

Annual Report and Action Plan

Company Name: **Reward Supply Co. Pty. Ltd.**

Trading As: **Reward Hospitality**

ABN: **40010183669**

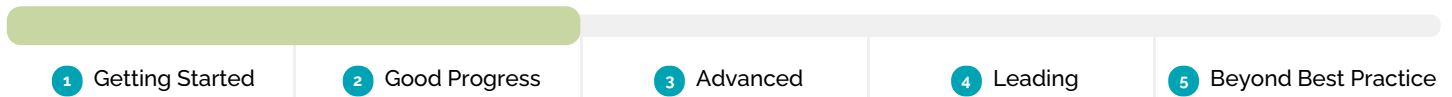
About APCO

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 2023 APCO Annual Report. The organisation's reporting period was **January, 2022 - December, 2022**



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

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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

Reward has now developed our Sustainability Policy and together with our CSR commitments that we have introduced will help us to minimize the impact of our activities, we are continually seeking to implement best practices and to favor solutions that have a small environmental footprint or allow us to reduce it, whether in terms of our waste, energy or fuel consumption.

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

As result of some of the new laws surrounding single use plastics allowed us to reduce our product sku from 1124 private label sku's in 2021 to 1051 sku's in 2022 as were able to eliminate light weight shopping bags and EPS polystyrene products from our ranges.

We have reviewed our waste management contract and have been disappointed with the amount of diversion and recovery that Reward Hospitality (all sites) has recorded in 2022. We have found that due to only a minimal amount of streams being recycled we were not able to recycle or recover the amount of waste we felt a national company like Reward should. We are currently finalising a new waste management contract that will be in place the 1st half of 2023, that will allow us to collect a much wider range of recyclable waste including plastics which our current contract wasn't able to do sufficiently and accurately.

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

This year we have changed the packaging of our Recycled Toilet Tissue (5 Sku) and Pizza boxes (6sku) from plastic inner and outer packaging to just outer cardboard packaging allowing the packaging to be reused and recycled and eliminating the inner plastic packaging all together. The products are FSC certified and the outer cartons being Kraft board is recyclable.

We have also started to work with our garbage bag factory to ensure our garbage bags are Global Recycled certified and have made our largest selling garbage bag certified. We will look to add another 4 sku next year.

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.

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 **75%** of our packaging against the Sustainable Packaging Guidelines (or equivalent).
- Consider the following Sustainable Packaging Principles in our packaging reviews:
 - Design for recovery
 - Optimise material efficiency
 - Eliminate hazardous materials
 - Use of renewable materials
 - Use recycled materials
 - Design to minimise litter
 - Design for transport efficiency
 - Provide consumer information on environmental sustainability
- **40%** of our packaging to be optimised for 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.)
- **65%** of our packaging to be made using some level of recycled material

Criteria 4:

Recoverability:

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

- 45% of our packaging to be designed to have all packaging components be recoverable at end-of-life.

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.

- 40% of our packaging to have on-pack labelling to inform correct disposal.

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
 - Timber
- Aim for 20% of our on-site waste to be diverted from landfill.

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
 - Reward Hospitality participates in our Global Parent Company ECF sustainability week where we not only educate and promote sustainability within and outside our business but also conduct clean up of every employee's individual areas within the business as part of that week.
We also organise clean ups on regular basis to ensure warehouse and offices are kept clean.
- Phase-out the following problematic and unnecessary single-use plastic items:
 - Fragmentable (e.g. oxo-degradable) plastics
 - Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce

