere in the world. Its ability to be recycled by consumers will depend on the specificities of the recycling programs that consumers have access to in each market/geography. As such, it doesn't constitute a recyclability claim according to ISO14021, the FTC Green Guides, or any other local standard.



*Definition: Packaging that biodegrades in a commercially managed or home composting system according to relevant industry standards.*

Compostable packaging uses materials that biodegrade in a given time frame under defined controlled conditions. In order to claim a package is compostable, it must be certified to meet specific testing standards to ensure it will compost satisfactorily.

Compostable packaging solutions are best suited for use in targeted applications where the packaging is composted along with food waste or other organic material. Products like tea bags, coffee capsules, bags for household compost collection, or packaging materials that often end up in organic waste streams (e.g. produce labels) are well-suited to compostable packaging. This helps reduce total waste going to landfill by enabling more food waste to be composted.

Most compostable packaging materials available today will not biodegrade in the natural environment. They must be separately collected and transported to industrial composting facilities

that provide the right conditions for biodegradation. Because such collection and processing infrastructure is not widely available, compostable packaging frequently ends up in trash or recycling streams. In the best cases, it simply becomes trash; in the worst, it can contaminate entire loads of recyclables, which must then also be disposed of as trash. Additionally, many industrial composting facilities do not accept compostable plastics.

In light of these concerns, Amcor carefully assesses opportunities for compostable packaging on a case-by-case basis to ensure our customers identify the packaging solutions that are truly the best performers from an environmental perspective.

We discourage the use of additives intended to photo-degrade, oxo-degrade, or claim by other methods to degrade otherwise non-biodegradable plastics. Use of these additives can cause fragmentation into microplastics in the environment.

## PRODUCT SPOTLIGHT

### NaturePlus Compostable Film

**Amcor's NaturePlus Compostable films are made of polylactic acid (PLA) and are certified for industrial composting. They also contain up to 99% bio-based raw materials.**

NaturePlus Compostable films offer exceptional clarity and a crisp feel similar to traditional oriented polypropylene. They are available in a wide range of formats and are designed to maintain freshness and extend shelf life, making them ideal for use with fresh produce.



In one success story, a prominent potato supplier used NaturePlus PLA films to pack their organic potatoes for sale in supermarkets. Thanks to the film's excellent moisture transmission rate, potato sprouting was significantly reduced. The company noted its appreciation for the quality of the film and for its utility in extending the shelf life of its produce.

The benefits of our NaturePlus Compostable films are best realized in markets where consumers can easily access industrial composting services.



*Definition: Packaging that is refilled or used again for its original purpose.*

Reusability is an emerging frontier for innovation in responsible packaging. It is a circular way to protect the value of the resources invested in a package.

Amcor has several solutions in this space. We are evaluating how and where the use of these solutions can be expanded in existing and new business models.

In June 2019, the New Plastics Economy initiative released a report entitled “Reuse – Rethinking Packaging.” It describes four of the most common emerging business models for reusable packaging:

1. Refill at home – users refill their reusable container at home
2. Refill on the go – users refill their reusable container away from home
3. Return from home – packaging is picked up from home by a pick-up service
4. Return on the go – users return the packaging at a store or drop-off point

These models differ in ownership of the packaging, cost of logistics, and level of active participation required by the consumer. Each has its own benefits and challenges, and we believe all will play a role in addressing today’s waste challenges.

We also believe reuse models are not a one-size-fits-all solution. Amcor experts advise our customers on the options that will work best for their products, based on the unique combination of product type, distribution channel, local culture, demographics and infrastructure in their target markets.

Our Amcor Rigid Packaging test facility in Manchester, Michigan includes equipment to simulate multiple reuse cycles, including temperature cycles, transportation, and multiple washes with different scenarios, detergents, and caustic cleaning solutions. This ensures that Amcor’s packaging can reliably deliver the intended number of reuse cycles for each product.

## PRODUCT SPOTLIGHT

### Supporting Reuse Models



**While reusable packaging is still a very small percentage of the global packaging market, Amcor teams are supporting its growth by developing packaging that contributes to reusable business models.**

**Refillable PET Bottles:** We manufacture refillable plastic beverage containers for carbonated soft drink products. These bottles are collected and sanitized after use, then refilled by the producer. Our refillable PET containers support up to 25 refill cycles in the laboratory environment and are economically viable and cost-competitive compared to traditional PET containers.

**Reusable PP Bottles:** In FY19, we commercialized our “EcoTwist” reusable PP bottles in 500 mL and 1-liter sizes. These bottles are sold directly to consumers to fill and refill as they desire, whether at home or on the go.

**Refill Packs:** We help brands develop lighter-weight refill packaging that uses fewer materials, so consumers can refill their reusable containers at home while also reducing their packaging footprint. Our FDA-compliant spouted refill pouches are extremely lightweight and can be made with up to 36% PCR content, while our rigid refill containers are widely recyclable and can be made with up to 100% PCR content.

# Product Responsibility

We ensure the safety and quality of Amcor's products throughout the value chain.

**The core function of packaging is to protect a product so it reaches consumers in perfect condition. As part of our commitment to responsible packaging, Amcor designs all our packaging to maximize reliability, integrity, and functionality – in addition to sustainability.**

Each of Amcor's business units has product safety processes and systems in place appropriate for their packaging type, level of risk, the regulatory environments in which they operate, and the requirements of their customers.

We have dedicated product safety teams across the globe to provide guidance, training, and support to our sites. We also incorporate product safety into our existing Quality Management Systems used for ISO 9001 or ISO 13485 compliance.

Our systems for ensuring product quality are applied from raw materials through finished product. Amcor experts maintain thorough knowledge of the fundamental characteristics, regulations, and contact requirements of our raw materials. We use internal laboratories to monitor our products and materials, helping to ensure compliance with standards and proactively detect any potential quality issues. We maintain documentation through delivery of our finished products to support traceability and demonstrate that materials have been handled, transformed, and delivered according to product safety requirements and third-party audit standards.

Globally, 159 Amcor manufacturing sites have been certified by an independent third-party according to at least one internationally recognized standard, such as HACCP, Goods Manufacturing Practices, the British Retail Consortium Standard, ISO 9000, ISO 14001, ISO 22000, and OHSAS 18001. Many sites hold certifications for multiple standards.

Due to the vast, varied, and highly customized nature of our product catalog, Amcor does not formally report an overall percentage of significant product categories for which health and safety impacts are measured for improvements. We maintain excellence in quality and safety performance through robust internal controls to ensure all our products and manufacturing processes are regularly assessed and updated as necessary.

While our packaging is only one component of our customers' products, they hold final responsibility to ensure compliance with health and safety regulations in the marketplace. If customers find our packaging to be a contributor in any non-compliance incidents, they may lodge a product liability claim. Across our global business in FY19, we had three incident reports from customers for potential product liability claims. Investigations are ongoing. No product recalls have occurred. There were four incident reports in FY18 and six in FY17.

We use internal laboratories to monitor our products and materials, helping us ensure compliance with international standards.





# Our Operations

Our aspiration to be the leading global packaging company means finding ways to constantly improve the design and sustainability of our products and services, while minimizing the impact of our operations on the environment and society.

# Environmental Management

We continuously improve and report on the environmental performance of our operations.

**Our Code of Conduct and Ethics Policy describes Amcor as “committed to prevent and minimize adverse environmental impacts, including waste, emissions, and discharges from our operations.” We reduce our environmental footprint by continually improving the efficiency of our natural resource consumption, while using risk management processes to control the environmental hazards inherent in our activities.**

Environmental performance and significant environmental matters are regularly reviewed within Amcor. Our companywide Environment Policy, updated in June 2019, reinforces our Code of Conduct and Ethics Policy and includes specific environmental management requirements to help address the key risks our sites may pose to their local environment. Our Sustainability Policy details our approach to sustainability and our areas of focus. These policies help guide our operational planning and management.

All Amcor sites have an environmental management system in place (e.g. ISO 14001 or equivalent), which must be appropriate for the risk associated with operations at each site and the local regulations associated with the site’s geographic location. Separate from any relevant external audits throughout the year, sites are required to conduct self-audits against our internal standards annually and are audited every three years by Amcor’s environmental health and safety auditors. Regional occupational health and safety coordinators also conduct site audits, with frequency determined by the risk associated with each site.

Amcor’s corporate occupational health and safety function oversees the implementation of our environmental standards at our manufacturing and warehousing sites, as well as for our offices. It also participates in due diligence tasks as part

In FY19, Amcor remained materially compliant with all environmental laws and regulations across the 40+ countries in which we operate.



of our merger and acquisition activities and is involved in the integration of acquired sites. We have additionally established an internal reporting process where environmental performance is reported from each site up through the occupational health and safety function to the Board each year.

As part of our ordinary course of business, Amcor conducts a range of environmental investigations when appropriate - for example, as part of environmental permitting, site re-development, site closure, or acquisition/divestment processes. Where required, communication with environmental authorities may be part of such processes. Similarly, as part of our ordinary course of business, Amcor facilities are subject to required regulatory inspections. Any findings from these inspections are resolved as part of normal operational compliance management processes.

In FY19, Amcor remained materially compliant with all environmental laws and regulations across the more than 40 countries in which we operate.

The Precautionary Principle, as defined in the 1992 United Nations Rio Declaration, informs our approach to environmental management.

# EnviroAction

EnviroAction is Amcor’s internal program to reduce the environmental impacts of our operations by driving reductions in greenhouse gas (GHG) emissions, waste and water use.

For each area, we have established long-term goals informed by the Kyoto Protocol and aligned with the United Nations International Panel on Climate Change (UN-IPCC) long-term reduction targets. Our Business Groups cascade these enterprise goals to their site levels.

Metrics for each site’s performance toward our 2030 EnviroAction targets are tracked in our global EnviroChart database. Site champions enter energy, waste, and water data on a monthly or quarterly basis, which provides a global view on performance and progress. Site champions are empowered to collaborate with co-workers to propose and deliver improvements at their location. They are supported by our EnviroAction Toolkit, which contains resources and case studies to help them identify quick wins to improve environmental performance.

Progress toward our goals is reported annually in our GRI Sustainability Report and quarterly to Amcor’s Global Management Team. EnviroAction progress is also included in monthly management reports to senior leaders.

We create milestones every three to five years, dubbed “EnviroAction periods,” which establish a pathway to our 2030 targets. FY19 was the third and final year of our current EnviroAction period. The following sections share our FY19 performance in each EnviroAction area and review our performance across the full EnviroAction period. We will report progress achieved in year one of our next EnviroAction period in the FY20 GRI Sustainability Report.

**GHG Emissions Intensity**

**6%**

reduction target in tonnes CO<sub>2</sub>e/ production units from FY17 to FY19



Our long term goal is **60% by 2030**

**Waste-to-Disposal**

**10%**

reduction target in tonnes from FY17 to FY19

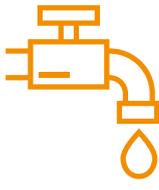


Our long term goal is **zero waste-to-disposal**

**Water Management**

**100%**

of our sites have a water management plan in place



Our long term goal is to continue to **improve efficiency of water use**

# Greenhouse Gas (GHG) Emissions

We closely monitor our GHG emissions to better understand and manage our overall GHG footprint. We work to reduce GHG emissions across Amcor's value chain by lowering energy consumption, improving product design, optimizing transport, selecting less carbon-intensive materials, and incorporating climate change strategy into relevant business decisions.

## Absolute Emissions

Amcor's absolute GHG emissions represent the total sum of our Scopes 1, 2, and 3 emissions. In FY19, our absolute GHG emissions were 8,661,993 tonnes of CO<sub>2</sub>e. This is a decrease of 8.6% from the baseline for this EnviroAction period.

## Emissions Intensity

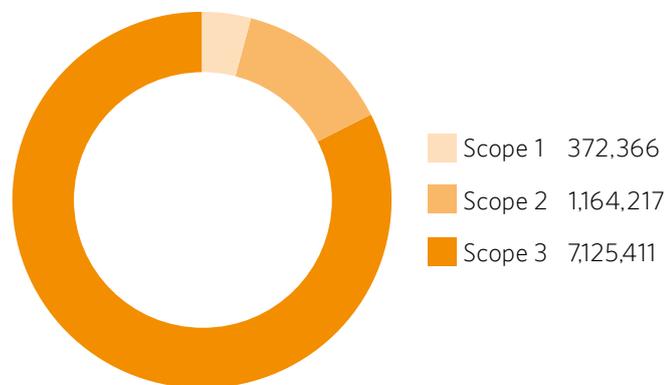
Compared to Amcor's 2006 baseline, we have achieved a 32.6% reduction in GHG intensity – more than halfway to our long-term goal of 60% by 2030.

Our GHG emissions intensity is calculated by dividing total emissions (Scopes 1, 2, and 3) by total units produced. Because we produce different types of packaging across our business, we use a normalized "Amcor product" figure so we can combine square meters of flexible packaging with rigid plastic bottles and preforms, as well as capsules, closures, and folding cartons.

As we continue toward our 2030 emissions goals, Amcor facilities around the world use our EnviroAction toolkit to identify best practices that will help them reduce energy consumption, and in turn, emissions. The toolkit also addresses the importance of ownership and awareness amongst co-workers. By appointing site champions and monitoring our energy use, we are seeing reductions of energy and emissions across our Business Groups.

Further information about our GHG Emission Calculations is available in the Appendix to this Report.

## FY19 Absolute GHG Emissions (tonnes CO<sub>2</sub>e)



Year	Total Emissions (Tonnes CO <sub>2</sub> e)	Intensity (Total GHG emissions/Amcor units)
FY16	9,480,059	374.25
FY17	9,268,526	373.78
FY18	8,801,983	370.69
FY19	8,661,993	366.40

In FY19, we consumed a total of 14,226,345 gigajoules (GJ) of energy, a 6.8% reduction against our EnviroAction period baseline.

### Scope 1 GHG Emissions

Most of our Scope 1 (direct GHG) emissions in FY19 were related to the use of natural gas (57.0%) and from regenerative thermal oxidisers (RTO) and burners for solvents (38.9%). The use of solvent abatement equipment has steadily increased over the past several years as we have installed more equipment to reduce the environmental impact of volatile organic compounds used in production. The remainder of our Scope 1 emissions were primarily from LP gas (2.8%) and diesel (0.8%). We have reduced our Scope 1 emissions by 12,835 tonnes of CO<sub>2</sub>e since our EnviroAction period baseline, reflecting an approximate 3.3% reduction.

### Scope 2 GHG Emissions

Amcor's Scope 2 (indirect GHG) emissions in FY19 stemmed primarily from purchased non-renewable electricity, which comprised 96.3% of our Scope 2 footprint. The remainder was largely attributable to our purchase of heat, steam, and chilled water for cooling. We also used 4,139 GJ of solar energy.

Since FY16, we have reduced our Scope 2 footprint by 197,101 tonnes CO<sub>2</sub>e, representing a reduction of 14.5%.

### Scope 3 GHG Emissions

As with most manufacturers, Amcor's largest source of Scope 3 (other indirect GHG) emissions is from the raw materials we use to produce our packaging. In FY19, raw materials made up 93.8% of our Scope 3 footprint. Other sources that contributed to Amcor's Scope 3 emissions in FY19 include logistics (2.7%), energy (2.6%), and waste (0.9%).

Reducing the GHG footprint of our raw materials represents a significant GHG reduction opportunity moving forward and will be a key part of achieving our 2030 EnviroAction goals. Since FY16, we have reduced our Scope 3 footprint by 79%. This has led to a savings of 607,857 tonnes CO<sub>2</sub>e.

### Volatile Organic Compounds

Some of Amcor's production processes result in the emission of the volatile organic compounds (VOCs) contained in inks, adhesives, and solvents into the atmosphere. Because these emissions can contribute to the formation of ozone in the lower atmosphere and affect the environment and public health, we closely monitor our global solvent uses and management systems. We continue to invest in technologies to capture and destroy or reuse solvents, such as regenerative thermal oxidizers (RTOs) and burners.

In FY19, Amcor production resulted in the release of 42,597 tonnes of untreated VOCs into the atmosphere, a 5.3% reduction in VOC emissions compared to FY16.

## ENVIROACTION IN ACTION

### GHG reduction with Amcor Rigid Packaging's Energy Excellence Team



**We believe an organization-wide energy management approach will help Amcor enhance our financial health and aid in preserving the environment for future generations. One great example of this approach is the Energy Excellence team at Amcor Rigid Packaging (ARP).**

Under the guidance of ARP's Director of Energy Excellence, the Energy Excellence team takes a holistic approach to energy efficiency opportunities across ARP operations in North and South America. The team has implemented a range of energy management best practices that contribute to Amcor's GHG reduction goals. These efforts have helped ARP reduce its Scope 1 and 2 emissions by 20.7% since FY16.

**Compressed Air Management:** The ARP Energy Excellence team developed a set of compressed air leak control best practices which focus on finding and fixing leaks to reduce wasted energy. ARP sites implemented these practices during FY19 with great results. Several sites also partnered with specialized consultants to perform compressed air audits, which resulted in sites like our Addison, Illinois and Itasca, Illinois facilities implementing compressed air system upgrades to achieve significant annual energy savings.

**Infrastructure and Other Equipment:** To drive efficiencies with plant infrastructure equipment, the team developed standards for high-value opportunity areas such as lighting and chillers. Replacing inefficient lighting with LED lighting and optimizing chiller systems helped ARP sites achieve significant energy savings. The team also pursued other infrastructure- and equipment-related opportunities such as motor repair, air balancing, space pressurization and parallel pumping best practices.

#### **Energy Supervisory Control and Data Acquisition**

**(SCADA):** The team developed best practices for power quality meters, automatic shutoffs and demand control. Together, all three best practices will help Amcor's SCADA systems better track and control plant-level energy usage and optimize energy efficiency.

**Demand Management:** Team members implemented demand management processes to help plants better understand energy curtailment events, on-peak versus off-peak times, and load factors. Improved demand management contributes to greater reliability and stability of the energy grid, and in the long run can help eliminate the need to build new energy infrastructure.

To maximize the opportunities described above, the team conducted energy kaizen events at individual sites to create site-specific plans for achieving energy savings.

ARP also became an ENERGY STAR® Partner in FY19, making a fundamental commitment to protect the environment through the continuous improvement of energy performance. Through the partnership with ENERGY STAR®, a program of the U.S. Environmental Protection Agency, ARP sites in the U.S. and Canada commit to measure, track, and improve their energy performance.



*"We're heavily focused on creating long-term value for the company by developing and sharing a wide range of energy management best practices for our plants in North and Latin America."*

**Brad Runda,**  
**Director of Energy Excellence,**  
**Amcor Rigid Packaging**

# Operational Waste

We minimize manufacturing waste through source reduction, reuse and recycling, and responsibly disposing of hazardous waste.

**The amounts and types of waste resulting from Amcor operations, as well as the ways in which they are ultimately disposed, have a significant environmental impact. Our long-term EnviroAction goal is to send zero waste to landfills or incineration without energy recovery. This reflects our vision that all unavoidable waste contributes a benefit by replacing either virgin materials or fossil fuels.**

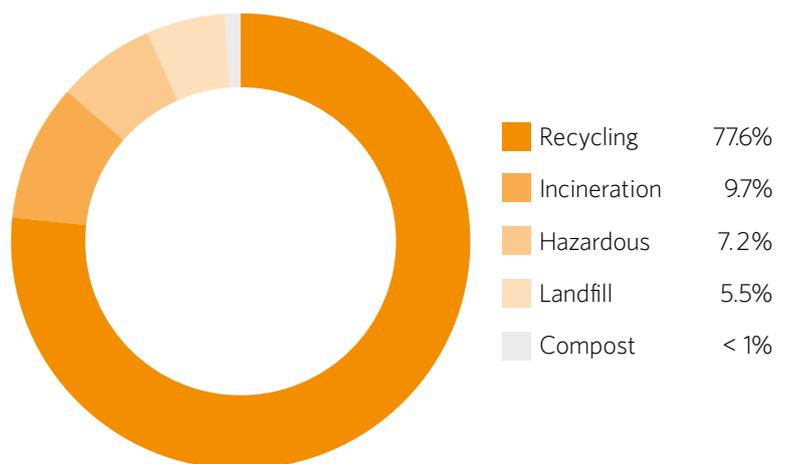
These sites have demonstrated through verified data that their operational waste-to-disposal volumes were equal to zero tonnes over the previous 12 months. Once certified, each site's performance is validated quarterly to ensure ongoing adherence to our zero waste-to-disposal goals.

In FY19, our total waste production was 298,656 tonnes, of which 77.6% was recycled.

While in FY18 we surpassed our 10% waste reduction goal for the current EnviroAction period, we saw continued progress in FY19 with an overall 29.5% reduction of waste-to-disposal from FY16 baseline levels. This equals a reduction of 6,172 tonnes of waste sent for disposal. In the context of our longer-term EnviroAction goals, we have reduced the amount of waste sent to landfill by 83.3% since 2006.

As of June 2019, 83 Amcor sites were internally 'certified' in our Zero Waste-to-Disposal program – up from 69 sites in our EnviroAction period baseline year.

## FY19 Total Weight of Waste by Disposal Type



## Absolute Waste-to-Disposal (tonnes)



## ENVIROACTION IN ACTION

### Amcor Flexibles Americas takes a regional approach to managing operational waste

**Amcor faces different waste-related challenges across our global operations, particularly between regions where waste infrastructure is well-developed and those where waste disposal is cheaper and recycling is not commonly available. Despite these differences, Amcor sites around the world continue to apply creative thinking to better manage operational waste.**

Our Amcor Flexibles Americas Business Group was proud to reduce its cumulative waste-to-disposal by 23.2% during the current EnviroAction period. Teams in North and South America successfully diverted 1,866 tonnes of waste from landfills – the equivalent of 120 fewer garbage trucks going to a landfill each year.

In North America, Amcor Flexibles sustainability and procurement teams worked closely with their waste management partner throughout FY19 to help with waste segregation and recycling, reduction of waste disposal costs and associated agreement negotiations. These efforts led to waste savings across several sites, attributed to improved waste management practices such as trim waste separation and the identification of new recycling outlets for waste that was previously sent to disposal.



In Latin America, the lack of industrial recycling infrastructure made waste diversion more complicated for Amcor sites in the region. Undeterred by the challenges, some sites partnered with private waste management companies, while others put their creativity into action to achieve positive outcomes.

- In Chile, AF Santiago Norte entered a commercial trial with their waste supplier to manage waste collection in return for purchasing all recovered waste. The team also started reusing plant-based paper boxes for waste sorting.
- In Colombia, AF Cali reduced waste disposal by nearly 80% by training the local team on proper waste disposal and separating waste collection points in the facility to target both post-consumer and post-industrial waste.
- In Argentina, AF San Luis team members spent over a year working with a local university to test the use of plastic scraps as an additive to concrete mix. The research team announced the success of their trials in May 2019. Discussions with local and regional concrete producers to deliver the concrete compound on an industrial scale are ongoing.

# Water

We minimize water use, manage water discharge quality, and protect local water sources.

**Reducing water use and managing it more responsibly in our operations – especially in water-stressed regions – is part of our worldwide sustainability commitment.**

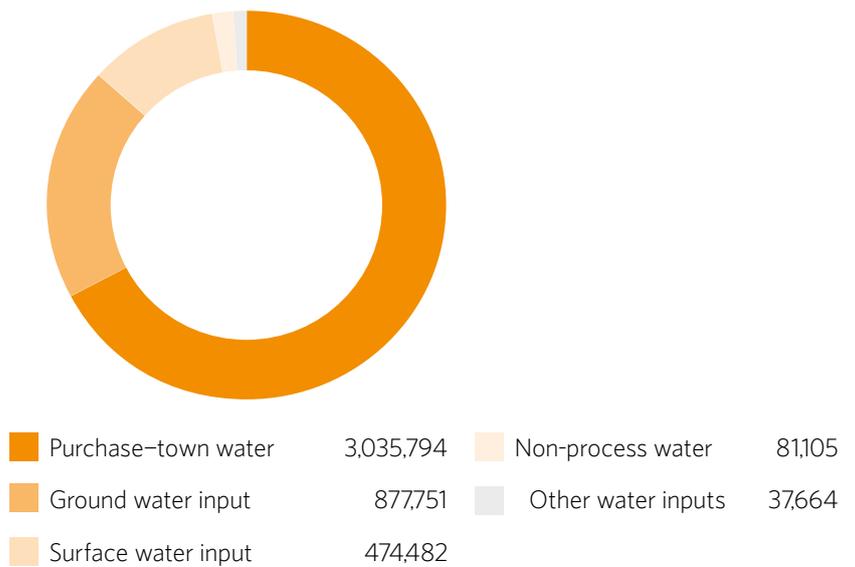
In FY19, Amcor’s total water withdrawal was 4,506,796 kiloliters (kL). We also track our water use, which excludes used surface water that is returned intact to its original source. This helps focus our water efficiency efforts where they will have the most environmental benefit. Our FY19 absolute water use was 4,032,314 kL, representing an 8.7% decrease from our EnviroAction period baseline levels and a 2.8% decrease from FY18 levels.

As part of our EnviroAction goals, all Amcor sites must have a Water Management Plan (WMP) in place and are required to update it annually. In FY19, we achieved 100% compliance.

Site WMPs reference the Aqueduct Water Risk Atlas, Operation Clean Sweep, and the International Coastal Cleanup initiative, and describe the measures each site plans to take to manage water use in the coming year. WMPs also address whether the site is in a water-stressed area. We realize the impact of water use is local and regional, and this specificity helps pinpoint the most appropriate site-level opportunities.

As we focus on managing our water use, we also seek ways to help protect the water supply from potential pollution related to our operations. In FY19, several Amcor sites begin piloting Operation Clean Sweep methodology to prevent plastic pellet pollution. We look forward to rolling out the initiative more broadly across Amcor after assessing the pilot results

**FY19 Total Water Withdrawal by Source (kL)**



**Absolute Water Use (kL)**



## ENVIROACTION IN ACTION

Amcor champions  
around the world  
target water reduction

**Amcor people at every level of the company are taking responsibility for water reduction in their facilities. Site champions work with local colleagues to seek new ways to preserve water and reduce its use.**

We know these efforts are effective because we have sites successfully reducing their water use, in some cases by more than half. These results often come from a range of projects, from awareness campaigns to architectural changes. Below are some examples of how Amcor sites around the world are helping to improve our water use efficiency at every site. Together, these four sites combined to reduce their water use by 50.1% from FY16 to FY19.

**Pondicherry, India:** Site champions identified 17 ways to reduce water use, including tracking daily water use, running a water conservation campaign, identifying high-consumption areas, installing pedal taps to minimize overuse, installing additional water meters and other efficiency fixtures throughout the facility, and conducting a third-party water audit to identify further opportunities. Between FY16 and FY19, the team reduced site water use by 57.7%.

**Tian Cai, China:** The Tian Cai team reduced water use dramatically between FY16 and FY19, achieving a 47.3% reduction. Some of the key water-saving initiatives included water conservation measures in the dormitory and canteen, installing water-saving shower heads, installing water meters in key areas to measure and monitor daily water use, and elevating pipes to make them easier to monitor and repair.



**St. Seurin, France:** Amcor co-workers demonstrated their focus and determination to reduce water use at their site. They installed new technology to collect dust and filter through cartridges (rather than water-based filtration) and restricted water use to showers, canteens and other staff facilities. These initiatives led to a 61.6% reduction in water use from FY16 to FY19.

**Veliky Novgorod, Russia:** Team members implemented several initiatives to achieve a 57.9% water use reduction between FY16 and FY19. They improved supply networks to access hot water at all points without having to drain cold water first, replaced boilers with more efficient equipment, and connected the water network to an air compressor's heat exchanger to enhance the efficiency of the equipment – which also had the added benefit of reducing energy use.

## Disclosing Our Impacts

# Beyond EnviroAction

EnviroAction is only one way we track and report our operational footprint. We also disclose information about our environmental and social impact in accordance with several other frameworks, each geared toward specific stakeholders such as customers and investors.



Sedex is a global membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains. Amcor is a Sedex A/B member, which allows us to share and exchange data through the platform. We participate in Sedex in two key ways:

- **Self-Assessment Questionnaires (SAQs):** The SAQ is a set of questions to help members self-assess their site on topics like company policies, safety standards, working conditions, and environmental impact. Amcor's manufacturing facilities complete and review their SAQs annually. Additionally, Amcor's customers who participate in Sedex may view our SAQ results, enhancing accountability for continued progress in improving our operational impact.
- **Sedex Members Ethical Trade Audit (SMETA):** SMETA is an independent ethical audit methodology providing "best practice guidance and ethical audit techniques to help auditors conduct high-quality audits for responsible business practices." Amcor sites complete SMETA audits upon customer request. Because the audits are standardized, results are often able to be shared with multiple customers using the Sedex platform.



EcoVadis is a platform for corporate social responsibility (CSR) assessment, monitoring, and performance improvement. Amcor completes an annual EcoVadis assessment of our operations at a global level. It evaluates how well we have integrated the principles of CSR into our business and management systems and suggests areas for continued improvement. In our latest assessment, we achieved an EcoVadis Gold rating, performing in the 95th percentile within the category of manufacturers of plastic products. We disclose these results to customers upon request.



CDP, formerly the Carbon Disclosure Project, runs a global disclosure system to enable companies to measure and report their environmental impact. Amcor completes the CDP Climate Change, Water, and Forest assessment modules annually. We also help our customers better track their own environmental footprints through our participation in the CDP Supply Chain initiative. Investors and customers alike use such data to inform decision-making, reduce risks, and identify opportunities.

# Responsible Procurement

We reduce supply chain risk by tracking and managing the environmental and social impact of our upstream suppliers.

**Amcor's customers look to us to be a partner in protecting their supply chains from risks, especially those related to environmental, labor, and human rights issues. We work with our suppliers to maintain a supply chain that is responsible, ethical, and transparent.**

In FY19, we spent around US\$6.4 billion with more than 31,000 suppliers on the materials and services used to manufacture our products. Our supply chains are largely local, reducing risk from reliance on complex international trade.

We categorize our suppliers as strategic, critical, core, and rest based on spend, size, and strategic importance to Amcor. We have several mechanisms in place to engage suppliers of all sizes in our responsible procurement priorities, and we set related targets for our strategic and critical suppliers.

All Amcor suppliers are required to comply with the principles outlined in our Supplier Code of Conduct ("the Code"), which covers the areas of business integrity, labor standards, occupational health, and environmental management and improvement. We aim for 100% of strategic and critical suppliers to sign the Code or demonstrate they have an equivalent code in place. To date, approximately 56.6% of our strategic and critical suppliers representing 85% of total spend within their categories have signed the Code or demonstrated an equivalent.

We also engage with EcoVadis, a global supply chain sustainability rating platform. We utilize the platform to evaluate our suppliers and understand their performance on four themes: environment, labor practices and human rights, fair business practices, and procurement sustainability. Based on suppliers' overall EcoVadis scores, our procurement teams determine next steps for corrective engagement, if necessary.

All strategic and critical suppliers are strongly encouraged to complete assessments through the EcoVadis platform. In FY19, we aimed for 75% of our strategic and critical suppliers to have completed an EcoVadis assessment within the past two years. Approximately 38.5% of our strategic and critical suppliers were compliant with this goal, representing 45.1% of spend within those supplier categories.

Several of our Business Groups also require suppliers to answer a set of sustainability-related questions during the supplier onboarding process. This helps our procurement teams assess and address potential environmental and social risks before we initiate a relationship with the supplier. Our sustainability and procurement teams are collaborating to standardize this process across Business Groups.

In FY19, we introduced a responsible procurement training program to ensure all our procurement teams understand and are using the mechanisms just described. We set a goal to train 100% of procurement team members at or above the category manager level and are proud to report a 98% completion rate.

Amcor also collaborates externally to advance responsible supply chains through our work with groups like AIM-PROGRESS, a forum of consumer goods manufacturers and suppliers promoting responsible sourcing practices. We are involved in projects including the mutual recognition of SMETA audits and the development of an auditing system to address human rights in the recycling and PCR resin supply chain.

# Occupational Health and Safety

We champion workplace safety to achieve our ultimate goal of zero workplace injuries and drive responsible safety behavior among our co-workers.

## Safety Management

Protecting our co-workers is a core value. We take care of ourselves and each other so everyone goes home safely at the end of every day. In FY19, we continued to focus on:

1. Eliminating serious injuries by managing exposures.
2. Identifying and helping under-performing sites achieve improved and sustainable safety performance.
3. Strengthening processes and knowledge-sharing about fire prevention.
4. Continually improving and increasing awareness of Amcor policies and standards and building a robust governance framework to ensure this.

All Amcor's manufacturing sites are subject to global standards for safety, environmental management, and security. Our Global Safety Steering Committee, comprised of the Vice President, Safety and Environmental Affairs and the Occupational Health, Safety, and Environment (OHSE) Directors from each Business Group, is tasked with monitoring company-wide safety performance and actively addressing safety focus areas. Each Business Group reports monthly to the Board of Directors on safety performance and compliance with Amcor standards. At the site level, leaders create local injury prevention plans and collect ideas for eliminating physical and behavioral safety risks.

Across our global business, approximately 80% of workers are represented by a joint management-employee Safety Committee, which most commonly meets monthly. FY19 initiatives of the Committee included training, safety milestone celebrations, machine center inspections, safety communication, material handling, safety culture improvement, laceration prevention, ergonomic improvements, and a Hazard Reduction program.

All Amcor employees receive education on the Amcor Occupational Health and Safety Policy and can access the Global OHSE SharePoint site, a digital resource that contains our OHSE standards, best practices, training material, and additional resources for strengthening our safety program. In addition to these, a monthly Safety Flash detailing the recordable cases, lost time cases, and hand injuries is distributed to Amcor leaders for all functions in each business group.

Our co-workers can also participate in the Second-Party Auditors program, where they are trained to conduct site safety audits across the company. Second-party site audits are conducted at each site every three years, with findings addressed in action plans. Over 100 employees have participated in the program since 2012.

Additionally, we implemented several other initiatives in FY19 to advance our safety goals:

- Project Life Saver: Global initiative to prevent serious injuries and fatalities, introduce Amcor's Life Saving Rules, and implement our Critical Risk Standards training and audits across all manufacturing sites.
- Amcor Global Safety Week: Held in April 2019 to raise safety awareness and emphasize the Life Saving Rules at all locations.
- Co-worker engagement in safety via daily hand safety toolbox talks, communications, and events to keep safety fresh and top-of-mind.

## Safety Performance

We are proud of our safety performance, which is measured against two industry standard criteria: Lost Time Injury Frequency Rate (LTIFR) and Recordable Case Frequency Rate (RCFR). These rates include Amcor employees, contractors, and site visitors. On both counts, we compare favorably with similar companies, but the only acceptable rate is no injuries – an accomplishment recorded by more than 55% of our locations last year. Additionally, both LTIFR and RCFR decreased across Amcor from FY18 to FY19, showing improvement in our overall safety performance.

### Lost Time Injury Frequency Rate

Amcor’s LTIFR is measured by calculating the number of injuries resulting in at least one full work day lost per million hours worked. In FY19 our LTIFR was 0.76, corresponding to 58 cases across our global business.



### Recordable Case Frequency Rate

Amcor’s RCFR is measured by calculating the number of medical treatment cases and lost time injuries per million hours worked. In FY19, our RCFR was 2.05, corresponding to 156 injuries across our global business.



### Contractor Safety

Amcor also separately tracks safety incidents of contractors. In FY19, we engaged the services of 2,596 contractors, including service providers like truck drivers and those who perform project work such as construction. We have a detailed company-wide standard mandating a common approach to contractor control, certification, and compliance. Among contractors, there were seven LTIs and 12 RCs in FY19 globally.

Note: Data for 2012 and earlier include the demerged Orora business. Data for 2015-2018 include acquired businesses from the first day of ownership. Data for 2019 does not include legacy Bemis operations.

# Ethics and Integrity

We adhere to the highest standards of honesty and integrity and promote a culture of ethical behavior at Amcor.

**Amcor recognizes the importance of honesty, integrity, and fairness in conducting our business. We are committed to increasing shareholder value in conjunction with fulfilling our responsibilities as a good corporate citizen. All directors, managers, and co-workers are expected to act with the utmost integrity and objectivity, striving always to enhance Amcor's reputation and performance.**

We believe that, in addition to abiding by the national laws in each country in which we operate, we must also conduct business in accordance with internationally accepted practices and procedures. These core principles, which Amcor's Board of Directors and senior management are committed to upholding, are reflected in several of Amcor's key global policies:

**Code of Business Conduct and Ethics:** This policy provides a framework for making ethical business decisions and is written with regard to the OECD Guidelines for Multinational Enterprises. It includes a set of detailed standards and guidance related to areas such as business integrity, labor practices, health and safety, legal compliance, conflicts of interest, risk management, and escalation of issues. Topics covered include non-discrimination, freedom from harassment, prohibition of child labor, and freedom of association. The Code is available in 23 languages in addition to English.

**Anti-Bribery and Corruption Policy:** This policy sets out Amcor's approach to bribery and corruption, provides information and guidance to recognize and deal with bribery and corruption issues, and outlines the steps Amcor takes to implement and monitor bribery and corruption risks.

**Fraud Prevention Policy:** This policy sets out the general principles and minimum requirements for managing fraud risks across Amcor.

**Whistleblower Policy:** This policy clarifies Amcor's approach to protection for and response to whistleblowers. It allows co-workers to report wrongdoing through their direct line of management or the Amcor Whistleblower Service. This service is available through both the Internet and a dedicated, multilingual hotline available 24 hours a day via an independent third-party service provider. All complaints received are referred to Amcor's Whistleblower Committee for investigation in collaboration with the relevant Business Group or the internal audit function. Outcomes from each investigation are reported to the Board.

**Modern Slavery Statement:** This document, updated annually, describes the steps Amcor takes to prevent modern slavery – defined as slavery, servitude, forced labor, child labor or human trafficking – within our businesses and supply chains.



# Our Capabilities

We are committed to supporting and developing talent internally, sharing our expertise in responsible packaging externally, contributing to public policy around important environmental topics, and collaborating with like-minded partners as we work together to build the future of responsible packaging.

# Talent Attraction and Engagement

We strive to attract high-caliber co-workers and foster talent development at all levels of the organization.

**We invest in training and education because we believe as the capabilities of our people increase, so do Amcor's. Engaged co-workers feel more empowered to contribute to innovative solutions that advance our responsible packaging goals.**

Providing the opportunity to grow, gain experience, and take ownership "The Amcor Way" moves us closer to realizing our Winning Aspiration.

Our Leadership Development Program, which offers different levels of training to help Amcor co-workers become the leaders of tomorrow, is one example of how we foster talent within Amcor. From the Manage to Outperform course, where individual co-workers learn to lead people indirectly and manage by influence, to the Lead to Outperform course, in which managers of managers learn to develop their teams and build organizational capabilities, we offer talent development opportunities for all roles at Amcor.

Another talent development program where we have seen great success is our Executive Development Program (EDP). The EDP is a global, cross-business leadership program of three-day modules held in different regions throughout the year. In October 2018, 16 Amcor leaders completed the year-long training focused on achieving strategy-led growth and top performance through effective talent management. The program culminated with group project presentations covering topics such as "Embedding Being Amcor" and "The 2025 Pledge." After presenting their proposals, participants launched their recommendations within Amcor.

A key priority of our human resources function is to recruit top talent. Our Accelerated Career Development Program is an example of how we attract diverse, high-potential talent to our teams around the world.

Participants in this four-year program strengthen their capabilities by working in two Business Groups in various locations. Participants focus on training, development, global project work, and mentoring. After completing the program, participants advance to fill many commercial roles around the globe.

Training for office and salaried co-workers is managed at the Business Group level, while training for non-salaried co-workers is managed at the site level to reflect local practices. Due to differences in practices and processes between Business Groups, we do not track consolidated training data for Amcor as a whole.

Amcor also strives to achieve 'talent through diversity' and has a formal Diversity Policy. We report progress on gender diversity annually to the Board and its Human Resources Committee. We additionally report on gender diversity at our UK sites through our publicly available UK Gender Pay Narrative.

Co-workers at manufacturing sites perform most work across Amcor. In FY19, approximately 80% of our facilities recognized collective bargaining by majority representation, and roughly 47% of our facilities were covered by such agreements.

"Amcor's 2025 pledge is one of the reasons I joined this company. It is very satisfying to be part of one of the first businesses in flexibles with the objective to make all its packaging recyclable or reusable."

**Daniela Gonzalez,  
Packaging Technologist,  
Amcor Flexibles Europe,  
Middle East, and Africa**

# Partnerships

We collaborate with industry partners, governments, and non-governmental organizations (NGOs) to improve collection, recycling, and recovery of plastic packaging and develop new approaches to advance a circular economy and better protect the environment.

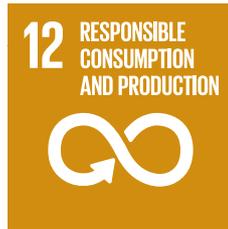
## Amcor Sustainability Partners Program

Packaging pollution is a potential risk to Amcor’s business, as well as an area where we have a unique opportunity for impact.

Amcor recognizes the positive effects we can have by sharing our expertise in responsible packaging solutions with partners. We join global and regional organizations that, like Amcor, are reducing the effects of packaging products on the environment.

Amcor has two key global partnerships: the Ellen MacArthur Foundation New Plastics Economy initiative and the Ocean Conservancy’s Trash Free Seas Alliance. These are complemented by our ongoing research partnership with the Earthwatch Institute, and regional initiatives focused on implementing efficient and effective recycling across the globe.

Each of our partnerships helps address at least one of the United Nations Sustainable Development Goals (SDGs), which came into effect on 1 January 2016 as part of the United Nations 2030 Agenda for Sustainable Development. While our sustainability efforts support several SDGs, our Sustainability Partners Program focuses on two most material to our impacts and capabilities: Responsible Consumption and Production and Life Below Water.



### Ensure sustainable consumption and production patterns



### Conserve and sustainably use the oceans, seas and marine resources for sustainable development



# Ellen MacArthur Foundation

Helping to build a plastics economy in which plastics never become waste.

**Amcor is one of nine core partners in the Ellen MacArthur Foundation's New Plastics Economy (NPEC) initiative, which establishes a vision for a global circular economy for plastics. Amcor and core partner companies participating in the NPEC initiative represent all steps in the value chain. Amcor is the only core partner that is a packaging manufacturing company.**

Through this partnership, we contribute our global packaging and supply chain expertise to help rethink and redesign the future of plastics. We collaborate with others involved in NPEC to create a continuous use-reuse cycle for plastic packaging that captures value, generates strong economics, and is better for the environment. We are also an active member of the NPEC Advisory Board, by which we inform the focus and direction of the overall initiative.

In October 2018, NPEC launched the Global Commitment to reduce waste and pollution from plastic packaging. Amcor joined 250 other global brand owners, retailers, NGOs, policymakers, and others as initial signatories. This number grew to over 400 signatory organizations by the end of June 2019, including companies representing more than 20% of global plastic packaging production.

All signatories of the Global Commitment – including Amcor – committed to three key actions: eliminating all problematic and unnecessary plastic items, innovating to ensure the plastics we do need are reusable, recyclable or compostable, and circulating all the plastic items we use to keep them in the economy and out of the environment. All these actions are aligned with our 2025 pledge goals.

The Global Commitment additionally requires signatories to annually report public updates on our progress toward these goals. Amcor's first annual reporting update will be shared in the Global Commitment 2019 Progress Report.

In FY19, we also continued our ongoing participation in other collaborative NPEC projects, including:

- Project Barrier: Focused on developing a global design-for-recyclability standard for high-barrier flexible packaging.
- Project SEA: Focused on assessing material flows in Southeast Asia, developing data collection formats, and building strategies for improving recycling in the region.
- Project 42: Focused on evaluating chemical recycling options, such as pyrolysis technology, and the economics behind them.

## PARTNERSHIPS IN ACTION

### Launching the Chilean Plastics Pact



**In April 2019, Amcor became one of the first signatories in a new Plastics Pact formed in Chile, via the Amcor Santiago Norte team. The Pact brought together local companies, organizations, and NGOs with a focus on achieving a circular economy for plastics in the country.**

The Plastics Pact is a network of national implementation initiatives aligned around the same common vision as the Global Commitment, and a set of ambitious targets tailored to the local context. The Chilean Plastics Pact joins those previously formed in France and the UK.

# Ocean Conservancy

## Addressing the growing problem of plastic marine debris.

**Ocean Conservancy (OC) is a non-profit organization focused on developing science-based solutions for a healthy ocean and the wildlife and communities that depend on it.**

As part of this work, OC launched the Trash Free Seas Alliance (TFSA) in 2012. The TFSA is a collective of organizations aiming to reduce the amount of plastic waste entering oceans by 50% by 2025. Amcor has been a member of TFSA since 2015, and we are an active member of the TFSA Steering Committee.

Through this partnership, we collaborate with leaders in industry, conservation, and academia to identify pragmatic and measurable solutions to ocean plastic pollution. TFSA members participate in thoughtful dialogues on topics such as materials, potential solutions, industry trends, and geographical perspectives. The goal of these conversations is to identify opportunities for cross-sector solutions that drive action and foster innovation to stop the flow of plastic into the ocean.

We also contribute technical and financial support to develop and propose solutions to governments and other organizations. Combined, TFSA members have collectively committed more than US\$100 million in funding for research and incubation of scalable solutions.

In February 2019, the TFSA launched a project to develop a policy playbook for the public and private sectors. The project aims to analyze current and potential policy and finance solutions to most effectively support waste collection and management. Final recommendations are expected to be released in FY20.

Beyond the TFSA, Amcor is also an Ocean Conservancy “Rivers and Streams” partner for the International Coastal Cleanup (ICC). The ICC happens every year in September, with a global network of coordinators and volunteers coming together to help pick up debris on beaches and collect data on the items found.

## PARTNERSHIPS IN ACTION

### 2018 International Coastal Cleanup

**In September 2018, a record number of Amcor people around the world took part in the ICC, marking our third year of involvement. Our teams rallied together across thousands of miles of shores and waterways, logging each trash item and contributing to the world's largest database on marine debris.**

In total, we had 68 teams and over 1,800 Amcor co-workers, family and friends join in the cleanup. Our teams collected over 18,000 kg of rubbish in 62 locations around the world.

Our volunteers also collected some unique items including swords, dentures, a vintage TV from the 1960's, counterfeit money, and a boat engine.



# Earthwatch

Promoting understanding of environmental issues amongst Amcor co-workers and contributing to important scientific research related to the issue of marine debris.

**For 18 years, Amcor has partnered with Earthwatch Institute, a non-profit environmental organization that connects our colleagues with top scientists to participate in research expeditions. Since 2015, our expeditions have focused on marine debris.**

During our latest expedition in October 2018, 16 Amcor co-workers traveled to Lima, Peru for nine days to conduct research under the direction of two Commonwealth Scientific and Industrial Research Organisation (CSIRO) research scientists. The goal was to document the build-up of waste on land and how it subsequently ends up entering oceans.

Amcor research team members visited coastal, river, and inland sites between Lima and Paracas to conduct debris surveys. In total, they completed 186 surveys along 257km of coastline, collecting 14,905 pieces of litter.

The team then analyzed the debris collected, evaluating the size, frequency, and location of items found. They also investigated the role tourism and population density play in marine debris, and the cultural and economic factors that may contribute to pollution.

Earthwatch expeditions give Amcor colleagues the chance to participate in unique research to examine the flow of mismanaged plastic waste from land, through rivers and other drainage systems, to the coastline. The research helps identify key points where steps can be taken to stop debris before it gets to the ocean. The knowledge collected helps uncover and accelerate workable solutions to marine pollution and broader waste management issues.



## PARTNERSHIPS IN ACTION

### Amcor's 2018 Earthwatch Expedition

**Miluska Villarroel, a 2018 Earthwatch participant and Lima resident, shares her thoughts on completing an Earthwatch expedition in her hometown.**

#### ***How did it feel participating in an Earthwatch expedition so close to home?***

The days were long and hard, but this was the first time Earthwatch had conducted an expedition in Peru and I felt proud to contribute to research that could make a difference to my country's ocean conservation.

#### ***Did you learn anything during the expedition that surprised you?***

When we did transect studies, the biggest eye-opener for me was that no matter how clean a location looked, with further inspection, we continued to find many pieces of man-made debris. We learned that this has a massive impact on marine life and the animals who live, feed, and breed in the area.

#### ***Since your return, how have you utilized the knowledge you gained during the trip in your work at Amcor?***

I'm fighting to eliminate the use of disposable foam and plastic cups at our AF Lima site. So far, we have eliminated them in the cafeterias. The production areas are more difficult, but we are still working on a solution. I also worked with the OHSE team to start a Recycling Campaign to improve how we dispose of trash and recycling in the office.

#### ***Has your perspective of sustainability at Amcor changed since you completed the Earthwatch expedition?***

Before, I thought Amcor was concerned about the environment, but I couldn't see it in first person. The expedition allowed me to understand the importance of these types of Amcor initiatives, and to see how the research and funding really do help scientists who are working on real-life solutions.

# Regional Partnerships

Amcor's regional partnerships help us identify and implement viable, practical, and economical solutions to increase collection and recycling rates for all our packaging products.



## CEFLEX (A Circular Economy for Flexible Packaging)

*Focus: Recycling flexible packaging in Europe*

CEFLEX is a collaborative effort of the European flexible packaging value chain. It is led by a consortium of raw material producers, packaging converters, brand owners, retailers, recyclers, and equipment manufacturers. The initiative's goals include: 1) To facilitate that flexible packaging will be recycled in an increasing number of European countries by 2020, and 2) To facilitate the development of a collection, sorting, and reprocessing infrastructure for post-consumer flexible packaging across Europe by 2025. As a leading partner in this project, Amcor is active in several working groups and as chair of the CEFLEX Steering Committee.



## The Recycling Partnership

*Focus: Increasing access to recycling infrastructure in the U.S.*

The Recycling Partnership is a U.S.-based nonprofit aimed at improving recycling by joining resources with public investments in community recycling programs. Amcor and other members provide matching grants to U.S. cities to invest in curbside recycling infrastructure and to support technical and financial assistance to increase recycling access, build support from officials, improve regional coordination, and conduct education and outreach. Since 2015, The Recycling Partnership has reached 1,075 communities and 50 million households, placed 445,000 new recycling carts, diverted 160 million pounds of recyclables from landfills and avoided 170,000 metric tons of GHG emissions.



## MRFF (Materials Recovery for the Future)

*Focus: Curbside collecting, sorting, and recycling flexible plastics in the U.S.*

MRFF is a collaborative research project working to increase and enhance recycling options for flexible packaging in the U.S. In late 2018, MRFF initiated a pilot with a materials recovery facility (MRF) in Pennsylvania to demonstrate the technical and economic feasibility of recycling household flexible plastic packaging through curbside single-stream recycling programs. Optical sorting equipment was installed to accommodate flexible packaging, and the next-generation bales have been showcased to possible end users for feedback. Outreach has also been conducted to prepare community members for the addition of flexible packaging to the curbside recycling program.



### REDCycle and Soft Plastics Recycling

*Focus: In-store collection of flexible plastics in Australia and New Zealand*

REDCycle (AU) and Soft Plastics Recycling (NZ) help consumers responsibly dispose of soft plastics such as bread bags, pasta and rice bags, frozen food bags, cereal box liners, and snack food bags via in-store recycling collection points. Consumers deposit these items at drop-off locations in local retail stores, then REDCycle and Soft Plastics Recycling collect the material for initial processing before delivering it to local manufacturing companies who use it to create fitness equipment, outdoor furniture, fence posts, ducting, signage, and more.



### Chilean Plastics Pact

*Focus: Achieving a circular economy for plastics in Chile*

In April 2019, Amcor became one of the first signatories in the Chilean Plastics Pact, focused on achieving a circular economy for plastics in Chile. The Plastics Pact is a network of national implementation initiatives aligned around the common vision of the Global Commitment, and a set of ambitious targets tailored to the local context. The Chilean Plastics Pact joins those previously formed in France and the UK. More countries are expected to join the Plastics Pact network as circular economy goals advance around the world.



### Rede de Cooperação para o Plástico

*Focus: Developing a circular economy model for plastics in Brazil*

Brazil's Plastic Cooperation Network brings together all the links in the extended plastic production chain to support the development of a circular economy for plastic. Among its six key focuses are packaging design to encourage recyclability, reusability, and compostability, public policy to enable recycling, and logistics and infrastructure development to enable the recycling and reuse of plastics throughout the country. Amcor's Rigid and Flexibles Business Groups are both members of this Network.

# Public Policy & Perceptions

We advocate for responsible packaging policy and regulations.

**Governments are responding to citizens' concerns about packaging pollution, and they have an important role to play in providing waste management and recycling services as a public good. Effective government policies, funding, and regulation are essential in reducing packaging pollution and increasing recycling.**

Across our global business, Amcor proactively monitors the emerging policy landscape at regional, national, and global levels. We engage in advocacy activities as necessary to ensure proposed policy solutions are effective, transparent and fair. We support legislation that allows for innovation and competition in a resource-efficient manner within the packaging industry.

In early 2019, Amcor launched an internal digest summarizing emerging legislative activities in the countries in which we operate. This digest is sent to our global leadership team at the start of each week. It also provides Amcor leaders with a direct channel to share timely updates on important regional policy developments.

Our sustainability leaders respond to government consultation requests directly where appropriate and relevant. This is especially important as potential legislation arises around issues such as extended producer responsibility (EPR) for packaging products and the restriction, ban or taxation of certain materials or product types.

For example, in May 2019, Amcor's sustainability experts submitted responses to the UK Resources Waste Strategy Proposals regarding potential legislation for beverage deposits, extended producer responsibility, standardized collection, and a tax on plastic packaging made from virgin resin.

These types of policies, if implemented effectively, could yield lasting positive changes for both industry and the environment.

However, if they are implemented ineffectively, they could create significant financial hardships for Amcor, our customers, and society without yielding the promised environmental benefits. Amcor's sustainability leaders have studied these topics extensively and share their expertise with policymakers to build the most efficient and effective policies possible.

Amcor additionally advocates for responsible packaging policy and regulations through our membership of industry groups, which can be viewed in the Appendix of this Report, as well as through our partnerships.

Examples of activity by groups of which Amcor is a member include:

- Circular Economy Accelerator: This newly created public policy arm of The Recycling Partnership is advocating for recycling policy in the U.S. at the state and federal level.
- EUROPEAN: The European Organization for Packaging and the Environment presents the opinion of the packaging supply chain in Europe on topics related to packaging and the environment.
- Ocean Conservancy and Asia Pacific Economic Cooperation (APEC): In May 2019, these two groups announced a formal partnership to increase efforts to combat ocean plastic pollution among the 21 member economies of APEC.
- PLASTICS Industry Association: Advocacy is a core component of this U.S.-based group's mission to represent and advance the plastics industry's legislative and regulatory priorities at federal, state, and local levels.

Per Amcor policy, no political contributions were paid in FY19, nor were there any requests for Board approval to make a political contribution.

# Thought Leadership

We educate stakeholders to improve understanding of the role and benefits of responsible packaging.

**Many misconceptions exist about plastics. These perceptions affect the entire value chain, including packaging converters like Amcor. To better inform global discussion, Amcor experts shared their deep experience across a number of forums throughout FY19.**

## Launching the *Big Ideas* Podcast

In the *Big Ideas* podcast, launched in October 2018, Amcor VP Sustainability, David Clark, interviews industry-leading experts about sustainability opportunities and real-world commitments that are good for business and better for the world around us. Guests on this twice-monthly original podcast series include thought leaders from Procter & Gamble, Sustainable Materials Management of California, The Recycling Partnership, Western Michigan University's Pilot Plants, Ocean Conservancy, Ellen MacArthur Foundation, AMERIPEN, Novamont, Lorax Compliance, Smithers Pira, WWF, and UN Environment's Champion of the Earth. The podcasts have been downloaded over 5,000 times since the series launched.

## Hosting the *Beyond Buzzwords* Webinar

In June 2019, Amcor's Dr. Gerald Rebitzer hosted a webinar entitled "Beyond Buzzwords – what you need to know to develop your packaging's sustainability strategy." Dr. Rebitzer designed content to help brands striving to make more responsible business decisions devise a sustainable packaging strategy. The webinar, which was attended by more than 800 customers, suppliers, colleagues and other stakeholders, covered topics such as common packaging myths, emerging sustainability-focused regulations and legislation, key sustainability attributes to be considered for packaging, and how a brand's packaging sustainability progress can be shared with consumers.

## Sharing a Powerful Message Through the Consumer Goods Forum

In June 2019, Amcor reached senior leaders from our largest customers at a special session held at the Consumer Goods Forum Global Summit. In the session, we brought together industry leaders to discuss solutions for tackling plastic pollution and call on CGF members to activate and collaborate worldwide. The takeaway: the value chain has all the tools to act now to stop plastic pollution – if we work together. We also participated in the CGF Retailer Summit in October 2018, engaging with leaders from a different part of the value chain on the topic of packaging sustainability.

## Contributing to the Sustainable Packaging Coalition's *Design for Recycled Content Guide*

The Sustainable Packaging Coalition (SPC), which includes Amcor as a member, released a first-of-its-kind *Design for Recycled Content Guide* aimed at helping companies make decisions related to using recycled content in packaging. The SPC conducted interviews with Amcor experts and others from material manufacturers, packaging converters, brand owners, and retailers to develop the Guide. Their insights and commentary shed light on this rapidly evolving field within sustainable packaging.

## Participating in Conferences and Speaking Engagements

Throughout FY19, our leaders engaged with community members, customers, industry associations, sustainability organizations and governments through presentations at conferences and industry events. These included forums hosted by Plastics News, Sustainable Packaging Coalition, Consumer Goods Forum, Australian Institute of Packaging, Fresh Produce Marketing Association, and LAPET Mexico.

# Awards and Recognition

Amcor's commitment to environmental stewardship and product responsibility have helped us achieve widespread recognition as a sustainability leader and cemented our role as the leading global packaging company. Some of the FY19 achievements of which we are proudest include:



## Packaging Europe Sustainability Award

In October 2018, Amcor was announced as one of the winners of Packaging Europe's prestigious awards for sustainable packaging innovation. Amcor Rigid Packaging and the The Liquiform Group were named as the winner of the 'Machinery' category for Amcor's groundbreaking LiquiForm® technology. This technology uses the packaged product instead of compressed air to simultaneously form and fill containers. Combining forming and filling into one step eliminates costs, reduces materials, and creates significant energy savings during production, handling, transport, and warehousing.



## CDP 'Best Performance Across Programs'

This award recognizes the company that responded to CDP's climate change, water security, and forests questionnaires in 2018 and achieved the best scores across the three programs. As the winner in the Australia and New Zealand region for the second consecutive year, Amcor received a 'B' for climate change, a 'C' for water security, and a 'B-' for forests (timber).



## Unilever Green Partner

Amcor India was awarded a certificate recognizing us as a Unilever Green Partner for successfully implementing electronic invoicing across all units in India. Amcor is among the first suppliers to implement e-invoicing for Unilever Pan-India. This is a major step toward sustainability in daily operations at both Unilever and Amcor, helping reduce paper and printing while also reducing carbon footprints and administrative costs.



## Dow Awards for Packaging Innovation

Collaborations with the makers of Nature's Promise hand soap and the confectionary brand Mentos resulted in Amcor winning two honors in the Dow Awards for Packaging Innovation, announced in September 2018. Amcor's LiquiForm® technology applied to the Nature's Promise hand soap bottle was a Diamond Finalist, impressing judges by reducing supply chain costs, improving packaging consistency and lowering the carbon effects associated with filling and packaging. Amcor also received a Silver Award honor for Amcor's easy-opening, flexible PushPop® pouch for Mentos.

Amcor is also proud to be included in the **FTSE4Good Responsible Investment Index**, the **Ethibel Excellence Investment Register**, and the **MSCI Global Sustainability Index Series**, in which we maintain an **AA** rating.

# About This Report

Amcor's 2019 Sustainability Report, released annually, has been prepared in accordance with the GRI Standards: Core option. FY19 is the eighth year we have reported in accordance with GRI guidelines. Our most recent report was released one year ago, in October 2018.

We also publish a shorter Sustainability Review, which provides a summary of our annual sustainability performance. All previous GRI Reports and Sustainability Reviews may be accessed at [www.amcor.com/sustainability](http://www.amcor.com/sustainability).

**Scope of information:** On 11 June 2019, we completed the acquisition of Bemis. Its divisions are in 12 countries and its packaging products are distributed worldwide, which significantly increases Amcor's global reach, scale, and technical capabilities. This acquisition has also expanded our operational footprint, adding more co-workers and manufacturing sites.

As our fiscal year ended on 30 June 2019, three weeks after the acquisition of Bemis, we have elected to include only legacy Amcor data in our FY19 Sustainability Report. We are evaluating the Bemis product portfolio and operational footprint to harmonize reporting practices for our combined company. We will report data for the combined company under a single scope in future reporting cycles.

Unless otherwise specified, the disclosures in this 2019 Sustainability Report cover only legacy Amcor operations from 1 July 2018 – 30 June 2019 in the following countries/territories: Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Denmark, Dominican Republic, Ecuador, El Salvador, Finland, France, Germany, India, Indonesia, Ireland, Italy, Kazakhstan, Mexico, Morocco, Netherlands, New Zealand, Peru, Philippines, Poland, Portugal, Puerto Rico, Russia, Singapore, South Africa, South Korea, Spain, Switzerland, Thailand, Trinidad & Tobago, Turkey, United Kingdom, Ukraine, United States of America, and Venezuela.

The scope of the financial, organizational, and governance data included in Amcor's 2019 Annual Report is different. It includes the full fiscal year for legacy Amcor business plus the period from 11 June 2019 to 30 June 2019 for legacy Bemis business.

Because we reference both Reports in our Global Reporting Initiative (GRI) Content Index, we have added an extra column to specify the scope of each individual disclosure.

**Restatements of information:** Each year, we adjust our baseline year data for greenhouse gas emissions, waste-to-disposal, and water use to include acquired sites. If the acquired site can provide data back to the baseline year for energy use, waste generated, raw material consumption, and water usage, the 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 and use these 12 months of data to estimate historical data back to our baseline year. Should we divest a site, we would exclude those emissions from our baseline.

**Assurance:** Selected data has been assured by Ernst and Young. See Appendix Exhibit 5 for the Assurance Statement.

**Contact Us:** Please direct any queries regarding this Sustainability Report to [amcor.sustainability@amcor.com](mailto:amcor.sustainability@amcor.com). We welcome your feedback.

# Appendix

# Exhibit 1: GRI Content Index

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 102: General Disclosures</b>						
102-1	Name of the organization	Annual Report	2		New Amcor	
102-2	Activities, brands, products, and services	Annual Report	6, 7		New Amcor	
102-3	Location of headquarters	Annual Report	2		New Amcor	
102-4	Location of operations	Sustainability Report	46		Amcor legacy	
102-5	Ownership and legal form			Amcor Plc (Amcor) is a publicly listed company with shares trading on the New York Stock Exchange (NYSE) under the ticker symbol "AMCR" and CHESSE Depository Interests trading on the Australian Securities Exchange (ASX) under the ticker symbol "AMC." Amcor also has Eurobonds listed on the Singapore Stock Exchange (SGX).	New Amcor	
102-6	Markets served	Annual Report	6		New Amcor	
102-7	Scale of the organization	Annual Report	6	Quantity of products or services provided	New Amcor	
		Form 10-K	41		New Amcor	
102-8	Information on employees and other workers			For Amcor legacy sites, we had 31,746 employees and 2,597 contractors across our global business in FY19: Rigid Packaging: 5,817 employees, 472 contractors Flexibles EMEA: 10,373 employees, 324 contractors Flexibles Americas: 3,582 employees, 95 contractors Flexibles Asia Pacific: 7,142 employees, 1,114 contractors Specialty Cartons: 3,753 employees, 499 contractors Capsules: 792 employees, 86 contractors Corporate: 287 employees, 7 contractors	Amcor legacy	
102-9	Supply chain	Sustainability Report	31		Amcor legacy	
102-10	Significant changes to the organization and its supply chain	Form 10-K	22		New Amcor	

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 102: General Disclosures</b>						
102-11	Precautionary Principle or approach	Sustainability Report	21		Amcor legacy	
102-12	External initiatives	Sustainability Report	37-43		Amcor legacy	
102-13	Membership of associations	Sustainability Report	61-64		Amcor legacy	
102-14	Statement from senior decision-maker	Annual Report	4, 5		New Amcor	
		Sustainability Report	3		New Amcor	
102-15	Key impacts, risks, and opportunities	Form 10-K	9-18		New Amcor	
102-16	Values, principles, standards, and norms of behavior	Code of Conduct and Ethics Policy			New Amcor	
102-17	Mechanisms for advice and concerns about ethics	Code of Conduct and Ethics Policy			New Amcor	
		Whistleblower Policy			New Amcor	
102-18	Governance structure	Corporate Governance Guidelines			New Amcor	
102-19	Delegating authority	Delegated Authority Policy			New Amcor	
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Report	9		Amcor legacy	
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report	56		Amcor legacy	
102-22	Composition of the highest governance body and its committees	Corporate Governance Guidelines			New Amcor	
		Amcor company website		Summaries of the following committees may also be accessed in the Investors section of Amcor's company website: Audit Committee, Compensation Committee, Executive Committee, Nominating and Corporate Governance Committee, Whistleblower Committee	New Amcor	

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 102: General Disclosures</b>						
102-23	Chair of the highest governance body	Amcor company website			New Amcor	
102-24	Process for nominating and selecting the highest governance body	Corporate Governance Guidelines			New Amcor	
		Nominating & Corporate Governance Committee Charter			New Amcor	
102-25	Conflicts of interest	Corporate Governance Guidelines			New Amcor	
		Code of Conduct and Ethics Policy			New Amcor	
		Code of Ethics for Senior Financial Employees			New Amcor	
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Guidelines			New Amcor	
102-27	Collective knowledge of highest governance body	Corporate Governance Guidelines			New Amcor	
102-28	Evaluating the highest governance body's performance	Compensation Committee Charter			New Amcor	
		Corporate Governance Guidelines			New Amcor	
102-31	Review of economic, environmental, and social impacts	Corporate Governance Guidelines			New Amcor	
		Sustainability Report	7		Amcor legacy	
102-32	Highest governance body's role in sustainability reporting	Sustainability Report	56		Amcor legacy	
102-33	Communicating critical concerns	Whistleblower Policy			New Amcor	
102-35	Remuneration policies	Form 10-K	96		New Amcor	
102-36	Process for determining remuneration	Compensation Committee Charter			New Amcor	

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 102: General Disclosures</b>						
102-40	List of stakeholder groups	Sustainability Report	56		Amcor legacy	
102-41	Collective bargaining agreements	Sustainability Report	36		Amcor legacy	
102-42	Identifying and selecting stakeholders	Sustainability Report	56		Amcor legacy	
103-43	Approach to stakeholder engagement	Sustainability Report	56		Amcor legacy	
102-44	Key topics and concerns raised	Sustainability Report	56-59		Amcor legacy	
102-45	Entities included in the consolidated financial statements	Form 10-K	86		New Amcor	
102-46	Defining report content and topic boundaries	Sustainability Report	46, 56		Amcor legacy	
102-47	List of material topics	Sustainability Report	58		Amcor legacy	
102-48	Restatements of information	Sustainability Report	46		Amcor legacy	
102-49	Changes in reporting	Sustainability Report	46, 59		Amcor legacy	
102-50	Reporting period	Sustainability Report	46		Amcor legacy	
102-51	Date of most recent report	Sustainability Report	46		Amcor legacy	
102-52	Reporting cycle	Sustainability Report	46		Amcor legacy	
102-53	Contact point for questions regarding the report	Sustainability Report	46		Amcor legacy	
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report	46		Amcor legacy	
102-55	GRI Content Index	Sustainability Report	48-55		Amcor legacy	
102-56	External assurance	Sustainability Report	65		Amcor legacy	

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 200: Economic Disclosures</b>						
201-1	Direct economic value generated and distributed	Form 10-K	39-43, 86-89		New Amcor	
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K	14, 17		New Amcor	
201-3	Defined benefit plan obligations and other retirement plans	Form 10-K	48		New Amcor	
205-1	Operations assessed for risks related to corruption	Form 10-K	12		New Amcor	
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics Policy			New Amcor	
		Code of Ethics for Senior Financial Employees			New Amcor	
		Supplier Code of Conduct			New Amcor	
		Anti-Bribery and Corruption Policy			New Amcor	
GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 300: Environmental Disclosures</b>						
301-1	Materials used by weight or volume	Sustainability Report	11		Amcor legacy	
301-2	Recycled input materials used	Sustainability Report	8		Amcor legacy	
301-3	Reclaimed products and their packaging materials	Sustainability Report		Neither the infrastructure nor the technology exist to track the return of our packaging products by downstream consumers around the world to their local recycling facilities. This makes it extremely difficult to gain insight into the quantity of Amcor's products which are recycled. We anticipate the reporting requirements of the Global Commitment will facilitate additional visibility into regional recycling rates for the different types of packaging we produce.	New Amcor	
302-1	Energy consumption within the organization	Sustainability Report	24		Amcor legacy	Yes

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 300: Environmental Disclosures</b>						
303-1	Water withdrawal by source	Sustainability Report	28		Amcor legacy	Yes
305-1	Direct (Scope 1) GHG emissions	Sustainability Report	23		Amcor legacy	Yes
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report	23	We calculate our Scope 2 GHG emissions and EnviroAction results using market-based reporting. Using location-based Scope 2 data would reflect total emissions (Scopes 1, 2, and 3) of 8,662,288 tonnes CO <sub>2</sub> e in FY19, 8,802,223 tonnes CO <sub>2</sub> e in FY18, 9,268,796 tonnes CO <sub>2</sub> e in FY17, and 9,480,309 tonnes CO <sub>2</sub> e in FY16.	Amcor legacy	Yes
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report	23		Amcor legacy	Yes
305-4	GHG emissions intensity	Sustainability Report	23		Amcor legacy	Yes
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Sustainability Report	24		Amcor legacy	Yes
306-2	Waste by type and disposal method	Sustainability Report	26		Amcor legacy	Yes
307-1	Non-compliance with environmental laws and regulations	Sustainability Report	21		Amcor legacy	Yes
308-1	Suppliers screened using environmental criteria	Sustainability Report	31		Amcor legacy	Yes

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 400: Social Disclosures</b>						
403-1	Workers representation in formal join management-worker health and safety committees	Sustainability Report	32		Amcor legacy	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Sustainability Report	33		Amcor legacy	
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report	36		Amcor legacy	
405-1	Diversity of governance bodies and employees	Amcor company website		Due to differences in practices, processes, and privacy regulations between the countries where we operate, we do not track consolidated employee data such as age and gender for Amcor as a whole.	New Amcor	
405-2	Ratio of basic salary and remuneration of women to men	UK Gender Pay Narrative		Due to differences in practices, processes, and privacy regulations between the countries where we operate, we do not track consolidated employee remuneration data by gender for Amcor as a whole. We do collect this information and update it annually in accordance with the United Kingdom's Gender Pay Gap Reporting regulations.	Amcor legacy	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report	31		Amcor legacy	
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report	31		Amcor legacy	
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labor	Sustainability Report	31		Amcor legacy	

GRI Disclosure	Disclosure Title	Document	Page	Disclosure or Additional Explanation	Scope of Information	External Assurance
<b>Section 400: Social Disclosures</b>						
412-2	Employee training on human rights policies or procedures	Code of Conduct and Ethics Policy			New Amcor	
414-1	Suppliers screened using social criteria	Sustainability Report	31		Amcor legacy	Yes
415-1	Political contributions	Sustainability Report	43		Amcor legacy	
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report	19		Amcor legacy	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report	19		Amcor legacy	

# Exhibit 2: Materiality Assessment

**Amcor's stakeholders are those who have a direct relationship with, or are impacted by, our business. They include our people, customers, investors, suppliers, consumers, industry bodies, governments, non-governmental organizations, regulators, local communities, and the environment.**

We value our stakeholders and regularly engage with them to determine the environmental, social and governance topics that are most material to Amcor. Every year, we conduct a materiality assessment to update our understanding of these topics and determine which to include in our sustainability reporting. Our materiality assessment process is aligned with the principles of the AA1000 Stakeholder Engagement Standard.

In determining the content for our 2019 Sustainability Report, we followed the Global Reporting Initiative's Principles for Defining Report Content. Key topics and concerns raised by stakeholders throughout the year are incorporated into our materiality assessment process as described below. The relevant sections of this report describe how we respond operationally and strategically to the highly material topics identified through this process.

## Step 1: Identification

We begin our annual materiality assessment by considering the following sources to identify a range of potentially material topics:

- Material topics from the previous year
- Input from the Sustainability Leaders within each Amcor Business Group
- Public documents released by stakeholder organizations, including industry groups and peers
- Social, environmental and economic aspects associated with Amcor's current business plans and strategy
- Direct communications received from stakeholders during the year

Additionally, we conduct a full-scale materiality assessment every three years. This includes more in-depth analysis including interviews with representatives of the stakeholder groups who have a direct relationship with, or are affected by, the economic, social and environmental impact of our operations for the explicit purpose of conducting a materiality assessment. Our next full-scale assessment will be conducted in FY20.

Analysis of these sources generates a list of topics that reflect Amcor's significant economic, environmental and social impact and opportunities, as well as topics that could substantively influence the assessments and decisions of stakeholders.

## Step 2: Prioritization

Once we have identified the key topics during the first step of the materiality assessment process, we score them according to potential risks related to the topic, the extent of Amcor's impact on the topic, the opportunity for Amcor to influence the topic, and the significance of the topic to our stakeholders. We use this scoring system to rank which topics are of high materiality for Amcor.

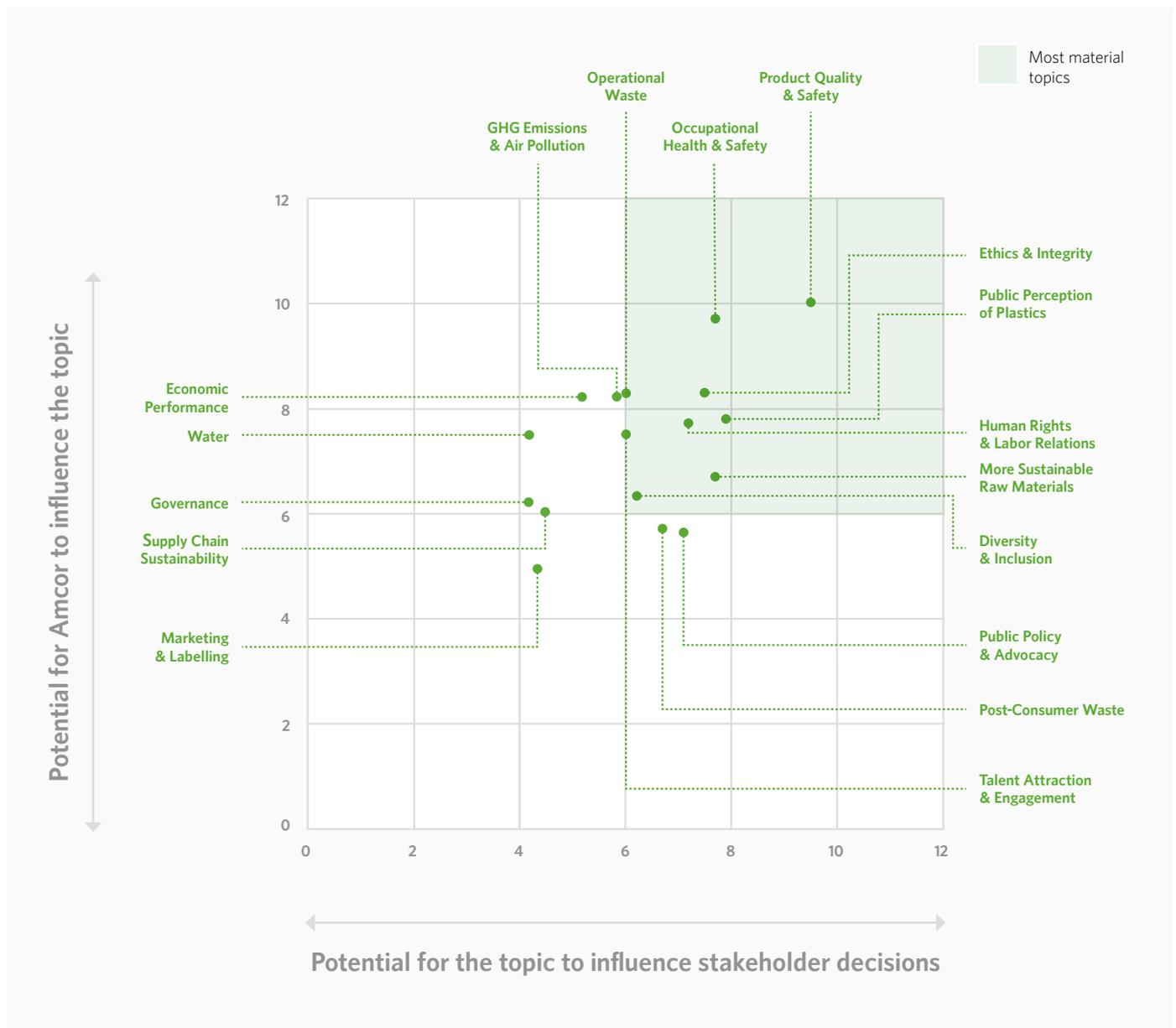
## Step 3: Validation

Using the final list of prioritized topics, we map the highly material ones to the appropriate GRI Section in accordance with GRI reporting protocol. We identify and report on the indicators within each relevant Section to ensure completeness of the Report. The final Report copy is reviewed and approved by Amcor's executive leadership team.

## 2019 Materiality Assessment Outcomes

The following materiality matrix summarizes the highly material topics as identified by Amcor's FY19 materiality assessment, while the table below it lists and describes the topics in further detail.

### FY19 Highly Material Topics



Issue	Description	GRI Disclosure
Product Responsibility	Ensuring the safety and quality of Amcor's products throughout the value chain	416: Customer Health and Safety
Occupational Health & Safety	Championing workplace safety to achieve our ultimate goal of zero workplace injuries and drive responsible safety behavior amongst our co-workers	403: Occupational Health and Safety
Ethics & Integrity	Adhering to the highest standards of honesty and integrity and promoting a culture of ethical behavior at Amcor	205: Anti-Corruption 408: Child Labor 409: Forced or Compulsory Labor
Public Perception of Plastics	Educating stakeholders to improve understanding of the role and benefits of plastic packaging	N/A
Human Rights & Labor Relations	Protecting the rights of our workforce and continuing to prohibit the use of child labor and forced or compulsory labor within our facilities and supply chain	407: Freedom of Association and Collective Bargaining 408: Child Labor 409: Forced or Compulsory Labor
Operational Waste	Minimizing manufacturing waste and disposing of waste in the most responsible manner	306: Effluents and Waste
More Sustainable Raw Materials	Selecting raw materials that minimize environmental impact	301: Materials
GHG Emissions & Air Pollution	Reducing GHG emissions and air pollution across Amcor's value chain	302: Energy 305: Emissions
Talent Attraction & Engagement	Attracting high-caliber co-workers and elevating the emotional connection they feel toward Amcor	102: General Disclosures
Economic Performance	Contributing to the sustainable growth of Amcor and the communities where Amcor operates	102: General Disclosures 201: Economic Performance
Diversity & Inclusion	Promoting and upholding diversity in the workplace and building a workforce that reflects the markets in which we operate and the makeup of society in general	405: Diversity and Equal Opportunity
Public Policy & Advocacy	Advocating for responsible packaging policy and regulations	415: Public Policy
Post-Consumer Waste	Minimizing environmental contamination from post-consumer packaging by improving recyclability and helping build a more robust recycling infrastructure	N/A
Water	Communicating clearly and concisely about the environmental performance of our products, with verifiable data to back all marketing claims	303: Water
Marketing & Labeling	Minimizing the environmental and social impacts of our procurement practices	417: Marketing and Labeling
Supply Chain Sustainability	Ensuring effective, transparent, and accountable corporate governance practices	307: Supplier Environmental Compliance 414: Supplier Social Assessment
Governance	Ensuring effective, transparent, and accountable corporate governance practices	102: General Disclosures

**We have made several changes to our list of highly material topics since our FY18 Sustainability Report, in line with changes internal and external to Amcor:**

- Human Rights & Labor Relations has been added to the list of highly material topics. Amcor already has robust measures in place to ensure our own operations adhere with our policies prohibiting child labor and forced or indentured labor and ensuring the right to collective bargaining. However, the introduction of new types of raw materials with different human rights and labor risks creates the potential for human rights and labor issues up the supply chain. This risk grows as we source more of these materials, such as bio-based resins and post-consumer recycled resins, making it an issue we must proactively monitor and manage.
- Diversity & Inclusion has been added to the list of highly material topics. As a result of increased external focus on corporate diversity practices by consumers and NGOs, as well as actions by governments such as the UK to introduce reporting requirements for certain diversity metrics, this topic continues to rise in prominence.
- Marketing & Labeling has been added to the list of highly material topics. As our portfolio of responsible packaging options grows, so does the importance of ensuring we accurately depict the environmental claims for each product in accordance with marketing guidelines such as the U.S. Federal Trade Commission's Green Guides.
- Supply Chain Sustainability has been added to the list of highly material topics. We have seen growing interest in this topic from our customers through actions like the introduction of responsible sourcing guidelines or policies and increased participation in the CDP Supply Chain program. Additionally, as our global operations grow and we source more types of materials from more locations around the world, understanding and managing our potential social and environmental supply chain issues grows in importance as a risk management strategy.
- Governance has been added to the list of highly material topics. Amcor's acquisition of Bemis and subsequent listing of the combined company on the New York Stock Exchange at the end of FY19 have led to increased disclosure requirements and visibility of our governance practices.
- Public Perception of Plastic has risen on our list of highly material topics in response to continued media coverage and public discussion of topics related to plastic and plastic pollution. Because plastic continues to be top-of-mind for end consumers – and consequently, for Amcor's customers and investors – this topic continues to grow in strategic importance

# Exhibit 3: GHG Emissions Calculations

**For Scope 1, 2, and 3 emissions, CO<sub>2</sub> is the predominant gas included in the calculation as it is from combustion of fuels, but emissions factors may include small amounts of CH<sub>4</sub> and N<sub>2</sub>O. We do not report biogenic CO<sub>2</sub> emissions separately from the gross direct (Scope 1) GHG Emissions.**

Scope 1 and 2 GHG 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 2018. Other Scope 1 emission factors are estimated assuming complete chemical reactions.

Scope 2 emission factors for most countries are sourced from the International Energy Agency CO<sub>2</sub> Emissions from Fuel Combustion (2012 Edition). For Australia, Scope 2 emissions factors are sourced from the National Greenhouse Accounts Factors 2018 at a state level, and for the USA Scope 2 emission factors are sourced from the EPA eGRID2016 tool at a regional grid level. Scope 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Note: This data reflects market-based Scope 2 emissions, which we use to calculate our EnviroAction results.

Amcor calculates 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 that organizations are required to report. Material categories for Scope 3 GHG emissions reporting are determined using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard External Assurance statement.

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 with regard to emissions calculations, not applicable to our business, or not currently quantifiable with a robust methodology. The latter constraint applies mainly to downstream emission and emission savings (such as use of sold products):

- 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

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 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 financial and personal resources to directly reduce our own emissions.

## Exhibit 4: List of Memberships

Organization	Membership Status	Geographic Reach
<b>ABIPET</b> Brazilian PET industry association	Associate	Brazil
<b>ABIPLAST</b> Brazilian plastic industry association	Member	Brazil
<b>ABRE</b> Brazilian packaging association	Member	Brazil
<b>Acoplasticos</b> Association of Colombian companies in the plastics industry	Member	Colombia
<b>AIM-Progress</b> Forum of manufacturing companies to promote responsible sourcing practices	Member	Global
<b>Aluminium Stewardship Initiative</b> Global, multi-stakeholder, non-profit standards setting and certification organization for the aluminum value chain	Member	Global
<b>American Society for Quality</b> Global membership organization providing training, professional certifications, and knowledge to the quality community	Member	USA
<b>Apiplast</b> Peruvian plastic industry association	Member	Peru
<b>ASEPLAS</b> Ecuadorian plastic industry association	Member	Ecuador
<b>Association of Plastics Recyclers (APR)</b> Trade association of plastic recyclers	Affiliate member Representative on the technical committee	USA
<b>Australian Packaging Covenant</b> Organization that partners with government and industry to reduce the harmful impact of packaging on the Australian environment	Member	Australia
<b>AVIPLA</b> Venezuelan plastic industry association	Member Director	Venezuela
<b>British Plastics Federation Plastics and Flexible Packaging Group</b> Industry association	Member	UK
<b>CAIP</b> Argentinian plastic industry association	Member 2018 Director	Argentina
<b>CAVENVASE</b> Venezuelan packaging industry association	Member Director	Venezuela
<b>CEFLEX</b> Consortium of flexible packaging value chain stakeholders working to increase recycling of flexible packaging	Member Chair of Steering Committee	Europe

Organization	Membership Status	Geographic Reach
<b>China Association for Medical Devices Industry</b> National industry association in China's medical device industry	Member	China
<b>China Canned Food Association – Committee of High Barrier Flexible Packaging</b> National industry association in China's canning industry	Member	China
<b>China Meat Association – Professional Committee of Packaging</b> National industry association in China's meat industry	Standing Council Member	China
<b>China National Pharmaceutical Packaging Association</b> Membership association focused on technical exchanges, legal research, and establishing industry regulations and standards	Standing Council Member	China
<b>China Oral Care Industry Association</b> National industry association in China's oral care industry	Council Member	China
<b>China Plastics Processing Industry Association – Professional Committee of Laminated Film</b> Industry organization of China's plastics processing industry	Council Member	China
<b>Crop Protection Industry Association</b> National industry association in China's chemical industry	Member	China
<b>China Dairy Industry Association</b> National industry association in China's dairy industry	Member	China
<b>Ecoplas</b> Argentinean professional organization focused on plastics and the environment	Member 2019 Director	Argentina
<b>Ellen MacArthur Foundation - New Plastics Economy Initiative</b> Initiative to build momentum for circular economy	Core Member Leadership role in Project Barrier (recycling of flexible packaging)	Global
<b>European Aluminium Foil Association (Alufoil)/Flexible Packaging Europe</b> Sustainability Working Groups Association of companies engaged in alufoil rolling and rewinding	Member Chair of Flexible Packaging Europe Chair of Sustainability Committee	Europe
<b>European Carton Makers Association</b> Carton industry business association	Member	Europe
<b>European Organization for Packaging and the Environment (EUROPEN)</b> Industry organization presenting the opinion of the packaging supply chain in Europe on packaging and the environment	Member	Europe
<b>Fedexpor</b> Ecuadorian federation of exporters	Member	Ecuador
<b>Flexible Packaging Association (FPA)</b> Association of manufacturers of flexible packaging and material or equipment suppliers to the industry	Member	USA
<b>German Aluminium Association/ Gesamtverband der aluminiumindustrie</b> Association of aluminum companies that produce raw aluminum or aluminum products	Member	Germany

Organization	Membership Status	Geographic Reach
<b>German Aluminium Packaging Recycling Association (DAVR)</b> Association promoting and advocating recycling of aluminum packaging in Germany	Board Member	Germany
<b>Healthcare Compliance Packaging Council</b> Not-for-profit trade association to promote benefits of unit dose packaging	Member	USA
<b>Igora</b> Interest group for the collection and recycling of aluminum-based packaging	Board Member	Switzerland
<b>Indian Flexible Packaging and Folding Carton Manufacturers Association</b> Packaging industry association	Member	India
<b>International Packaging Institute (IPI)</b> Competence Centre for packaging	Member	Global
<b>International Society of Beverage Technologists (ISBT)</b> Society of beverage industry professionals driving beverage industry standards	Member	Global
<b>Materials Recovery for the Future (MRFF)</b> Collaboration of companies committed to advancing recycling of flexible packaging	Member	USA
<b>National Association for PET Container Resources (NAPCOR)</b> Trade association for PET plastic packaging industry	Member	USA
<b>Packaging Council of New Zealand</b> Packaging industry group	Member	New Zealand
<b>Packaging Family</b> Packaging industry group	Member	China
<b>Plastics Export Promotion Council</b> Representation of exporting community in Indian plastics industry	Member	India
<b>Plastics Industry Association</b> Membership association representing every segment of plastics supply chain	Member	Global
<b>Plastics Pact Chile</b> National initiative focused on local implementation of the New Plastics Economy Global Commitment	Member	Chile
<b>Plastics Recycling Corporation of California</b> California-based organization focused on increasing recycling rates and ensuring stable end-use markets for plastic PET beverage containers	Member Chair	USA
<b>Positive Organizations Consortium</b> Learning and networking cooperative at the University of Michigan, designed to enhance business effectiveness and sustainability of positive organizational change	Member	Global
<b>Product Sustainability Roundtable</b> Network of sustainability leaders focused on product sustainability	Member	Global
<b>Provincial Pharmaceutical Packaging Association</b> Industry-based, non-profit social organization focused on pharmaceutical packaging and accessories	Council Member	China

Organization	Membership Status	Geographic Reach
<b>Reciduca</b> Non-profit organization with a mission to support young people to finish their secondary studies, expand employment opportunities, and promote environmental care	Founding Member	Argentina
<b>Smithers PIRA</b> Packaging, paper, and print industry supply chains research group	Member	Global
<b>SNI</b> National society of the Peruvian manufacturing industry	Member	Peru
<b>Sterilization Packaging Manufacturers Council (SPMC)</b> Body developing test methods and guidance documents for flexible sterilization packaging of medical devices	Member	USA
<b>Sustainable Packaging Coalition (SPC)</b> Industry working group dedicated to a more robust environmental vision for packaging	Member	USA, Europe
<b>The Recycling Partnership</b> Group of organizations focused on increasing access to curbside recycling and improving participation in recycling programs	Member	USA
<b>Trash Free Seas Alliance (TFSA)</b> Ocean Conservancy's group for industry, science, and conservation leaders who share a common goal for a healthy ocean free of trash	Member	Global

# Exhibit 5: Assurance Statement



## Independent Limited Assurance Statement to the Management and Directors of Amcor Limited

### Our Conclusion:

We were engaged by Amcor Limited ('Amcor') to undertake 'limited assurance' as defined by Australian Auditing Standards, hereafter referred to as a 'review', over the Selected Performance Data ('What our review covered') detailed below for the year ended 30 June 2019 presented in Amcor Limited's 2019 GRI Report ('the Report'). Based on our review, nothing came to our attention that caused us to believe that the Selected Performance Data detailed below has not been prepared and presented fairly, in all material respects, in accordance with the criteria defined below.

### What our review covered

We reviewed Selected Performance Data, as shown in the table below from the Report.

Selected Performance Data	GRI Reference
Energy & Greenhouse Gas Emissions	GRI 302, GRI 305
Environmental Compliance	GRI 307
Health & Safety Performance	GRI 403
Product Responsibility	GRI 416
% volume purchased from suppliers compliant with company sourcing policy	GRI 308
% production volume manufactured in site certified to intl. food safety standards	GRI 416
Waste Generation & Recycling Data	GRI 306
Water Consumed and Used	GRI 303

Our review did not include management's forward-looking statements.

### Criteria applied by Amcor

In preparing the Selected Performance Data, Amcor applied:

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

### Key responsibilities

#### Our responsibility and independence

Our responsibility was to express a conclusion on the Selected Performance Data based on our review.

We were also responsible for maintaining our independence and confirm that we have met the independence requirements of the *APES 110 Code of Ethics for Professional Accountants* and have the required competencies and experience to conduct this assurance engagement.

#### Amcor's responsibility

Amcor management ("management") was responsible for selecting the Criteria, and preparing and fairly presenting the Selected Performance Data in accordance with that Criteria. This responsibility includes establishing and maintaining internal controls, adequate records and making estimates that are reasonable in the circumstances.

### Our approach to conducting the review

We conducted this review 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 on 9 April 2018.

### Summary of review procedures performed

A review consists of making enquiries, primarily of persons responsible for preparing the Selected Performance Data and related information, and applying analytical and other review procedures.

Our procedures included, but were not limited to:

- ▶ Conducting interviews with personnel to understand the business and reporting process as well as processes for collecting, collating and reporting the Selected Performance Data during the reporting period
- ▶ Reviewing evidence to support key disclosures within the Selected Performance Data
- ▶ Undertaking data analytics to check the reasonableness of the data supporting disclosures
- ▶ Conducting detailed testing of underlying source information on a sample basis to check completeness and accuracy of data
- ▶ Performing recalculations of Selected Performance Data to confirm quantities stated were replicable
- ▶ Identifying and testing assumptions supporting disclosures
- ▶ Reviewing the appropriateness of presentation of disclosures.

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

Terence Jeyaretnam FIEAust  
Partner  
6 November 2019

Ernst & Young  
Melbourne, Australia

### Limited Assurance

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

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.

### Use of our Assurance Statement

We disclaim any assumption of responsibility for any reliance on this assurance statement to any persons other than management and the Directors of Amcor, or for any purpose other than that for which it was prepared. You may not disclose this assurance statement externally without our prior written consent.

