

# APCO Performance Summary

Company Name: **The Workwear Group Pty Ltd**

Trading As:

ABN: **82004055387**

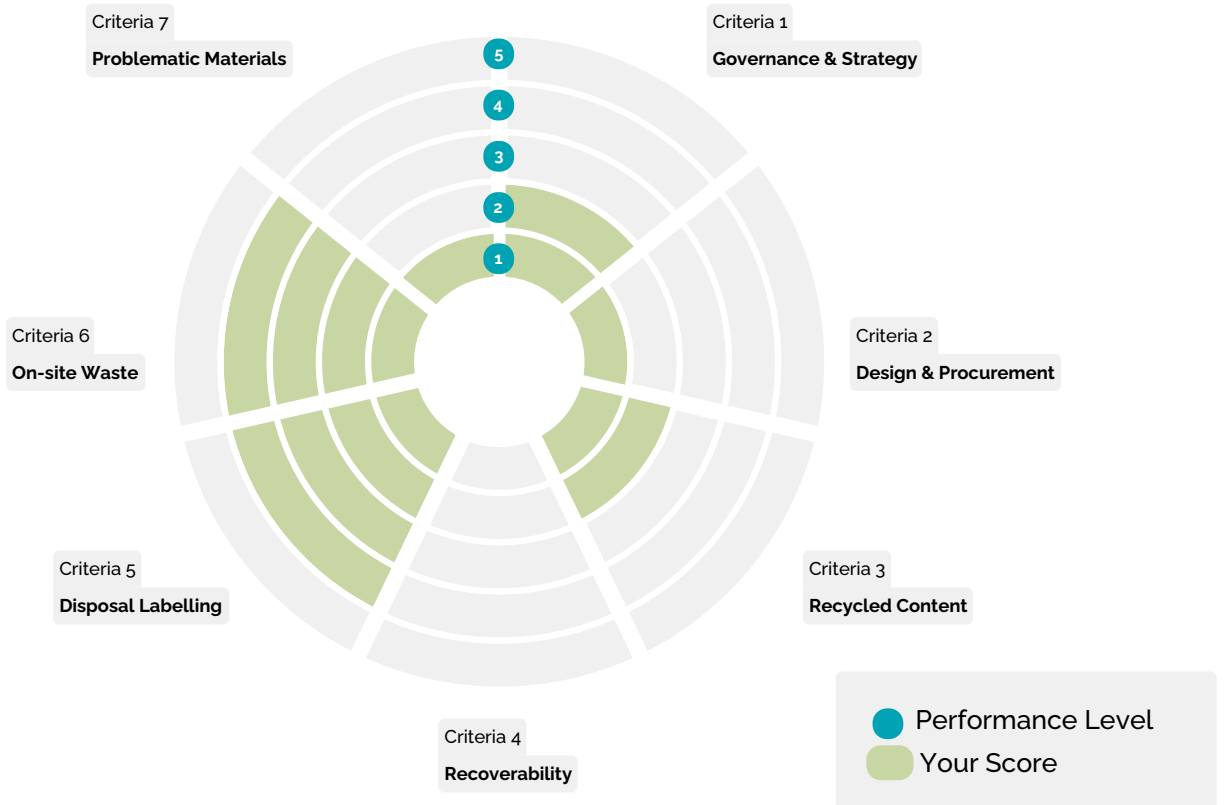
## Overall Performance **26% - Good Progress**

The score above and chart below indicate your organisation's overall performance in the 2022 APCO Annual Report. With your chosen reporting period of **January, 2021 - December, 2021** you have achieved a **Good Progress** overall performance level.



## Criteria Performance Levels

The chart below indicates your organisation's performance against each of the Packaging Sustainability Framework criteria in the 2022 APCO Annual Report. Each band represents a performance level with the green indicating your level of performance for each.



### Contact

## About APCO Annual Reporting

### 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.

### Packaging Sustainability Framework criteria

Criteria 1: <b>Governance &amp; Strategy</b>	This criteria considers actions to integrate packaging sustainability into business strategies.
Criteria 2: <b>Design &amp; Procurement</b>	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).
Criteria 3: <b>Recycled Content</b>	This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.
Criteria 4: <b>Recoverability</b>	This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.
Criteria 5: <b>Disposal Labelling</b>	This criteria considers the extent to which packaging has been labelled to help consumers determine what to do with packaging at end-of-life.
Criteria 6: <b>On-site Waste</b>	This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.
Criteria 7: <b>Problematic Materials</b>	This criteria considers the extent to which organisations are actively phasing out problematic and unnecessary single-use plastic packaging and preventing/reducing litter.

**APCO Annual Report Criteria Performance & Responses**

Provided below are your organisation's responses to the questions within the APCO Annual Report as well as a performance level for each criteria.

Criteria 1:

**Governance & Strategy:** 2 Good Progress



Does your organisation have a documented strategy that includes goals (objectives) and targets for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent?  Yes  No

Does your organisation's strategy include a commitment to achieving the 2025 National Packaging Targets?  Yes  No

Is this strategy integrated within your business processes and has it been approved by an executive or board of directors?  Yes  No

Do you regularly communicate and promote packaging sustainability objectives and targets within your organisation?  Yes  No

Do you regularly engage or communicate with external stakeholders (suppliers, final consumers, community groups etc.) about the environmental impacts of your packaging?  Yes  No

Do you actively participate in any other initiatives to promote packaging sustainability outside of your organisation?  Yes  No

Supporting Evidence

Criteria 2:

**Design & Procurement:** 1 Getting Started



How many of your 71930 SKUs have had their packaging reviewed against the Sustainable Packaging Guidelines (or equivalent) in the last 5 years?

30000

Please indicate the accuracy of this response.

Medium

Do you require your suppliers to use the Sustainable Packaging Guidelines (SPGs) or equivalent for your packaging?

Yes  No  N/A

Please tell us about any positive outcomes from your packaging reviews.

Transitioning garments into LDPE poly garment bag wherever possible.

Do you believe applying the SPGs delivers business value to your organisation?

Yes  No

Which of the following Sustainable Packaging Principles have been considered in reviews of your organisation's packaging against the Sustainable Packaging Guidelines (SPGs)?

Design for recovery

Yes  No

Optimise material efficiency

Yes  No

Design to reduce product waste

Yes  No

Eliminate hazardous materials

Yes  No

Use of renewable materials

Yes  No

Use recycled materials

Yes  No

Design to minimise litter

Yes  No

Design for transport efficiency

Yes  No

Design for accessibility

Yes  No

Provide consumer information on environmental sustainability

Yes  No

How many of the 71930 SKUs have packaging that has been optimised for material efficiency in the last 5 years?

0

Please indicate the accuracy of this response.

Low

If yes, please tell us about any material savings you have made.

### Supporting Evidence

Criteria 3:

**Recycled Content:**  2 Good Progress

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Do you have a policy or procedure to buy products and/or packaging made from recycled materials?

Yes  No

Which of the following products that you either purchase or sell contain recycled materials?

- Primary packaging that you use to sell your products
- Secondary packaging that you use to sell your products
- Tertiary Packaging that you use to sell your packaging
- Your products
- Other items which you purchase  
(e.g. office stationary & supplies, building materials such a bollards etc.)
- None of the above

How many 71930 SKUs has at least some packaging that is made from recycled material?

30000

Please indicate the accuracy of this response.

Medium

If you do not currently use recycled materials in any of your packaging, please indicate why:

- Cannot find a supplier who provides recycled materials
- We cannot use recycled materials in contact with our product
- Cost is prohibitive
- Other (please specify)

Please specify

We are transitioning to post-production recycled content. Post consumer recycled content is cost prohibitive currently.

- None of the above

Supporting Evidence

Criteria 4:

**Recoverability:**  Getting Started

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

How many of your 71930 SKUs have all packaging components that are recoverable (i.e. recyclable or compostable) at end-of-life?

10000

Please indicate the accuracy of this response.

Low

How many of your 71930 SKUs have separable components with mixed recoverability at end-of-life? (e.g. a jar that is recyclable with a lid that is not recyclable)

50000

Please indicate the accuracy of this response.

Low

How many of your 71930 SKUs have been assessed in the Packaging Recyclability Evaluation Portal (PREP)?

0

If you use compostable packaging, please indicate the type(s) of compostable certification (if any):

- Certified home compostable (AS5810)?
- Certified industrial compostable (AS4736)?
- Certified compostable to another certification (i.e. not AS5810 or AS4736)?
- Compostable (not certified)?
- None of the above

How many of your 71930 SKUs are not recoverable at end-of-life and must go to landfill? (i.e. not recyclable or compostable)

11930

Have you investigated if there are any opportunities to use reusable packaging?

Yes  No

If yes, how many of your 71930 SKUs have packaging for which all components are reusable?

Please give an indication on the accuracy of this response.

Which of the following reusable business to business items did your organisation utilise during the previous 12 month period?

- Pallets
- Crates
- Drums
- Intermediate Bulk Containers (IBCs)
- Other (please specify)

Please specify

- None of the above

Tick all that apply - Was this reused:

Internally (between your organisation's sites & facilities)?

Externally (with other organisations such as suppliers or customers)?

Pallets	<input checked="" type="radio"/> Internal	<input type="radio"/> External
Crates	<input type="radio"/> Internal	<input checked="" type="radio"/> External
Drums	<input type="radio"/> Internal	<input type="radio"/> External
Intermediate Bulk Containers (IBCs)	<input type="radio"/> Internal	<input type="radio"/> External
Other (specified above)	<input type="radio"/> Internal	<input type="radio"/> External

Does your organisation participate in any of the following closed-loop recovery programs/alternative collection systems for your packaging?

- REDcycle
- Terracycle
- Container Deposit Scheme (CDS)
- DrumMUSTER
- Other (please specify)

Please specify

- N/A (All our packaging is recovered through mainstream recovery systems)
- None of the above

Supporting Evidence



Criteria 5:

**Disposal Labelling:** 4 Leading

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

How many of your 71930 SKUs have labelling on-pack to inform the consumer of how to correctly dispose of the packaging?

60000

Please indicate the accuracy of this response.

Medium

Which of the following labels does your company presently use?

- Australasian Recycling Label
- Mobius Loop/Recycling symbol
- Tidy man
- Written instructions
- REDcycle logo
- Other (please specify)

Please specify

We have updated all artwork to provide instructions to consumers about how to dispose of packaging, and included generic 'loop/recycling' logo.

- None of the above

Supporting Evidence

Criteria 6:

**On-site Waste:** 4 Leading

1 Getting Started

2 Good Progress

3 Advanced

4 Leading

5 Beyond Best Practice

Tick which of the following packaging materials you have on-site recycling programs for:

- Paper/cardboard
- Soft plastics
- Rigid plastics
- Timber
- Textiles
- Glass
- Metals
- Other (please specify)

Please specify

- All materials have recycling programs
- None of the above

Over the reporting period, how much of the waste your organisation generated on-site was diverted from landfill (was recycled, composted, reused or sent for energy recovery)?

75%

Please indicate the accuracy of this response.

Medium

Which of the following facilities are included in the above waste data?

- Offices
- Warehouses
- Stores

- Manufacturing Facilities
- Other (please specify)

Please specify

- None of the above

### Supporting Evidence

Monthly reports from Cleanaway (waste provider) show total waste and diverted waste.

Criteria 7:

**Problematic Materials:** 1 Getting Started



Over the reporting period, which of the following activities did you undertake to help reduce the impact of litter?

- Conduct regular clean ups
- Participate in Business Clean Up Day
- Sponsor a clean up day
- Undertook a litter education campaign
- Other (please specify)

Please specify

Completed a waste audit within the main warehouse to identify opportunities to improve recycling, and reduce waste.

- None of the above

Please indicate which of the following problematic, unnecessary and single-use plastic packaging formats or materials your organisation has used over the last five years.

- Lightweight plastic shopping bags
- Fragmentable (e.g. oxo-degradable) plastics
- Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- EPS loose fill packaging
- 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
- None of the above

Please indicate which of the following problematic, unnecessary or single-use plastic packaging formats or materials your organisation is actively working to phase out?

- Lightweight plastic shopping bags
- Fragmentable (e.g. oxo-degradable) plastics
- Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- EPS loose fill packaging
- 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
- None of the above

Have you successfully phased out any of the above packaging formats or materials in the last 5 years?

- Lightweight plastic shopping bags
- Fragmentable (e.g. oxo-degradable) plastics
- Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce
- EPS loose fill packaging
- 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
- None of the above

Supporting Evidence

**Packaging Metrics**

Please provide an indication of the accuracy level of your packaging metrics

Medium

What packaging materials do you use?

Low-Density Polyethylene (LDPE), Paper, Cardboard, Textiles.

**Low-Density Polyethylene (LDPE)**

Total tonnes used	38	Average recycled content (%) (pre consumer)	100
Tonnes reusable packaging	38	Average recycled content (%) (post consumer)	0
Total single use packaging	0	Average recycled content (%) (unknown)	0

**Paper**

Total tonnes used	17	Average recycled content (%) (pre consumer)	100
Tonnes reusable packaging		Average recycled content (%) (post consumer)	0
Total single use packaging		Average recycled content (%) (unknown)	0

## Cardboard

Total tonnes used	68	Average recycled content (%) (pre consumer)	100
Tonnes reusable packaging	68	Average recycled content (%) (post consumer)	0
Total single use packaging	0	Average recycled content (%) (unknown)	0

## Textiles

Total tonnes used	2200	Average recycled content (%) (pre consumer)	10
Tonnes reusable packaging		Average recycled content (%) (post consumer)	10
Total single use packaging		Average recycled content (%) (unknown)	0

### Additional Information

- No additional information

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

During the reporting period, we focused on packaging that would have greatest impact, which was garment polybag, warehouse despatch satchels, warehouse cardboard cartons (new), and footwear packaging. In early 2022, we will transition to a 100% recyclable LDPE 4 garment polybag for all of our garments (our product) which will include artwork informing the consumer of correct disposal. Also in early 2022, we will transition to 100% recycled content (post production) warehouse despatch satchel which includes artwork informing the

*Your full response can be found towards the end of this document.*

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

Cost continues to be a constraint because we cannot pass the cost on to the consumer, therefore, we need to aim to be cost-neutral.

Please use the space below to provide examples or case studies of exemplary packaging sustainability conducted by your organisation. The information provided in the boxes may be used directly in your public facing Annual Report and Action Plan. Submitted case studies might be used by APCO in the future to support other Members in achieving packaging sustainability.

### Full Open Responses

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

During the reporting period, we focused on packaging that would have greatest impact, which was garment polybag, warehouse despatch satchels, warehouse cardboard cartons (new), and footwear packaging. In early 2022, we will transition to a 100% recyclable LDPE 4 garment polybag for all of our garments (our product) which will include artwork informing the consumer of correct disposal. Also in early 2022, we will transition to

100% recycled content (post production) warehouse despatch satchel which includes artwork informing the consumer of correct disposal. We have also reviewed warehouse cardboard cartons and will update artwork to inform consumer of content and correct disposal. We have also reviewed all packaging in our footwear range, updated and standardised so all packaging is recyclable and updated artwork to reflect this.