

Annual Report and Action Plan

Company Name: **Griffon Australia Holdings Pty Ltd**

Trading As: **AMES Australasia**

ABN: **35156377356**

About APCO

Australian Packaging Covenant Organisation (APCO) is a co-regulatory not-for-profit organisation leading the development of a circular economy for packaging in Australia. APCO's vision is a packaging value chain that collaborates to keep packaging materials out of landfill and retains the maximum value of the materials, energy and labour within the local economy.

Each year, APCO Brand Owner Members are required to submit an APCO Annual Report and an APCO Action Plan. This document is the Annual Report and Action Plan output for the organisation listed above. This document provides the overall performance level of the organisation, as well as any commitments they have made to work towards on their packaging sustainability journey. This document may also include additional information provided by the Member in their report.

Overall Performance **Advanced**

The chart below indicates the overall performance level of this organisation listed above in the 2025 APCO Annual Report. The organisation's reporting period was **January, 2024 - December, 2024**.

1 Getting Started 2 Good Progress 3 **Advanced** 4 Leading 5 Beyond Best Practice

Understanding APCO Annual Reporting performance levels:

- | | | |
|---|------------------------------|--|
| 1 | Getting Started: | You are at the start of your packaging sustainability journey. |
| 2 | Good Progress: | You have made some first steps on your packaging sustainability journey. |
| 3 | Advanced: | You have taken tangible action on your packaging sustainability journey. |
| 4 | Leading: | You have made significant progress on your packaging sustainability journey. |
| 5 | Beyond Best Practice: | You have received the highest performance level and have made significant progress on your packaging sustainability journey. |

Contact

A: Suite 1402, Level 14, 55 Clarence Street, Sydney, NSW, 2000
E: apco@apco.org.au

Additional Information

The information below indicates additional information that the organisation included in their APCO Annual Report.

Describe initiatives, processes or practices that you have implemented during your chosen reporting period that have improved packaging sustainability

- The employment of the Sustainability Coordinator to provide dedicated leadership on packaging sustainability, by engaging key stakeholders on sustainability initiatives, and managing & maintaining a high-level accuracy of packaging data in our Monday.com & PRONTO software.
- The streamlining of the process to record and assess sourced packaging of new products against the SPGs in the Monday.com software.
- Establishing a systemised process in Monday.com across all product categories to store packaging data, along with the corresponding PREP Report, ARL, and aligned packaging artwork.
- Participation in the NZ Soft Plastic Scheme.
- Membership in the UN Global Compact.
- Membership in B-Cycle for all our battery-operated products.
- Organisation of the third AMES nationwide Clean-Up Australia Day.
- Update of sustainability and packaging requirements and obligations in our Standard Operating Procedure (SOP) as part of the re-signing of Trading Terms with suppliers.
- The acquisition of new software for our cutting machine to reduce steel waste in manufacturing at our Wonthaggi site.
- Implementing a Packaging Waste Management Strategy in line with the SPGs.
- Removal of EPS packaging for relevant products in WA before July 2025.
- Removal of the remaining REDcycle labels from product packaging.
- Implementing a packaging audit per product category to ensure no greenwashing or unsubstantiated claims.

Describe any opportunities or constraints that affected performance within your chosen reporting period

- Limited willingness from our customers to share costs associated with implementing sustainable product and packaging initiatives.
- The PREP tool presents limitations for us. With a large number of products and tight deadlines for retail customers, completing PREP tasks is time-consuming due to the lack of bulk upload/download capabilities.
- The PREP tool currently lacks the capability to alert changes to products with threshold adjustments. This poses significant challenges for AMES given our extensive product range.
- Completely removing EPS from our supply chain proves challenging due to cost implications, particularly for fragile items like hand-painted garden statues that require molded packaging.
- Limited influence on the changes we can make to our imported products from brands we do not own.
- Minimal traction from State & Government agencies on the reestablishment of a soft plastics recycling scheme in Australia.

Please use the space below to provide examples or case studies of exemplary packaging sustainability conducted by your organisation.

- The removal of EPS across our 'Ornaments' range that resulted in 67 active SKUs updating their packaging with honeycomb wrapping, honeycomb wedges & honeycomb moulded inserts.
- Beginning in early 2025, the Sustainability Coordinator implemented a centralised checklist and database within our project management software, Monday.com, to track packaging data, PREP/ARL compliance, and corresponding artwork for active SKUs in line with APCO requirements. To date, 6 out of 11 product categories have been completed, with accurate packaging data and up-to-date PREP reports recorded for 2,571 SKUs. As this process progresses, we are also removing the remaining REDcycle labels from our active products as we update our packaging information. This project is due to be completed by the end of 2025.

APCO Action Plan Commitments

For each of the Packaging Sustainability Framework criteria listed below, a description is provided along with the commitments made by the organisation in their APCO Action Plan.

Criteria 1:

Governance & Strategy:

This criteria considers actions to integrate packaging sustainability into business strategies.

- Develop a strategy that includes goals (objectives) and targets for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent.
- Include a commitment to achieving the 2025 National Packaging Targets in our strategy.
- Have our executive or board of directors review our strategy and have the strategy integrated within our business processes.
- Regularly communicate and promote packaging sustainability objectives and targets within our organisation.
- Regularly engage or communicate with our external stakeholders about the environmental impacts of our packaging.
- Actively participate in initiatives to promote packaging sustainability outside of our organisation.

Criteria 2:

Design & Procurement:

This criteria considers actions taken to ensure that sustainability principles are considered in the design or procurement of both new and existing packaging through use of the Sustainable Packaging Guidelines (SPGs).

- Review **100%** of our packaging against the Sustainable Packaging Guidelines (or equivalent).
- Improve the accuracy of our data regarding reviews of packaging using the Sustainable Packaging Guidelines (or equivalent).
- Incorporate the Sustainable Packaging Guidelines (or equivalent) into procurement processes.
- Consider the following Sustainable Packaging Principles in our packaging reviews:
 - Design for recovery
 - Optimise material efficiency
 - Design to reduce product waste

- Eliminate hazardous materials
- Use of renewable materials
- Use recycled materials
- Design to minimise litter
- Design for transport efficiency
- Design for accessibility
- Provide consumer information on environmental sustainability
- **25%** of our packaging to be optimised for material efficiency.
- Improve the accuracy of our data regarding packaging material efficiency.

Criteria 3:

Recycled Content:

This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.

- Develop a policy or procedure to buy products and/or packaging made from recycled materials.
- Use recycled content in:
 - Our products
 - Primary packaging that we use to sell our products
 - Secondary packaging that we use to sell our products
 - Tertiary packaging that we use to sell our products
 - Other items which we purchase (e.g. office stationary and suppliers etc.)
- **40%** of our packaging to be made using some level of recycled material
- Improve the accuracy of our data regarding use of recycled materials.

Criteria 4:

Recoverability:

This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.

- **40%** of our packaging to be designed to have all packaging components be recoverable at end-of-life.
- Improve the accuracy of our data regarding recoverability.
- Use PREP to assess the recyclability of our packaging through kerbside collection in Australia and/or New Zealand.
- Investigate opportunities to use reusable packaging.
- Improve the accuracy of our data regarding reuse.
- Participate in a close-loop recovery program/alternative collection system.

Criteria 5:

Disposal Labelling:

This criteria considers the extent to which packaging has been labelled to help consumers determine what to do

with packaging at end-of-life.

- 100% of our packaging to have on-pack labelling to inform correct disposal.
- Improve the accuracy of our data regarding labelling.

Criteria 6:

On-site Waste:

This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.

- Have recycling programs for the following materials:
 - Paper/cardboard
 - Soft plastics
 - Rigid plastics
 - Timber
 - Metals
 - Concrete/Rubble
 - Terracotta
- Aim for 50% of our on-site waste to be diverted from landfill.
- Improve the accuracy of our data regarding on-site waste.

Criteria 7:

Problematic Materials:

This criteria considers the extent to which organisations are actively phasing out problematic and unnecessary single-use plastic packaging and preventing/reducing litter.

- Help reduce litter by:
 - Conducting regular clean ups
 - Participating in Business Clean Up Day
 - Delivering a litter education campaign
 - Engaging and communicating with our Product Managers & Suppliers about the negative impacts of single use plastics & problematic materials, whilst ensuring a complete 100% phase out of these items with suitable alternatives.
- Phase-out the following problematic and unnecessary single-use plastic items:
 - Lightweight plastic shopping bags
 - Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
 - Moulded EPS packaging for white/brown goods or electronics
 - Rigid polyvinyl chloride (PVC) packaging
 - Rigid polystyrene (PS) packaging
 - Opaque polyethylene terephthalate (PET) bottles
 - Rigid plastic packaging with carbon black