



Statement from the CEO

Amcor has a vital role to play in creating a sustainable future. As a global leader in the packaging industry, with over 300 sites in more than 40 countries, Amcor provides innovative packaging solutions to many of the world's leading consumer brands.

Social Responsibility is one of Amcor's Core Values. It is at the heart of who we are and what we are focused on as an organisation. Our operating model is underpinned by a culture of Outperformance – striving to be better tomorrow than we are today, in everything we do.

In applying this mindset to our approach to sustainability, we develop and implement action plans that respond to the interests of our stakeholders: our customers and shareholders, our co-workers and the communities in which we operate.

Our ongoing focus on our workplace safety led to further improvement in performance this financial year and I was very pleased to see that more than 50% of Amcor's 300 sites around the world achieved our goal of **No Injuries**. We are proud of this performance, but we will continue to emphasise the critical importance of safety at all of our sites, for co-workers and visitors to Amcor. This year, we also conducted a global, Group-wide co-worker engagement survey, and launched the Amcor Leadership Framework, which outlines the co-worker competencies that will support Amcor's future.

In order to drive continuous improvement in environmental performance across Amcor's operations we introduced a program we call "EnviroAction". This program sets improvement targets in a number of key areas and by the end of the first five-year target period from FY2005/06 to FY2010/11 we had reduced our waste to landfill intensity by 59% and our water consumption intensity by 46%, whilst our greenhouse gas emissions intensity decreased by 4.5% from the baseline.

The financial year ending 30 June 2012, (FY2011/12) marked the first year of a further five-year EnviroAction target period and we began monitoring our performance against these targets as part of our regular business review processes. During this 12-month period, our greenhouse gas emissions intensity decreased by nearly 7%. Our waste to landfill intensity remained basically the same, largely due to increased waste from our closing paper mill in Botany, offset by reductions elsewhere around the group. We anticipate that our waste to landfill intensity will decrease as a result of the ongoing implementation of our action plans and as the new, world class paper mill at Botany comes online. For our Australasia businesses absolute water consumption decreased, however due to lower levels of activity our intensity increased by 5.6%.

Interest in responsible packaging amongst Amcor's customers continued to grow and we completed 30% more life cycle assessments for our customers than last year. We also continued to participate in customer sustainability councils and industry forums. Work continued on the development of sustainability standards for our suppliers and a Supplier Code of Conduct was developed. Implementation of the standards and Code commenced through our procurement systems and processes.

In FY2011/12, Amcor achieved record profit after tax up 11.3%. Synergy benefits were realised from earlier acquisitions and the defensiveness of market segments such as food, beverages and pharmaceuticals demonstrated Amcor's resilience in subdued economic conditions, particularly

in developed markets. Many of the emerging markets, where we see future opportunities, showed substantial growth.

In the coming year, we will work toward further disciplined growth. We will make the most of opportunities to serve our customers, both in developed and emerging markets – further developing what we believe are outstanding value propositions to meet their changing needs. We will consider acquisition opportunities, where they make sense and where they can deliver additional value for our stakeholders.

Amcor has the business portfolio to remain successful and adaptable in the face of ongoing economic volatility and changing regulatory requirements. We remain resolutely committed to our Values, and to ensuring that our business continues to perform. Our sustainability objectives for the coming year are core to this commitment.

We recognise that implementing our approach to sustainability requires our ongoing attention. Please join me in sincerely thanking our co-workers for their dedicated efforts, and their Outperformance, in the area of sustainability for another year.

I invite you to provide your feedback regarding our approach to sustainability and the summary of our performance for the FY2011/12 provided in this report.



Ken MacKenzie
Managing Director
and Chief Executive Officer



Our approach to reporting

Amcor reports in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines (2006) and AccountAbility's AA1000 Assurance Standard (2008).

This summary report provides an overview of our management approach and performance for FY2011/12. It is supported by more detailed online information at Amcor's sustainability website: www.amcor.com/sustainability.

The online content provides further information about Amcor's management systems and processes, as well as additional commentary about the issues identified as material to our stakeholders and to Amcor. It also includes information that will be reported to the Carbon Disclosure Project (CDP) and the Dow Jones Sustainability

Index (DJSI) in 2013, making information about our sustainability performance available in one place. A GRI index is also available online.

In this report, 'Amcor' refers to Amcor Limited (ABN 62 000 017 372) and its subsidiaries. The statistics in this report represent the 12-month period to 30 June 2012 and are for sites wholly-owned by Amcor during that period. All financial figures in the report are in Australian dollars, unless otherwise indicated.

Questions and feedback

Questions and feedback about this report should be directed to Amcor via the 'Contact us' enquiry form at www.amcor.com

Assurance statement



Amcor commissioned Net Balance Management Group Pty Ltd (Net Balance) to provide independent assurance over the content of the 2012 Amcor Ltd. Sustainability Report. The assurance engagement was undertaken in accordance with AccountAbility's AA1000 (2008) Assurance Standard. This standard allows for the evaluation of an organisation's management, performance and reporting on sustainability issues. Net Balance provided Type 2 moderate level of assurance in accordance with the Standard. A third-party level check of the Report

against the Global Reporting Initiative (GRI) G3 Guidelines was also provided.

Overall, nothing came to Net Balance's attention to indicate that the 2012 Sustainability Report was not a fair representation of Amcor's environmental, social and economic performance during the reporting period. To ensure Amcor continues to improve Net Balance also provided a number of recommendations in a report to management. The full Net Balance assurance statement is located on the Amcor website at www.amcor.com/sustainability

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Who we are and what we do

Amcor is a global provider of packaging solutions offering a broad range of plastic, fibre, metal and glass packaging and packaging-related services.



Our customers

Amcor's customers include many of the world's largest food, beverage and pharmaceutical manufacturers.

We are the largest producer of flexible packaging in the world. Our flexible packaging is used to package products ranging from medical devices and pharmaceuticals through to grocery items and personal and home care products.

We are the world's largest manufacturer of PET bottles, used by beverage manufacturers in the Americas to package their products. We also supply glass wine bottles to Australian and New Zealand wineries.

Some of the world's largest manufacturers of personal care and home care products such as shampoo, cleaners and lotions are amongst our customers, using our flexible packaging and PET bottles to package their products.

We make paper and cardboard packaging in multiple countries, and supply folding cartons and boxes to consumer goods companies and tobacco manufacturers around the world. Our fibre packaging is also used by fruit and vegetable growers as well as dairy, meat and fish suppliers all along the supply chain.

We supply packaging and films for a variety of industrial applications in the electronics, automotive, energy and other manufacturing industries.

Our recycling business in Australia works with both large and small customers to provide appropriate recycling solutions for their waste materials.

Our distribution business sources a wide range of packaging products, equipment and industrial supplies to meet the needs of our customers.

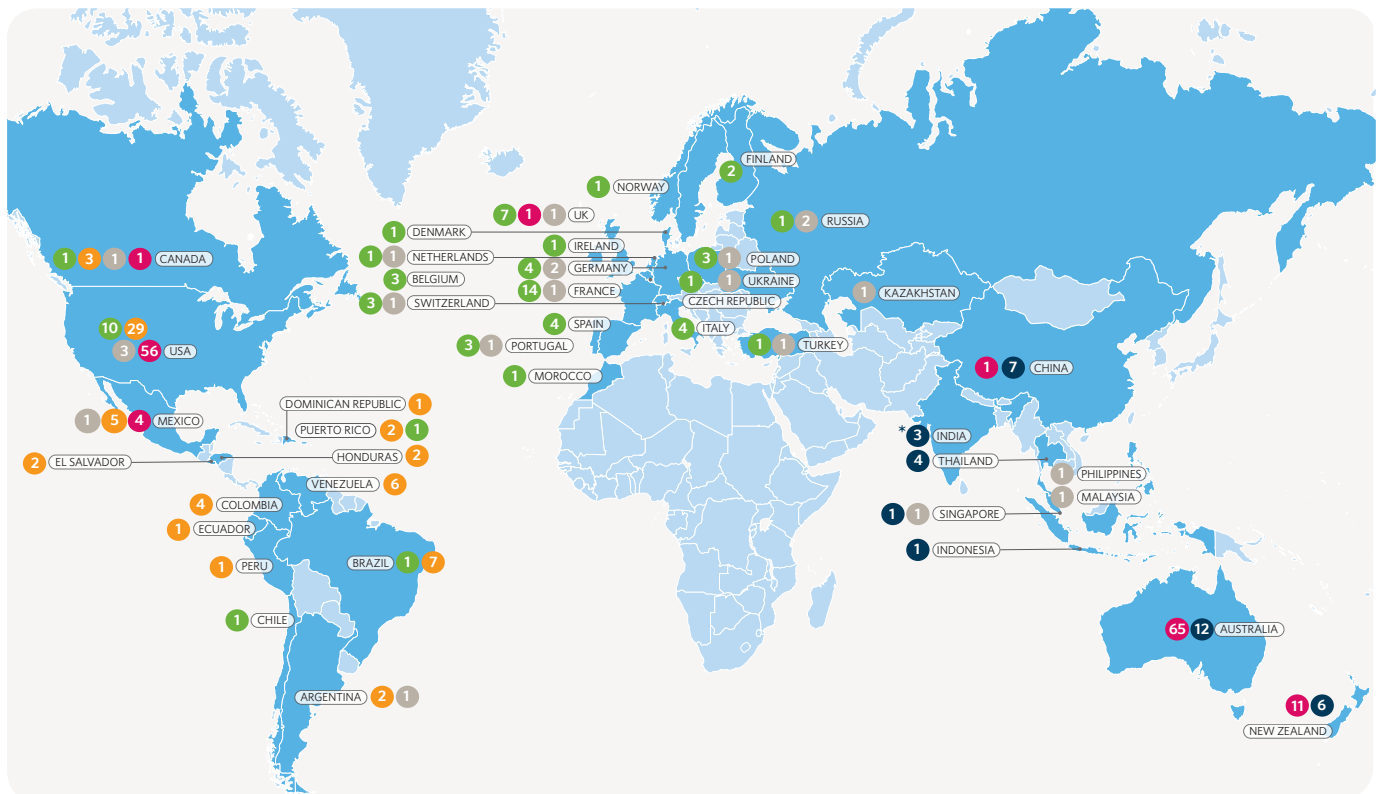
Amcor employs approximately 33,000* co-workers at more than 300 sites in 42 countries and has annual sales of approximately A\$12 billion.

*Excluding contractors

Headquartered in Melbourne, Australia, Amcor is a publicly-listed company, listed as ordinary shares (AMC) on the Australian Securities Exchange (ASX), as Eurobonds on the Singapore Stock Exchange (SGX) and as Swiss bonds on the SIX Swiss Exchange

Amcor's operational structure consists of the following Business Groups: Flexibles Europe & Americas; Flexibles Asia Pacific; Rigid Plastics; Tobacco Packaging; Australasia and Packaging Distribution.

Amcor is active in many countries around the world. This is illustrated on the map below:



Key to map

- **Australasia and Packaging Distribution**
 63 plants
 76 distribution sites
 7 countries
- **Flexibles Europe & Americas**
 69 plants
 22 countries
- **Flexibles Asia Pacific**
 34 plants
 7 countries
*Includes one Rigid Plastics plant operated by Flexibles Asia Pacific
- **Rigid Plastics**
 65 plants
 12 countries
- **Tobacco Packaging**
 22 plants
 18 countries

Responsible packaging

Amcor's approach to sustainability begins with our belief statement, which says: We believe in responsible packaging.

"... a more balanced view of efficient packaging is emerging. This means taking into account efficiencies that can be made during the entire life cycle of the product, including a packaging solution that uses the minimum amount of resources and produces the minimum amount of waste, while also protecting the product."

Sustainable packaging: myth or reality
PwC report, June 2012

The role of packaging

Packaging plays an important role in society. It is a fundamental component of supply chains, providing benefits such as product protection, consumer information, safe and convenient handling and product marketing. It makes a valuable contribution to sustainability by protecting the product, preventing product spoilage or breakage, preserving the resources invested in the product and ensuring it reaches the end user fit for its intended purpose.

At Amcor, we work continuously with our customers and suppliers, collaborating on supply chain assessments and utilising Amcor's proprietary life cycle analysis software, ASSET, to identify the most sustainable packaging solutions. Life cycle assessment provides the data required to make informed decisions about responsible packaging, accounting for the sustainability impacts of different packaging options throughout the value chain and across the entire product life cycle.

Packaging innovation reduces impacts throughout the supply chain

Amcor's packaging innovations demonstrate how responsible packaging contributes to reducing impacts throughout the entire supply chain. These include:

- reducing the packaging footprint by down-gauging, using lower carbon footprint raw material inputs, increasing recycled material content, substituting packaging formats and reducing pack size and overall weight;
- increasing filling/packing line efficiency by designing packaging for faster sealing/closure and more energy-efficient sterilisation methods;
- improving transport and distribution efficiency by designing packaging to maximise utilisation of available load space;
- improving transport and distribution efficiency by light-weighting rigid plastic containers whilst maintaining top-load strength to allow for substitution of secondary packaging (e.g. corrugated boxes for corrugated trays and shrink film);
- reducing the requirement for refrigeration in distribution and at the point of sale through aseptic or retort packaging that creates shelf-stable products;
- increasing the shelf life of consumer goods, for example, through the use of modified atmosphere packaging, particularly for fresh produce;
- extending product life and maintaining freshness of consumer goods in the home with re-closable packaging; and
- reducing energy consumption during food preparation and cooking, using microwavable packaging.

Packaging sustainability

A total life cycle approach

Key sustainability considerations throughout the packaged product life cycle



RAW MATERIAL INPUTS

- > The source of the materials
- > Supplier ethics and responsible procurement
- > Biodiversity impacts
- > The environmental footprint of the materials
- > Environmental and human health impacts

PACKAGING DESIGN

- > Product protection
- > Total life cycle impact
- > Market and regulatory requirements

PACKAGING MANUFACTURE

- > Resource use
- > Waste generation

PRODUCT MANUFACTURE

- > Filling efficiency
- > Product spillage and spoilage

DISTRIBUTION

- > Contribution of packaging weight to transport emissions
- > Packing efficiency
- > Support for efficient distribution (e.g. via electronic tagging and tracking)

RETAIL

- > Product shelf life
- > Additional packaging or resources required at point of sale

USE

- > Storage life of the product in the home or other places of use
- > Product life after opening (e.g. re-close features and portion control)
- > Additional resource use required for use of the product (e.g. self-venting microwavable packages)
- > Complete removal of the product from the package (residual product waste)

END-OF-LIFE

- > End-of-life packaging collection/recovery
- > Packaging reuse, re-filling, composting anaerobic digestion
- > Packaging recycling
- > Energy recovery
- > Landfill

The design and development of packaging often involves sustainability trade-offs, and attempts to optimise outcomes at one stage of the packaging life cycle often increase impacts at other stages. Packaging sustainability must therefore be considered from a total life cycle perspective – life cycle assessment gives us the information required to make informed decisions about packaging sustainability.

Our approach to sustainability

Our approach to sustainability is driven by Being Amcor. We value social responsibility and respond to the interests of our broad range of stakeholders.

Our approach to sustainability

We know that Amcor's reputation for social responsibility is critical to our social licence to operate and, as one of Amcor's Core Values, social responsibility is also a fundamental element of our operating model, Being Amcor. Being Amcor guides our decision-making and behaviours in everything we do.

Our approach to sustainability recognises our social responsibility to respond to the interests of our broad range of stakeholders, and we do this via specific plans and actions across five areas: Economy, Marketplace, Workplace, Community and Environment.

These areas are broadly consistent with international frameworks and benchmarks such as the Global Reporting Initiative, the Dow Jones Sustainability Index and the ISO 26000 Guidance on Social Responsibility. As such, our approach to sustainability can be benchmarked against that of our corporate peers.



Our values are the foundation of who we are and how we behave. They outline what our customers and other stakeholders can expect from us. They help to explain how we do the things we do.



Implementing our approach

Amcor's Group Sustainability team coordinates the development and implementation of our Group-wide approach to sustainability in collaboration with our Sustainability Leadership Council (SLC). The SLC consists of the Sustainability Leaders from each of Amcor's Business Groups around the world. The Sustainability Leaders develop and implement sustainability action plans appropriate for their region or market. These plans align with the Group-wide approach to sustainability and with their own Business Group strategies, plans and objectives.

Integrating sustainability with business processes and our routine management systems is critical to implementing our approach. We are continually improving the process for identifying sustainability challenges and opportunities via our Enterprise Risk Management program and, during FY2011/12, we incorporated EnviroAction performance reporting into our regular business review processes.

Importantly, Amcor's Sustainability Leaders work with our Research and Development, Procurement, Operations and Sales and Marketing functions to ensure that our approach to sustainability contributes to the innovation and customer value propositions that drive our business growth opportunities.

External recognition

During FY2011/12, Amcor's approach to sustainability was recognised at the Ethical Investor Australian Sustainability Awards. Amcor received the Environment Award and was commended for "using the principles of environmental sustainability to reposition its product in customers' and suppliers' minds".

Amcor was also recognised in a report released by the Association of Chartered Certified Accountants (Australia) as the best amongst the ASX50 companies for overall integration of material non-financial concerns into company vision and strategy, management process and systems, risk management frameworks, approach to performance tracking and public reporting. Further recognition and awards can be found online at www.amcor.com/sustainability.

Amcor continues to be included on global and regional sustainability indices, for example, the Dow Jones Sustainability Asia Pacific Index, the Carbon Disclosure Leadership Index, Materials Sector, Australia and New Zealand region and the FTSE4Good Index.



Safety



Integrity



Teamwork



Social
Responsibility



Innovation

Materiality assessment

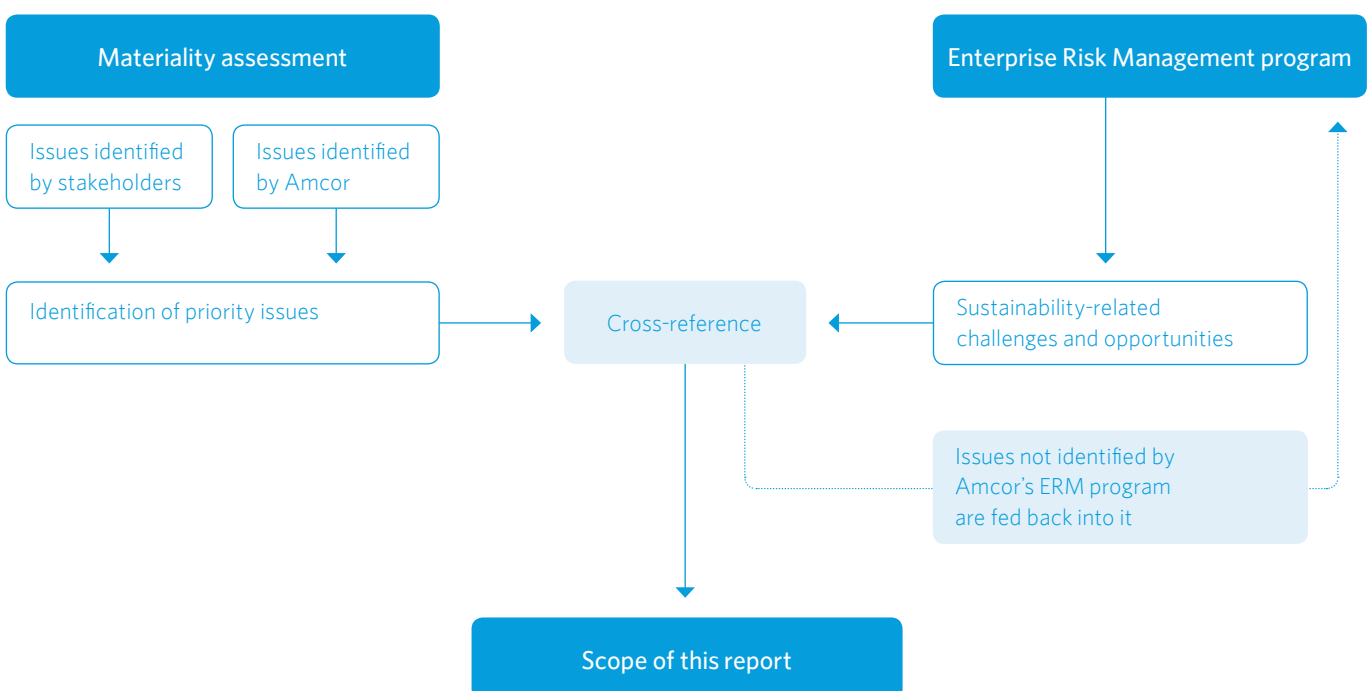
Each year, Amcor's Group Sustainability team conducts a materiality assessment. This involves a review of Amcor stakeholders who either have a direct relationship with Amcor or are impacted by our business, followed by the identification of the issues that are important to them.

This year, we improved the rigour of our materiality assessment by incorporating two new steps into the process. First, we compared the issues identified as material by our stakeholders with those material to Amcor to determine the priority issues. Then, we cross-referenced the priority issues against the sustainability-related challenges and opportunities identified by Amcor's Enterprise Risk Management (ERM) program.

Integration of sustainability and risk management

In most cases, the priority issues identified through the materiality assessment were also identified by Amcor's ERM program. Any issues that had not been identified by the ERM program were fed back into it for future consideration by Amcor businesses, thereby enhancing the rigour of our approach to sustainability and its integration with the ERM program (refer to the diagram below). Sustainability risks identified by Amcor's ERM program are shown in the 'How we are doing' table on page 12.

The scope of this report





Emerging material issues

Many of the material issues identified this year have been identified in previous years and are therefore already considered within our approach to sustainability. However, during FY2011/12 some new issues emerged and some previously identified issues were determined to be of higher priority than last year. For example:

- The life cycle impact of packaging continues to be a highly material issue, with increasing interest from our customers.
- Several governments introduced new extended producer responsibility legislation for packaging in the markets Amcor serves.
- The Australian Government prepared for the introduction of its Clean Energy Legislative Package and Plain Packaging of Tobacco Products legislation.
- Supply chain issues, including the environmental and human rights performance of suppliers and the sustainability of raw materials, increased in importance to Amcor and other stakeholders.
- Food/product safety was identified as a material issue due to an increased awareness amongst our customers, particularly in Asia.
- The continuity of supply to key customer sites was identified as a material issue for the first time.

A complete list of the issues identified through the materiality assessment is available at www.amcor.com/sustainability.

Risk management

As a publicly-listed company on the Australian Securities Exchange (ASX), Amcor must comply with Corporate Governance Council Principles and Recommendations released by the ASX Corporate Governance Council.

Amcor's Board and senior executives have responsibility for driving and supporting risk management across the Group. Each business group then has responsibility for implementing this approach and adapting it, as appropriate, to its own circumstances.

Amcor's Enterprise Risk Management (ERM) program incorporates the principles of effective risk management, as set out in the Global Risk Management Standard ISO31000.

During FY2011/12, we reviewed the maturity of the risk framework, which led to an expansion of the risk management program to cover more levels of our business. Whereas previously we focused on strategic risk, we have now incorporated a consistent global approach to operational and project risk. More information on Amcor's risk management process and ERM is available at www.amcor.com/sustainability.

The life cycle impact of packaging continues to be a highly material issue, with increasing interest from our customers.

How we are doing

| | Our areas of focus | Challenges/opportunities |
|-------------|---|---|
| Environment | Implementing environmental management systems and continuously improving environmental performance at Amcor sites. | <ul style="list-style-type: none"> Identifying improvement opportunities. Conducting due diligence of potential acquisitions. Communicating environmental standards and requirements. |
| | Regularly setting and working towards our EnviroAction targets. | Improving operational and environmental efficiency, reducing costs. |
| | Working with suppliers and customers to reduce environmental impacts throughout our supply chains and the life cycle of our products. | Developing strategic partnerships with customers and suppliers to source lower impact raw materials and develop lower life cycle impact products. |
| Community | Conducting open and constructive dialogue with our communities. | Responding to local community interests and concerns, and maintaining our social licence to operate. |
| | Supporting local community projects. | Building our reputation amongst the communities in which we operate. |
| | Utilising our packaging expertise to benefit the wider community. | Realising opportunities to deepen customer relationships and enhance Amcor's reputation. |
| Workplace | Maintaining a safe workplace and achieving No Injuries. | Enhancing our safety mindset and culture. |
| | Engaging and developing our co-workers. | Providing attractive employment opportunities in a competitive employment market. |
| | Maintaining a diverse workforce and providing equal opportunity. | <ul style="list-style-type: none"> Recruiting from a diverse talent pool and leveraging the value of diversity. Adapting to different business styles in new markets. |
| Marketplace | Utilising our life cycle assessment capabilities to offer customers responsible packaging; and supporting our customers' sustainability objectives. | <ul style="list-style-type: none"> Meeting customer and consumer expectations to optimise packaging and minimise total life cycle impact. Maintaining market differentiation. |
| | Promoting the role and benefits of responsible packaging. | Driving recognition of packaging as a part of the solution to food waste and stimulating demand for innovative responsible packaging. |
| | Ensuring responsible and ethical procurement. | Responding to increasing expectations of corporate responsibility or regulatory changes. |
| Economy | Positioning Amcor to realise opportunities for sustainable business growth. | <ul style="list-style-type: none"> Managing in an uncertain macroeconomic environment. Deploying Amcor's approach to sustainability. |
| | Demonstrating best practice governance, business continuity planning and measured risk taking. | <ul style="list-style-type: none"> Ensuring a robust and tested business continuity program and no supply chain interruptions. Delivering a cost-effective risk management culture, protecting and maintaining physical assets for optimal use and longevity. |
| | Managing climate change related challenges and opportunities. | <ul style="list-style-type: none"> Changing consumer preference towards less greenhouse gas intensive products. Managing carbon price pass through, identifying lower carbon footprint solutions. |

| What we said we would do | FY2011/12 How we are doing | FY2012/13 Objectives |
|--|--|--|
| To be developed. | High levels of accreditation and compliance to Amcor's Environmental Policy and environmental regulations. | Build on existing capability and maintain high levels of environmental compliance. |
| Enhance internal reporting and communication of our EnviroAction performance. | <ul style="list-style-type: none"> • EnviroAction reporting incorporated into our regular business review processes. • 6.8% decrease in GHG emissions intensity. • 1.0% increase in waste to landfill intensity. • 5.6% increase in water consumption intensity in our Amcor Australasia business. | <ul style="list-style-type: none"> • Progress towards EnviroAction targets in our product innovation processes and manufacturing operations. |
| Establish corporate sustainability standards for suppliers and commence the process of integration with corporate procurement plans and programs. | <ul style="list-style-type: none"> • Work continued on the development of Amcor-wide sustainability standards for suppliers, implementation commenced in our Flexibles Europe & Americas business. • Developed Amcor Supplier Code of Conduct and commenced implementation. | <ul style="list-style-type: none"> • Expand implementation of our Supplier Code of Conduct. • Further product innovations that reduce impacts across the supply chain. |
| To be developed. | Defined standards for community engagement in Amcor's OSH&E toolkit. | Implement community engagement standards across Amcor sites. |
| To be developed. | Participation in community engagement projects by all Amcor businesses. | <ul style="list-style-type: none"> • Continue support for local community support projects. • Improve our ability to measure and report contributions and impact. |
| Review partnerships to ensure better alignment with our packaging capabilities and core business. | <ul style="list-style-type: none"> • Flexible packaging designed and donated to the ColaLife initiative. • 25,000 boxes and packaging for 140,000 jars of pasta sauce were donated to Foodbank. | To be developed. |
| <ul style="list-style-type: none"> • LTIFR and RCFR improvement. • Roll out of the OHS&E toolkit. • Develop and launch new Fire Protection Standards and Risk Engineering Guidelines. | <ul style="list-style-type: none"> • LTIFR improved by 12.5%. • RCFR improved by 22.5%. • OSH&E toolkit rolled out across Group. • Fire Protection Standards and Risk Engineering Guidelines developed. | <ul style="list-style-type: none"> • Continue to improve our safety performance. • Implement the OSH&E Toolkit, Fire Protection Standards and Risk Engineering Guidelines at all sites. |
| <ul style="list-style-type: none"> • Roll out internal responsible packaging and sustainability communications. • Conduct a global engagement survey. | <ul style="list-style-type: none"> • Group-wide global co-worker engagement survey results indicated 'best-in-class' performance. • August 2011 edition of <i>Accent</i> devoted to sustainability and social responsibility. | <ul style="list-style-type: none"> • Continue tracking action plans and communications with co-workers. • Implement the Amcor Leadership Framework. • Increase internal communication of Amcor's sustainability goals and progress. |
| Develop the global diversity strategy and review current business group diversity activities. | Reported 'Talent through Diversity' indicators to the Board and Human Resources Committee. | <ul style="list-style-type: none"> • Continue to monitor and report our diversity indicators. • Continue sharing best practice diversity initiatives amongst Business Groups |
| To be developed. | <ul style="list-style-type: none"> • 855 life cycle assessments completed, 30% more than last year. • ASSET cradle-to-gate greenhouse gas calculation tool certified by Carbon Trust as conforming to the GHG Protocol product standard and PAS 2050:2008 standard for cradle-to-gate carbon footprinting. | Continued integration of LCA in the product development innovation process and throughout our product life cycles. |
| Develop and launch a sustainability communications toolkit for Amcor's co-workers to use when communicating to external audiences. | Sustainability communications toolkit developed and distribution mechanisms established. | <ul style="list-style-type: none"> • Further distribute the sustainability communications toolkit. • Further integrate sustainability into external communications. |
| To be developed. | <ul style="list-style-type: none"> • 47% of sites completed Sedex Self-Assessment Questionnaire, 78% at time of printing. • Third party audits of ethical performance conducted at 16 Amcor sites. • Supplier Code of Conduct developed. | <ul style="list-style-type: none"> • All sites to complete the Sedex Self-Assessment Questionnaire. • Expand implementation of our Supplier Code of Conduct. |
| To be developed. | <ul style="list-style-type: none"> • Excellent financial results delivered. • Amcor included on DJSI Asia Pacific, FTSE4Good Indexes. | To be developed. |
| Develop and launch best practice Business Continuity Management and Crisis Communications toolkits. | Continued to improve our Business Management and Business Continuity management processes. | Continuous improvement. |
| To be developed. | <ul style="list-style-type: none"> • Continuing to improve management of climate change challenges and opportunities within our Enterprise Risk Management process. • Participated in the Carbon Disclosure Project. | Continue to work with stakeholders and participate in industry forums. |

Our environment

As a global packaging leader with over 300 manufacturing operations across the globe, we have a responsibility to manage our environmental impacts. To achieve this, we focus on:

- > **implementing environmental management systems and continuously improving environmental performance at Amcor sites**
- > **regularly setting and working towards our EnviroAction targets**
- > **working with suppliers and customers to reduce environmental impacts throughout our supply chains and the life cycle of our products**

Environmental management and continuous improvement

Our approach

Our commitment to environmental sustainability is embodied in the Amcor Code of Conduct and Ethics Policy, which states: "Amcor is committed to managing its operations in an environmentally responsible manner." Our Group-wide Environmental Policy reinforces this commitment and includes specific environmental management requirements. These policies outline a range of precautionary principles that guide our operational planning and management.

How we are doing

To date, 118 Amcor sites (approximately 40% of all Amcor manufacturing sites) have achieved ISO 14001 accreditation for their Environmental Management Systems (EMS), representing our key sites in Europe, Australia, Asia and the Americas, and some sites in other regions. The percentage of sites that are certified changes each year due to the acquisition and divestment of sites.

Many of our other sites have environmental management systems accredited to other environmental standards. The remainder are either working towards an independently

certified EMS or have processes and systems in place to ensure compliance with local regulations and to identify environmental improvement opportunities. These sites are regularly inspected by national, state and local environmental regulation agencies.

In FY2011/12, reported non-compliance with environmental laws or regulations resulted in one Amcor site in North America incurring a fine totalling US\$11,250 and one Amcor site in Europe incurring a fine totalling € 750.

Environmental targets and performance

Our approach

Amcor's global EnviroAction program is designed to drive continuous improvement in environmental performance throughout Amcor's operations. The EnviroAction program sets short and long-term reduction targets for greenhouse gas emissions, municipal water consumption and waste to landfill.

In FY2010/11, at the end of the first five-year EnviroAction period, we had reduced our waste to landfill intensity by 59% and our water consumption intensity by 46%, whilst our greenhouse gas emissions intensity decreased by 4.5% from the baseline.

During FY2010/11, Amcor established new EnviroAction targets for the FY2011/12 to FY2115/16 period.

EnviroAction targets

Greenhouse gas (GHG) emissions

- 10% reduction in GHG emissions intensity from 2010/11 by 2015/16; and
- 60% reduction in GHG emissions intensity from 2005/06 by 2030.

Waste to landfill

- 50% reduction in waste to landfill intensity from 2010/11 by 2015/16; and
- A long-term objective of zero waste to landfill.

Water consumption

- 25% reduction in water consumption intensity from 2010/11 by 2015/16 (Amcor Australasia only); and
- Implementation of water management plans in other regions.

How we are doing

Greenhouse gas emissions

The majority of Amcor's GHG emissions are indirect (scope 3) emissions, attributable to the production of raw materials and are therefore impacted by manufacturing volumes, product mix and recycling/recovery rates.

targets

First 5 year EnviroAction target period 2005/06 – 2010/11

First year of new EnviroAction target period 2010/11 – 2011/12

GHG emissions

↓ 4.5%

↓ 6.8%

Change in GHG emissions intensity

waste to landfill

↓ 59%

↑ 1%

Change in waste to landfill intensity

water consumption

↓ 46%

↑ 5.6%*

Change in water consumption intensity

*This result is based on restated data and a revised calculation methodology, refer to the explanation on page 15.



Energy for on-site production of heat is the major source of our direct GHG emissions (scope 1) and we have significant indirect GHG emissions attributable to purchased electricity (scope 2). A variety of sources meet these energy needs based on local fuel availability and electricity generation infrastructure.

Total (scope 1, 2 and 3) absolute GHG emissions in FY2011/12 were 10.9 million tonnes, with combined scope 1 and 2 emissions representing 24% of total emissions.

Compared with our FY2010/11 baseline, our GHG intensity has decreased by 6.8%.

Waste from our operations

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

The majority of Amcor's waste to landfill is produced by our Australian paper mills due to contaminants in the recycled paper feedstock. Absolute waste to landfill in FY2011/12 was 83 thousand tonnes, up by 78% from 77 thousand tonnes last year. This was attributable to an increase in waste at our closing paper mill facilities in Botany, Australia, and the loss of a recycling services provider at our flexibles site in Preston, Australia.

Compared with our FY2010/11 baseline, waste to landfill intensity increased by 1%. We expect that waste to landfill will decrease in FY2012/13 as a result of the ongoing implementation of our action

plans and as the new paper mill in Botany comes online.

Water consumption

The majority of Amcor water consumption is attributable to our Rigid Plastics business in the Americas, where it is mainly used for evaporative cooling, and to our Paper and Board Business Unit in Australia, as paper manufacturing processes are inherently water intensive. Alternative water sources, such as recycled water supplied by the local water authority, ground water and river water, are used for cooling at the three paper and board mills and at other manufacturing sites.

During FY2011/12, we conducted an assessment of all our manufacturing sites using the World Business Council for Sustainable Development Global Water Tool. Of the 34 sites in regions identified as water stressed or water scarce, 11 are covered by the Amcor Australasia water consumption target. Further investigation is being conducted to determine if water consumption targets should be set for the remaining sites.

Supply of recycled water to our Petrie (near Brisbane), Australia mill significantly decreased in FY11/12. In response to extremely high rainfall in the region, the local water authority scaled back production of recycled water, substituting it with municipal water from local catchments. Accordingly, we revised our FY2010/11 water consumption intensity baseline to include all water sources, so as not to skew our water consumption intensity performance.

Amcor Australasia's restated FY2010/11 water consumption intensity baseline is 21.2 megalitres per A\$ million gross profit.

In FY2011/12 Amcor Australasia's absolute water consumption decreased however water consumption intensity increased by 5.6% due to lower levels of activity.

No water target has been set for our Rigid Plastics business as the majority of sites are not in regions identified as water stressed or scarce. However water management plans are in place at all Rigid Plastics sites, and water consumption intensity in Amcor Rigid Plastics continues to decrease.

Reducing environmental impacts in our value chains

Our approach

Reducing the environmental impacts of our value chains requires consideration of the total life cycle impact of packaging. We work closely with our customers to identify and develop lower impact packaging solutions and we routinely consider the environmental impact of the purchase and delivery of high-risk goods, such as hazardous substances, as part of environmental management of our operations.

How we are doing

Suppliers

During FY2011/12 we developed an Amcor-wide Supplier Code of Conduct. Implementation of the Code commenced within Amcor's Flexibles Europe and Americas business and will continue in Amcor's other businesses in accordance with procurement plans.

Customers

Read more about our total life cycle approach to packaging sustainability and how we work with our customers to offer responsible packaging in the 'Our marketplace' section of this report.

Our community

As an employer, neighbour, customer and supplier in 42 countries, Amcor strives to have a positive impact in the communities in which we operate. We focus on:

- > **conducting open and constructive dialogue in our communities**
- > **supporting local community projects that create mutually beneficial outcomes**
- > **utilising our packaging expertise to benefit the wider community**

Community engagement

Our approach

We aim to be responsive to enquiries or feedback from our local communities regarding ownership or use of sites, and the resultant impact on communities, including concerns about odours, noise, employee behaviour or transport operations, requests for support from local community groups and enquiries about employment opportunities. Most of these enquiries are submitted via our website, by telephone or sometimes via regulatory bodies. Our response to these community enquiries is made directly, either face to face or by telephone, email or in other appropriate forums.

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

At many of our larger sites, stakeholder engagement is a requirement of their ISO 14001 certified environmental management systems. Many sites also include stakeholder communications as part of crisis response within their business continuity plans.

Community complaints are recorded and responded to by management at the appropriate Amcor site. Concerns about noise, odours and employee behaviour are investigated and responded to by site management or the appropriate departmental function.

How we are doing

During FY2011/12, many community engagement activities were conducted at Amcor sites around the world. For example, our Flexibles site in Lodz, Poland, hosted 27 local university students for a tour of the printing process. Company presentations were organised and the students were given the opportunity to ask the site’s production managers and leaders about packaging production. Employees and their families at Amcor Reflex in Lodz were also invited to a Family Day together with children in need from a local orphanage.

Our Australian paper mills have developed long-term relationships with their local communities and regulators and have regular community consultation meetings.

Supporting our local communities

Our approach

Supporting our local communities enables Amcor co-workers to live the Company’s Core Value of Social Responsibility. We encourage Amcor co-workers to determine the best way for Amcor to contribute to the community in which they live and work. Community requests for support (e.g. from sporting clubs and special interest groups) are managed at the local site level within each Amcor business group. This support usually takes the form of volunteerism, financial support, contributions of packaging products (often donated in partnership with our customers) and other contributions to meet specific community needs.

Amcor also provides global, centrally managed programs, including our Earthwatch partnership. This partnership provides co-workers with the opportunity to participate in scientific field-based research.

Investing our packaging expertise and capabilities, time, talent or funds in our local communities enables Amcor co-workers to live the Company’s Core Value of Social Responsibility.



How we are doing

Our approach to community investment means that only a small number of our community partnerships and programs are actually reported and therefore consolidated. For FY2011/12, our centrally reported investment in community partnerships and support (in monetary value) was approximately \$404,000 and we continue to explore ways to improve how we measure and quantify the impact of our community programs throughout our geographically diverse operations.

Utilising our packaging expertise to benefit the wider community

Our approach

Due to the scale, scope and geographic spread of the markets Amcor serves, Amcor has the opportunity to contribute its packaging expertise and products to initiatives that address social needs. These range from advocating the role of packaging in reducing food waste to collaborating with our customers and supply chain partners to address specific health concerns.

How we are doing

During FY2011/12, Amcor contributed its packaging expertise and packaging products to the wider community in various ways, including:

- Amcor Australasia's corrugated business continued its relationship with Foodbank Australia, providing boxes for fresh produce being donated to people in need. 25,000 boxes were donated to enable Foodbank to collect, transport and store potatoes, carrots, onions and noodles for the winter period. 5,000 specially designed Christmas hamper cartons were also donated to deliver food to Victorian families in need. Amcor's Australian businesses also worked with customers and suppliers to help supply more than 140,000 jars of Leggo's Pasta Sauce to welfare agencies throughout Australia. Amcor donated multiple packaging formats, including fibre packaging, metal closures and flexible shrink wrap.
- Amcor's flexible packaging site in Ledbury, UK, supplied Amcor P-Plus perforated peelable film to seal the ColaLife AidPod, an innovative way of delivering anti-diarrhoea kits to remote communities in the developing world – read more about this initiative in the case study on this page.

ColaLife AidPod

The ColaLife AidPod is an innovative way of delivering anti-diarrhoea kits to remote communities in the developing world. Diarrhoea is a major killer and cause of stunted growth of children in the developing world, but timely use of simple medicines can significantly reduce its debilitating and often fatal effects.

The AidPod is a wedge-shaped container that fits between the necks of the bottles in a crate of Coca-Cola. It contains simple anti-diarrhoea products such as oral rehydration salts and zinc supplements; it even contains a bar of soap to help with hand washing.

The ColaLife team is working in developing countries to bring Coca-Cola, its bottlers and others together to open up Coca-Cola's distribution channels to carry products that address social needs such as the anti-diarrhoea AidPod. Coca-Cola can be bought just about anywhere in the world, so leveraging this exceptional supply chain allows delivery of AidPods to even the world's most remote regions.

Amcor supplies P-Plus® perforated peelable film to seal the pack closed. The pack can withstand extreme conditions during distribution, including rapid temperature changes, rough transport and altitude changes, reducing the risk of packs bursting, while maintaining a hygienically sealed pack. Amcor developed the specification with the ColaLife organisation and supplied material for the launch within six months of the first request for help.

Amcor's flexible packaging site in Ledbury, UK, agreed to supply the first order of this material free of charge. Peter Ettridge, Amcor Flexibles Sustainability Manager, said "This project shows how Amcor can rapidly adapt its technology to meet social needs, delivering tangible sustainability benefits".

Photo by Simon Berry

Our workplace

We are committed to providing a safe, rewarding and motivating environment to support our co-workers in reaching their potential. To achieve this, we focus on:

- > **maintaining a safe workplace**
- > **engaging and developing our co-workers**
- > **maintaining a diverse workforce and providing equal opportunity**

Maintaining a safe workplace

Our approach

Amcor's Code of Conduct and Ethics Policy states: "Amcor cares about the safety of its people and recognises that injuries result in needless suffering to individuals and their families". Our ultimate goal is **No Injuries**.

Amcor's Global Occupational Health, Safety and Environment (OHS&E) Steering Committee supports business leaders in the ongoing development of Amcor's health and safety programs. The committee oversees the implementation of Amcor's five year strategic plan for workplace safety and environmental management. All Amcor sites have annual action plans in place and provide on-the-job safety training to support this strategy.

We have a set of mandatory global standards for safety, environmental management and security with which each of our sites must comply. Internal audits of each site are conducted at least annually and third party audits are conducted at least every three years to measure compliance against these standards, and/or internationally recognised standards, such as OHSAS 18001. Amcor's businesses are required to report regularly to Amcor's Board on compliance with these standards and with local legislation.

How we are doing

This year, we made significant progress in improving the safety of our workplace and reducing injuries. In FY2011/12, the Lost Time Injury Frequency Rate (LTIFR) was 0.7, corresponding to 56 cases across our global business. This represents a 12.5%* improvement, compared to the previous year's result. The Recordable Case Frequency Rate (RCFR) was 3.1, corresponding to 243 cases across our global business. This represents an improvement of 22.5% when compared to the previous year's result of 4.0.

Engaging and developing our co-workers

Our approach

We recognise that our co-workers are our most valuable asset and the foundation of our success. We want to work with the best people, who are engaged and passionate about our business and our customers.

We build capability through 'on the job learning' and by deploying training and development tools across the organisation. Our online talent management system includes co-worker performance scorecards, development plans and role-specific training requirements.

Our global co-worker engagement surveys, first conducted in 2007, enable us to monitor co-worker engagement and formulate action plans in response to the specific feedback we receive. Our 'Values Gateway' tool and 360 degree feedback survey ensure leaders obtain feedback on their behaviours against the Amcor Values.

How we are doing

Co-worker engagement

In March 2012, we conducted an Amcor-wide engagement survey, the first global engagement survey since the integration of the former Alcan Packaging businesses, which saw a 40% increase in the total number of Amcor co-workers. The survey was conducted in 22 languages and there were over 26,000 responses, equivalent to approximately 79% of all Amcor co-workers. The results showed that our overall Employee Engagement compared well with general benchmark data available, with both our Performance Excellence Index (feedback on performance standards within the Company) and efficient work practices score at 'best-in-class' level for manufacturing organisations, as determined by external benchmarks.

lost time injuries

↓ 12.5%*

Lost time injury frequency rate, compared to last year

recordable cases injuries

↓ 22.5%

Recordable case frequency rate, compared to last year

no injuries

> 50%

Over 50% of our sites achieved our goal of 'No Injuries'.

*Since the finalisation of Amcor's Annual Report, the LTIFR result for FY2010/11 has been recalculated as 0.9 – this is attributable to the integration of acquired sites and changes in injury severity over time. The actual reduction in LTIFR from the previous year is 28.6%. These results will be restated in the 2013 Annual Report and Sustainability Report.



In August 2011, we devoted an entire edition of our internal newsletter, *Accent*, to Social Responsibility and our approach to responsibility, explaining how they are integral to our operating model, Being Amcor.

Talent management and development

Year end performance assessments for FY2011/12 were completed by mid-August. This involves co-workers and their supervisors discussing goals for the year and performance against those goals.

In April 2012, Amcor also introduced the new Amcor Leadership Framework. This Framework outlines the skills and competencies desired in Amcor co-workers at all levels to ensure that Amcor achieves success in all its objectives.

Diversity and equal opportunity

Our approach

Amcor's focus is on recruiting, retaining and developing local talent to manage its businesses around the world, and selects from this broad talent pool for its global leadership roles.

The Board of Directors approved Amcor's 'Talent through Diversity' policy in April 2011

and established the following indicators for tracking gender diversity within Amcor:

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

These are reported annually to the Board and the Human Resources Committee, and, for the first year, reported in the 2012 Amcor Annual Report.

How we are doing

As at 30 June 2012:

- there were nearly 33,000 Amcor co-workers from 55 different nationalities working in 42 countries and speaking 22 different languages;
- there was one female Director on the Board (12.5% of total Directors);
- 21% of co-workers were women; and
- 24% of our leadership positions were held by women.

Diversity is also discussed in Amcor's 2012 Annual Report.

'SafetyNet' safety information system

At our Flexible packaging site in Ledbury, UK, a new interactive information system called 'SafetyNet' was developed to improve the availability and communication of safety information across the site. All site briefings, notices and general co-worker information are housed on SafetyNet and are easily accessible to all Ledbury co-workers. The system also allows users to review archived information and to easily track the safety and training improvements of the site.

"SafetyNet is the result of our passion for 'finding better ways' and a hunger to continuously improve," said Guy Woolley, AF Ledbury General Plant Manager.

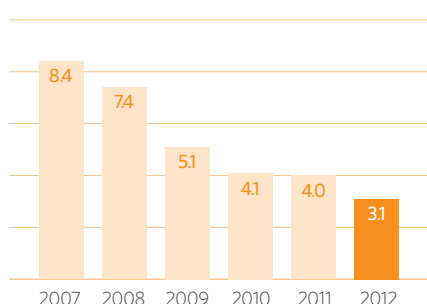
The Ledbury site has an outstanding Safety Record – no lost time injury for over four years, and it has had no recordable case injury since June 2008. The Ledbury team is sharing its expertise with other Amcor sites, supporting them to improve their safety performance.

In recognition of the site's outstanding safety record and the effectiveness of SafetyNet, the site was awarded a Gold 2010/11 President's Safety Award and the 2011 Amcor global CEO Outperformance Award for Safety.



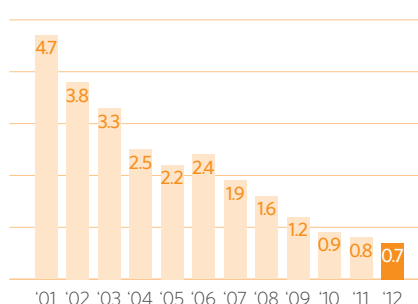
Recordable case frequency rate

Number of recordable cases per million hours worked



Lost time injury frequency rate

Number of lost time injuries per million hours worked



Our marketplace

As a global leader in the packaging industry, Amcor has the product development capability and technical know-how to drive sustainability throughout the supply chain and the packaging life cycle. We focus on:

- > **Offering responsible packaging and supporting our customers' sustainability objectives**
- > **Promoting the role and benefits of responsible packaging**
- > **Ensuring responsible and ethical sourcing and procurement**

Offering responsible packaging and supporting our customers' sustainability objectives

Our approach

Our approach to responsible packaging starts with Amcor's Belief Statement, which states: "We believe in responsible packaging". We work closely with our customers, conducting life cycle assessments to ensure they have the data required to make informed decisions about packaging sustainability. These assessments are typically undertaken during our product development process or at the request of customers.

Life Cycle Assessment (LCA) takes into account the sustainability impacts of different packaging options throughout the value chain and across the product life cycle. Amcor utilises its proprietary LCA software, the Advanced Sustainability Stewardship Evaluation Tool (ASSET) and other software tools, such as the Packaging Impact Quick Evaluation Tool (PIQET), when required by customers.

We work with our customers to help them achieve their sustainability objectives. These objectives typically cover both environmental and social considerations and there is increasing emphasis on ethical sourcing. Customer sustainability

objectives often include specific packaging sustainability targets.

How we are doing

During FY2011/12, Amcor completed 855 life cycle assessments using ASSET, 30% more than last year. The number of packaging life cycle assessments in the ASSET database is now over 3,000, making it a valuable resource for us and our customers. In 2012, the Carbon Trust certified that the cradle-to-gate greenhouse gas calculation tool in ASSET conforms to the requirements of the GHG Protocol product standard, the PAS2050:2008 standard for cradle-to-gate carbon footprinting.

Promoting responsible packaging

Our approach

As a global leader in the packaging industry, Amcor has a leading role to play in contributing to a responsible packaging industry and advocating packaging sustainability.

This includes:

- collaborating on the development of processes, standards and tools for a consistent approach to sustainability across the packaged product life cycle and throughout our value chains;
- promoting the role and benefits of

responsible packaging;

- presenting at conferences and seminars around the world on packaging and sustainability;
- contributing to government and NGO policy formulation on topics such as recycling, waste reduction and processes, guidelines and metrics that impact the manufacture, use and disposal of packaging; and
- participation in industry forums and groups.

How we are doing

Global forums

Amcor is a member of many industry bodies (listed online at www.amcor.com/sustainability) and often holds leadership positions within these forums.

For example, Amcor participates with the United Nations Environment Program (UNEP) and the Society for Environmental Toxicology and Chemistry (SETAC) on their global Life Cycle Initiative. The purpose of the Life Cycle Initiative is to enable users around the world to put life cycle thinking into effective practice.

In FY2011/12, we developed a sustainability toolkit for Amcor co-workers to use when communicating externally. We identified mechanisms for distributing it internally and will increase its distribution in FY2012/13.

Sedex
16

Third party ethical performance audits of our sites during FY2011/12

life cycle assessments
855

completed during FY2011/12



Amcor has also been a member of the Sustainability Packaging Coalition's Executive Committee, a global industry working group with more than 200 members.

Responsible and ethical sourcing and procurement

Our approach

We take a 'whole-of-value-chain' approach to packaging sustainability, participating in responsible sourcing initiatives with our customers and driving sustainability management in our value chains. We support customers' requests for information about our sustainability performance and collaborate with them on sustainability and responsible sourcing initiatives such as Sedex.

Supplier Ethical Data Exchange

Amcor is an 'AB' member of the Supplier Ethical Data Exchange (Sedex). Sedex is a not-for-profit membership organisation that enables the sharing of ethical performance information between companies and their suppliers. Our AB membership means that we provide access to our ethical performance information to our customers and we can request this from our suppliers. More than 400 global brands, 17,000 suppliers and more than 21,000 sites in 160 countries currently participate in Sedex.

Amcor is also a member of AIM-PROGRESS, a forum of consumer goods manufacturers and suppliers that promotes responsible sourcing practices and sustainable production systems.

How we are doing

Responding to customer requests for information

We continue to see increased demand for sustainability information about our operations from customers. To support this, we have registered all of our manufacturing sites in the Sedex database and, during FY2011/12, 21 customers requested access to Sedex information relating to Amcor sites. We also facilitated third party audits of the ethical performance at 16 of our sites, a considerable increase from the six audits completed last year.

We aimed for all manufacturing sites to have completed the Sedex Self-Assessment Questionnaire (SAQ) by the end of FY2011/12. At this time, 46% had completed the SAQ and this had increased to 78% at the time of printing this report.

During FY2011/12, Amcor participated in the AIM-PROGRESS Mutual Recognition and Systems work streams. Via these work streams, Amcor is helping to promote participation in Sedex and contributing to the streamlining of Sedex requirements and other responsible sourcing expectations.

Strengthening our supply chain

During FY2011/12, Amcor developed a Supplier Code of Conduct. The Code is aligned with the Amcor Code of Conduct and Ethics Policy and was submitted to the AIM-Progress mutual recognition working group as input to the development of a guidance document for companies intending to establish a supplier code.

Implementation of the Amcor Supplier Code of Conduct is coordinated by Amcor's Procurement Leadership Team – it commenced with Amcor's Flexibles Europe & Americas business and will continue in Amcor's other businesses in accordance with procurement plans.

Vache Bleue EasyPack for grated cheese

Vache Bleue, a leading Belgian cheese brand, is utilising Amcor's patented EasyPack solution to bring their grated cheese product range to the market. EasyPack offers the convenience of an air-tight flap for easy opening and recloseability, enabling the consumer to easily store the product after opening. This feature reduces product spoilage, thereby reducing the waste of resources invested in the production of the cheese.

In addition to this, Amcor worked with Vache Bleue to reduce the carbon footprint of the packaging. Substituting the previous three-layer laminate with an optimised two-layer laminate has led to a 15% reduction in the carbon footprint of the Vache Bleue packaging.



Our economy

Our shareholders, customers, co-workers and communities benefit from the contribution of our approach to sustainability to our value proposition.

- > **realising opportunities for sustainable business growth**
- > **demonstrating good governance, business continuity planning and measured risk taking**
- > **managing climate change related challenges and opportunities**

Sustainable business growth

Our approach

The financial profits we derive are only part of the overall economic contribution we make to society. Our contribution includes the value that flows from the broader contributions of our operations, such as payments to our co-workers and suppliers, the value we offer our customers and disbursements to governments, including taxes and royalties.

How we are doing

Financial performance

We have continued to deliver excellent financial performance, with profit after tax and before significant items for the year ending 30 June 2012 being \$634.9 million, up 11.3% on last year. The result for FY2011/12 represented a record underlying profit, record returns and a record dividend paid.

Our financial results for FY2011/12 can be found in the 2012 Annual Report, available online at www.amcor.com/annualreport2012 or in printed form by request.

Governance and business continuity

Our approach

Our approach to governance is to foster an organisation that supports individual and professional integrity and responsible behaviour in all facets of our business. All Amcor's Directors, managers and co-workers are expected to abide by our Code of Conduct and Ethics Policy, which sets out our core principles and supports the OECD Guidelines for Multinational Enterprises. Our Enterprise Risk Management program provides an integrated approach that sees risk management embedded as part of all key organisational processes.

Amcor's business group Presidents are responsible for the development, maintenance and regular review of Business Continuity Plans for strategically important sites and services, as identified in our enterprise-wide Business Impact Analysis process. Our Group Internal Audit team audits the coverage and application of the Business Continuity policy as part of their annual audit program.

A description of our governance processes can be found online at www.amcor.com/sustainability or in our 2012 Annual Report, also available online.

How we are doing

During FY2011/12, we strengthened our Business Continuity system, developing a consistent global approach as well as a global Business Continuity policy. The policy aims to minimise the impact and duration of any disruption to strategically important sites and critical business functions and aligns our management practice with the ISO22301 standard – Societal security, business continuity management systems.

Amcor received no material fines or non-monetary sanctions for non-compliance with laws or regulations during FY2011/12. Some minor fines are described in the 'Environment' section. The Company benefits from tax concessions and grants in certain countries but these do not have a material impact on its tax payments. The Government is not a direct shareholder on our register, however, it is possible that it holds shares through a nominee.

profit after tax

↑ **11.3%**

Profit after tax on last year

workforce

33,000

Total number of Amcor co-workers

sites globally

>300

in 42 countries



Managing climate change challenges and opportunities

Our approach

Climate change has the potential to have a substantial impact on economic systems and the industries they support. We recognise that climate change is a challenge for the packaging industry that will impact our suppliers, our customers and our own operations in many ways.

Amcor has been working for a number of years to reduce the greenhouse gas emissions associated with our supply chains, raw material inputs, manufacturing operations and products around the world. We identify and manage risks and opportunities arising from climate change and a low-carbon economy through our Enterprise Risk Management program.

How we are doing

Enterprise Risk Management (ERM)

We have identified the challenges and opportunities arising from climate change and are managing them within our ERM program. The ERM program provides an important input into our Carbon Disclosure Project submission. More information is available in the online version at www.amcor.com/sustainability.

Carbon taxes and emissions trading schemes

We are impacted by carbon tax and emissions trading schemes around the world, including the Australian Government's Clean Energy Legislative package, the European Union's Emissions Trading Scheme, the 'Climate Change Agreements' program in the UK, the 'Covenants' program in Belgium and the official environmental programs in Switzerland. Amcor also pays carbon taxes in any countries where they are applicable. Further details are available in the online version of our 2012 Sustainability Report at www.amcor.com/sustainability.

We indirectly participate in climate change public policy development through our membership of various industry associations around the world. These are listed in the 'Marketplace' section within the online version of this report, available at www.amcor.com/sustainability.

Direct economic impacts

| Component | Comment | FY2011/12 A\$ (million) |
|---|--|-------------------------|
| A. Direct economic value generated | | |
| a) Revenues | Sales revenue plus revenues from financial investments and sales of assets | 12,367.2 |
| B. Economic value distributed | | 11,787.3 |
| b) Operating costs, including payments to suppliers, non-strategic investments, royalties and facilitation payments | | 8,562.1 |
| c) Employee wages and benefits: total monetary outflows for employees (current payments, not future commitments) | | 2,451.0 |
| d) Payments to providers of capital, including dividends and interest | | 644.2 |
| e) Government taxes | | 129.6 |
| f) Voluntary community investments | | 0.4 |
| C. Economic value retained (A-B) | | 579.9 |

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amcor

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