



amcor



Amcor

Creating a new world of packaging

Sustainability Review

2016

2016 Sustainability Review

THE RESPONSIBLE PACKAGING REPORT

Abbreviated Outline:

- **Why we do what we do** - Message from CEO
- **What we make** - Product profiles/case studies
- **Planning for the future: responsible packaging 2.0**
 - a. Industry collaboration
 - b. Global partnerships
- **How we make responsible packaging**
 - a. **Reducing our impact on the environment**
 - i. EnviroAction progress
 - ii. Supply chain
 - iii. LCAs
 - b. **Having a positive social impact**
 - i. Safety
 - ii. Diversity and engagement
 - iii. Protecting human rights
 - iv. Ethical procurement
 - v. Community outreach
 - vi. World Food Programme
- **Awards**

MESSAGE FROM THE CEO

Packaging developed and made by Amcor protects products, extends their shelf life, and reduces waste throughout the global supply chain.



"Leadership in the global packaging industry includes accountability for helping to reduce the environmental and social effects of our business and our industry overall"

However, what we do goes far beyond that. We are committed to responsible packaging. Besides assuring that contents safely reach their intended destinations, responsible packaging means manufacturing with the right amount of the most appropriate materials, using best practices, and minimizing waste. As the world population continues to grow, these principles are increasingly important.

Customers, co-workers, investors and the environment all hold stakes in what Amcor does and how we do it. All of them have interests in how we approach occupational health and safety, sustainable sourcing, product quality, carbon emissions, and waste.

Packaging waste includes the loss of resources when packaging is not recovered or recycled, as well as marine debris and litter. According to the Ellen MacArthur Foundation's report "New Plastics Economy: Rethinking the Future of Plastics," as much as \$120 billion worth of plastic packaging material is lost to the economy annually after being used only once.

We are working with other companies and organizations to increase the recovery of and reduce the negative effects of packaging products on the environment. Key partners include the Ellen MacArthur Foundation, the Trash Free Seas Alliance, the Recycling Partnership, Project Reflex, REDcycle, and many Amcor customers and suppliers.

Working to reduce packaging waste is just one illustration of how sustainability goals and business goals can and must align, so that Amcor remains a strong, growing

company. We are also helping customers and vendors reach sustainability goals and reduce environmental impact within our shared supply chains and product life cycles. For example, we are encouraging key suppliers to undergo EcoVadis assessments and, so far, 85% of our global procurement spend is with suppliers who have been risk-assessed.

Packaging plays an important role in reducing food waste around the world. Our partnership with the World Food Programme (WFP) continues to improve lives in some of the most remote and volatile regions in the world. Amcor's expertise allows WFP to provide more people in challenging humanitarian contexts with well-packaged, safe and nutritious food.

Progress against our EnviroAction targets demonstrates that we continue to improve the environmental performance of Amcor's operations. We recently concluded a second five-year program by outperforming each of our goals. In our current fiscal year we are setting and beginning work toward new targets to further reduce our greenhouse gas emissions, waste, and water use.

We are proud that global and regional indices recognise us for our sustainability performance. Amcor is included in the Dow Jones Sustainability World Index, the CDP Climate Disclosure Leadership Index for Australia, the MSCI Global Sustainability Index series, the Ethibel Excellence Investment Register and the FTSE4Good Index.

Amcor people recognize that leadership in the global packaging industry includes accountability for helping

to reduce the environmental and social effects of our business and our industry overall. We appreciate your interest in our efforts, and invite your feedback via **amcor.com**.

Sincerely,



Ron Delia

Chief Executive Officer, Amcor

OUR PERFORMANCE

PLANNING FOR THE FUTURE: RESPONSIBLE PACKAGING 2.0



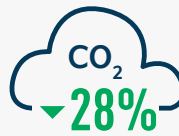
Reducing our impact on the environment

Area of focus

Continuously improve environmental performance across our sites

Performance

Reduction in GHG intensity



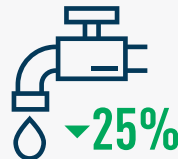
out-performing the FY2015/16 goal of 10% reduction including a 6% decrease in Scope 3 indirect emissions.

Waste to landfill intensity



against the FY2015/16 goal of 50% reduction.

Water intensity



100% of our sites have a Water Management Plan in place, and we have achieved a 25% reduction in water intensity.

Help our customers achieve their sustainability objectives

More than



assessments have been completed in ASSET, our certified life cycle assessment tool.

PLANNING FOR THE FUTURE: RESPONSIBLE PACKAGING 2.0

Reducing our impact on the environment (continued)

Area of focus

Use our packaging expertise to help solve global issues

Performance

Joined the Ellen MacArthur Foundation's New Plastics Economy initiative



to work toward a circular economy for plastic packaging.

Joined the Ocean Conservancy's Trash Free Seas Alliance



to help prevent waste from reaching the oceans.

Our support of the Recycling Partnership contributed to over



10,000

metric tonnes of recyclables being collected in six US cities.

Co-workers traveled to the Great Barrier Reef to work with Earthwatch Institute



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to observe, collect, and document marine debris for scientists

OUR PERFORMANCE

HOW WE MAKE RESPONSIBLE PACKAGING



Having a positive social impact

Area of focus

Realise our goal of “No Injuries” through our ongoing commitment to providing a safe workplace

Performance

Achieved a Lost Time Injury Frequency Rate of

0.6



and a Recordable Case Frequency Rate of **2.0**.

Global Safety campaign



Focused on hand safety and reduced hand-related injuries across the business.

Develop and maintain a diverse and engaged workforce

Women hold

29%



of the leadership positions.

2 out of **8**



board positions are held by females.

Protect human rights and sound labor practices in all our sites globally

100%



of our manufacturing sites participate in SEDEX.

HOW WE MAKE RESPONSIBLE PACKAGING

Having a positive social impact (continued)

Area of focus

Ensure sustainable sourcing and responsible and ethical procurement

Support the communities where we live and work

Performance

85% of global spend



is with suppliers who have been risk assessed via EcoVadis

Invested more than



US \$1M

on community projects, benefiting approximately **7,000 people.**

Co-workers participated in Amcor Community Program and supported initiatives in 14 countries including



Colombia, Ecuador, Singapore, Russia, the US, and Portugal.

Continued our partnership with the World Food Programme



and provided packaging expertise to help more food aid reach people in need.

WHAT WE MAKE

Amcor is a global packaging company with more than 195 sites in 43 countries. We develop and make flexible and rigid plastic packaging and folding-carton technology and products. A majority of our sales are to the food, beverage, and healthcare packaging industries. Our products protect fresh produce, snack food, medicine, water, juices, and carbonated soft drinks, among many other products. Here are just five of our product developments about which we're especially proud:

PRODUCT PROFILES



Method liquid laundry detergent bottle

As the industry's first liquid laundry detergent bottle made of 100% post-consumer recycled (PCR) polyethylene terephthalate (PET) resin, the Amcor Method Laundry Detergent Bottle won Diamond awards in the Technological Advancement, Responsible Packaging and Enhanced User Experience categories. Developed by our Rigid Plastics group, this sleek, 53-ounce transparent custom container successfully answered the compatibility and colour stability challenges of using PET in the liquid laundry detergent market.

Amcor's Advanced Sustainability Stewardship Evaluation Tool (ASSET™) life-cycle assessment tool demonstrated that using 100% PCR resin reduces the bottle's life cycle energy consumption by 78% and its carbon footprint by 35% compared to a virgin PET alternative.



AmLite

This year, Amcor launched AmLite Ultra, a transparent, metal-free packaging solution with a high barrier. AmLite Ultra is the latest addition to Amcor's broader AmLite line, which comprises metal-free films that are exceptional for high-barrier packaging. Using Amcor's Ultra SiOx coating, AmLite Ultra has an oxygen barrier comparable to that of aluminium.

AmLite products also offer a significant environmental benefit by reducing material use. According to ASSET, AmLite has a 40% smaller carbon footprint, some of which is due to its 21% lighter weight. AmLite Ultra can be used for a range of ambient dry food products, as well as medical and personal care products in a variety of pack formats, including bags, stand up pouches and spouted pouches, flow packs, sachets, and more.





Pandora

Amcor Rigid Plastics won a WorldStar Award for developing Pandora, a 22-gram hot-fill PET bottle with a design inspired by tea leaves. The ergonomic, cost-effective and sustainable bottle was designed for key customer Pepsico-Lipton's 500mL tea drink for the Central American market. Even as one of the lightest commercialized hot-fill containers in the world, Pandora is exceptionally rigid because of a specialised base that flexes as the body of the bottle cools. The bottle's unique curved design uses 30% less PET and fits comfortably in a consumer's hand. The material reduction results in a range of benefits including a dramatically smaller environmental footprint through recyclability and reducing the amount of energy required to make the bottle. The Pandora bottle also received recognition from the A'Design Awards' World Design Rankings, which showcases the best and most creative designs worldwide.





Formpack Ultra

Formpack® Ultra is a cold form blister product with greater elongation than standard cold form solutions. With product cavities that can be drawn deeper and with sharper wall angles than was previously possible, pharmaceutical companies can design smaller blister cards or add more cavities without increasing the blister card size. The smaller cavities also provide better product protection, shelf life, and stability.

Formpack® Ultra's superior performance is an outcome of "best-in-class" selection of raw materials, advanced manufacturing processes, and extensive quality control. By making more efficient use of material, Formpack® Ultra reduces changeovers and lowers associated setup waste at the customer's site. These factors result in a lower carbon footprint and a decreased total cost of ownership.

Sunshine

Ancor Tobacco Packaging launched Sunshine in 2015, a new printing technology that delivers a highly reflective metallic effect without the use of metal layers. Not only does this technology allow for a simpler supply chain and improved packaging line performance, it delivers environmental benefits including decreased GHG emissions, water consumption, and fossil fuel consumption.



PLANNING FOR THE FUTURE: RESPONSIBLE PACKAGING 2.0



Responsible packaging makes a valuable contribution to sustainability...

TAKING A LEADERSHIP ROLE IN PROMOTING RESPONSIBLE PACKAGING

Our approach

Responsible packaging makes a valuable contribution to sustainability by protecting the products that consumers need, minimising product spoilage or breakage, preserving the resources invested in the product and ensuring that the product reaches the consumer fit and safe for its intended purpose.

As a leading global packaging company, we understand the positive effect we can have by sharing our expertise in responsible packaging solutions with the industry. To promote responsible packaging, we

- Contribute to government and NGO policies formulation on topics such as recycling, waste reduction and use and disposal of packaging,
- Promote the role and benefits of responsible packaging by presenting at conferences and seminars around the world, and
- Participate in industry forums and groups.

Our performance

Besides the sustainability of Amcor packaging itself, customers and consumers are increasingly interested in the broader role we play in the value chain—particularly what happens to packaging once it has been used. We are prepared to take a leadership role in addressing this issue.

Consider some of our current efforts:

Defining a plastics economy in which plastics never become waste

In May 2016, Amcor joined other Core Partners MARS, Unilever, and Veolia in the launch of the **Ellen MacArthur Foundation's New Plastics Economy initiative**. This ambitious, three-year initiative was formed to act upon recommendations of the January 2016 report, "The New Plastics Economy: Rethinking the Future of Plastics," which was published at the World Economic Forum in January 2016.

This report described the material flows of global plastics and their associated economics and provided insights and recommendations for a more effective plastics system based on circular economy principles - a new plastics economy. With Amcor's support, the New Plastics Economy initiative brings together key stakeholders to re-think and re-design the future of plastics, starting with packaging. With an explicitly systemic and collaborative approach, the initiative aims to advance the plastics value chain into a virtuous cycle of value capture, stronger economics, and better environmental outcomes. Read more here: newplasticseconomy.org



Keeping plastic waste out of our oceans

In October 2015, Amcor became a member of the **Trash Free Seas Alliance (Alliance)**. Ocean Conservancy founded the Alliance in 2011. It unites leaders

from industry, conservation and academia to create pragmatic, real-world solutions to the problem of marine debris. Backed by compelling science about plastic marine debris, the Alliance aims to reduce the amount of plastic waste leaking into the ocean by 50% by 2025. The Alliance's September 2015 report, "Stemming the Tide: Land-based Strategies for a Plastic-Free Ocean," outlined specific solutions starting with the elimination of plastic waste leakage in five priority countries—China, Indonesia, the Philippines, Vietnam, and Thailand—where plastics are entering the ocean at some of the highest rates in the world. Currently, the Alliance is determining how to break down barriers to effective waste management. Other Alliance members include Nestle Waters NA, Procter & Gamble, Walmart, and the World Wildlife Fund. Read more at:

oceanconservancy.org/our-work/trash-free-seas-alliance

Increasing access to curbside recycling infrastructure

Through **The Recycling Partnership**, (RP), a US-based recycling nonprofit, Amcor and other members provide



matching grants to US cities so they can invest in curbside recycling infrastructure.

In 2015 RP supported 71 communities with **1.2 million** households, leading to the diversion of 25,000 tons of recyclable

materials from landfills. Other members include the Alcoa Foundation, American Chemistry Council, American Forest & Paper Association, the Association of Postconsumer Plastic Recyclers, and Coca-Cola.

Developing recycling infrastructure for flexible packaging

Most flexible packaging waste is not widely recycled.

Through several partnerships, we are trying to change this. Amcor is part of **Project Reflex**, a UK-based program

evaluating the recyclability of films and multilayer laminates through innovative product designs and recycling technologies, with the goal of creating a circular economy for flexible packaging in the country. The project is co-sponsored by Innovate UK, the UK's innovation agency; other member companies are Dow, Unilever, Nestle, Interflex, Tomra, Suez, and Axion. Read more about it here: reflexproject.co.uk. Through our participation in the

REDcycle organization in Australia and New Zealand, Amcor helped to develop and implement a closed-loop based recycling initiative that makes it possible for consumers there to responsibly dispose of soft plastics. The cross-industry effort, **Materials Recovery for the Future**, seeks to develop a mainstream recycling solution for flexible packaging in the US, beginning with assessment of the suitability of current recycling technology to sort out flexible materials. In addition to Amcor, members include Dow Chemical, PepsiCo, Procter & Gamble, Nestlé Purina

PetCare and Nestlé USA, Sealed Air, and SC Johnson, as well as the Association for Postconsumer Plastic Recyclers, the Flexible Packaging Association and SPI: The Plastics Industry Trade Association.

To ensure our supply chain is sustainable, we are active members in industry bodies around the world including AIM-PROGRESS, Aluminium Stewardship Initiative, the European Organisation for Packaging and the Environment, Flexible Packaging Association, SAVE FOOD Initiative, and the Sustainable Packaging Coalition. This allows our customers greater visibility into their own extended global supply chains.

Many of our co-workers are subject matter experts on sustainability issues including recycling, life cycle

assessment, and partnering for change. Our sustainability leaders often present at conferences and seminars. This year that list included the North American PET Conference in October, the Net Impact Conference in Minneapolis in November, and the SustPack conference in April.

As part of our ongoing partnership with the Earthwatch Institute, fifteen Amcor co-workers traveled to the Great Barrier Reef in Australia to observe, collect, and document marine debris in the Whitsunday Islands. The data will be used by scientists to formulate waste-management recommendations that help prevent waste from reaching beaches and the ocean in the first place.



HOW WE MAKE RESPONSIBLE PACKAGING

REDUCING OUR IMPACT ON THE ENVIRONMENT

Our priorities for limiting the environmental effect of more than 195 sites around the world are to:

- Continuously improve environmental performance across our sites,
- Work with suppliers and customers to enhance environmental effectiveness across our value chain, and
- Partner with our customers to help them achieve their sustainability objectives.

Continuously improving environmental performance across our sites

Our approach

We have ambitious goals for and are continuously improving the environmental impacts of our operations, especially emissions of greenhouse gases, waste that goes to landfills, and municipal water use. Amcor's Global Sustainability Leadership Council collaborates with our operations, research and development, sales and marketing, and procurement departments to improve resource efficiency at our manufacturing sites.

Our environmental policy, available online at amcor.com, has mandatory standards in three areas: 1) environmental discharges, 2) cooling towers and 3) community impact. These standards address the highest exposures at our sites. Each Amcor location must have an environmental management system in place, such as ISO 14001 or equivalent, that fulfills those standards.



We have ambitious goals for and are continuously improving the environmental impacts of our operations.

Our performance

Currently about 60% of Amcor sites have achieved ISO 14001 accreditation. The remainder of our locations are working toward independently certified environmental management systems, or have processes and systems that ensure compliance with both Amcor environmental standards and local regulations.

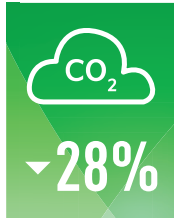
We continue to identify and implement environmental improvement opportunities. To help assure high priority and visibility, many Amcor sites are regularly inspected by national, state, and local environmental regulation agencies.

Fiscal 2016 was the fifth and final year of our current set of EnviroAction goals. The EnviroAction program includes short and long term reduction targets for waste to landfill, GHG emissions, and goals for water management. Our targets were:

EnviroAction targets

Greenhouse gas emissions

- A 10% reduction in GHG emissions intensity from fiscal 2011 through fiscal 2016, and
- A 60% reduction in the intensity of GHG emissions from fiscal 2006 to fiscal 2030



In fact, by 2016 we reduced GHG intensity by **28%** through energy efficiency projects, machine temperature optimisation, and equipment upgrades.

Raw materials and suppliers

We measure the contribution and breakdown of indirect (Scope 3) and product GHG emissions to direct efforts and track progress towards environmental improvement. Sources of indirect emissions include purchased raw materials and energy and outsourced activities, such as transport, recycling or recovery, and waste disposal.

The majority of our GHG emissions are Scope 3 (indirect) emissions; the raw materials used for our manufacturing processes are the greatest contributors.

Waste to landfill

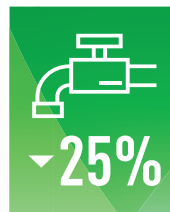
- A 50% reduction in waste-to-landfill intensity from fiscal 2011 to fiscal 2016, and
- Zero waste to landfills over the long-term



Our total waste from operations for fiscal 2016 was 287,334 tonnes, more than 80% of which was recycled. We have achieved a **62% reduction** in waste-to-landfill, significantly better than our 50% target. We did so through in-line recycling, improved material management, and improved sorting at our manufacturing locations. Our absolute waste-to-landfill was 12,284 tonnes. Fifty-four of our sites sent no waste to landfill.

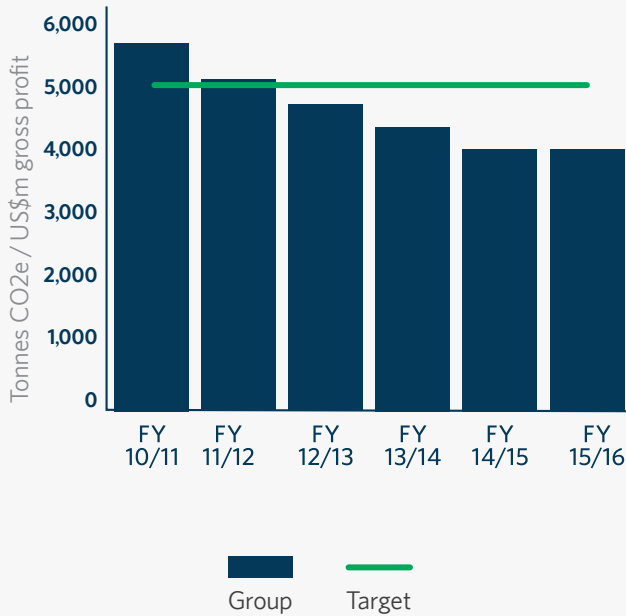
Water use

- Water management plans for every site

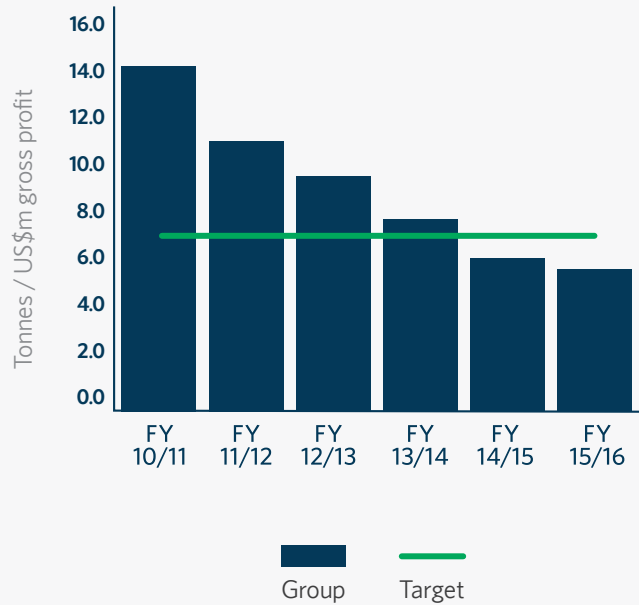


One-hundred percent of Amcor sites had water management plans in place by the end of fiscal 2016. Our water use intensity decreased by **25%**, and our absolute water use decreased 5% compared to our baseline year of fiscal 2011. Most of the 4.70 gigalitres of water we used was for cooling processes in the manufacture of rigid plastic packaging.

GHG Intensity Trend - Scope 1,2+3



Waste to landfill Intensity Trend



Working with suppliers and customers to reduce environmental impacts across our value chain

Our approach

Amcor packaging protects products made by many of the world's biggest consumer brands, and we value the opportunity to help such companies achieve their ambitious sustainability objectives. Our design and innovation expertise, including Life Cycle Assessment, allows us to design and produce sustainable packaging solutions.

Amcor's life cycle assessment tool, ASSET, calculates the environmental footprint of packaging across its life cycle in terms of energy use, water use, and GHG emissions. ASSET helps customers choose packaging that fulfills all of their needs, including environmental goals. We can use ASSET to compare the effects of incremental changes in packaging products or to compare two different formats such as a multi-layer pouch or a rigid container made from a single material. ASSET is third-party certified by the Carbon Trust.

Our performance

As a global packaging leader, Amcor is at the forefront of developing packages that store and protect the same volume of contents while using less material. Our Rigid Plastics business group earned the World Packaging Organization's WorldStar Award for its 22-gram hot-fill PET bottle, as well as a Dupont award for the Method laundry detergent bottle made of 100% post-consumer resin (see page 12).

Amcor strives to provide a safe and motivating workplace for our 31,000 co-workers around the world.

HAVING A POSITIVE SOCIAL IMPACT

Social responsibility in our workplace

Amcor strives to provide a safe and motivating workplace for our 31,000 co-workers around the world. Our related priorities are:

- Realising our goal of “No Injuries”
- Developing and maintaining a diverse and engaged workforce, and
- Protecting human rights and sound labor practices in all of our sites globally.

Realise our goal of “No Injuries”

Our approach

Our Global Safety Steering Committee (GSSC) monitors safety performance, shares best practices across the business, and actively addresses safety trends in our businesses.

Amcor has mandatory global standards for safety, environmental management and security. To assure compliance against these standards, internal audits are conducted at least annually and external audits are done every three years. Amcor's business groups are required to report monthly to the company's board on compliance with these standards and local rules.

Our performance

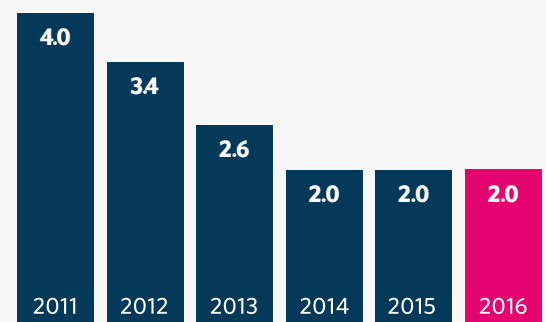
To maintain a safe workplace everywhere, we have focused on the following areas in 2016:

1. Eliminating serious injuries through attention to critical risk areas,
2. Developing and applying criteria to determine operating sites that require particular consideration,
3. Strengthening processes and sharing what we learn about fire prevention, and
4. Distributing best practices across all business groups in order to achieve ‘No Injuries’.

We are proud of our world-class safety performance, measured against two industry standard criteria - Lost Time Injury Frequency Rate (LTIFR) and Recordable Case Frequency Rate (RCFR).

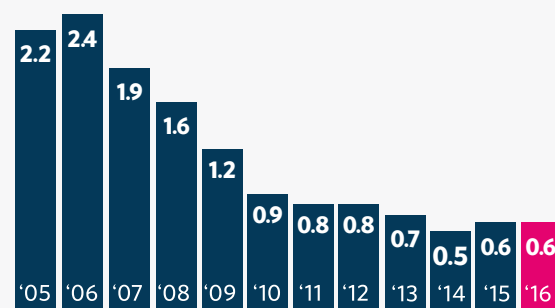
Recordable case frequency rate

Number of recordable cases per million hours worked



Lost time injury frequency rate

Number of injuries resulting in at least one full work day lost per million hours worked



2007 to 2012 data includes the demerged Orora business. 2013 to 2016 are shown exclusive of Orora. 2016 and 2015 includes acquired businesses from the first day of ownership. 2007 to 2014 excludes acquired businesses for the first 12 months of ownership.

**Frequency rates reported in charts cover full-time employees and contractors.*

Our LTIFR is measured by calculating the number of injuries resulting in at least one full work day lost per million hours worked. In 2016, the LTIFR was 0.56, corresponding to 41 injuries across our global business.

Our RCFR is measured by calculating the number of medical treatment cases and lost time injuries per million hours worked. In 2016 the RCFR was 2.00, corresponding to 147 injuries across our global business.

This year, a fatal accident occurred at our plant in Froges, France. A contractor suffered a fatal injury while performing maintenance at the site. Following the incident, we continue to review procedures and implement improvements to reduce the risks of similar incidents in the future.

We also track several other important safety measures, which helps us continuously develop and introduce new programs and processes in order to mitigate serious injuries. These include::

- **Frequency of First Aid Injuries**, which tracks one-time treatments for minor injuries, such as scratches, cuts and burns, that do not require medical care;
- **Severity Rate of Injuries** using the number of days a co-worker is not at work as a scale to identify injury severity;
- **Near-Miss Frequency Rate** measures co-worker reports of unsafe conditions or events, even when an injury does not occur; preventative action is then taken to address the issue;
- **Behavioural Audits Frequency Rate** a measure of how often audits are conducted to look at safety behaviours company-wide, including those of co-workers, contractors and visitors; and
- **Fire Ignitions**, which represent incidents involving smoke or fire and help us identify root causes- such as electrical, friction, static or hot work- and implement corrective actions.



We seek to embrace diversity at all levels of our organization.

This year we launched Amcor's first Global Safety Campaign, a concerted and high profile worldwide effort to manage risks associated with high-frequency or high-risk incidents and injuries. This initial campaign focuses on hand safety, requiring sites to review and update procedures, risk assessments, and training related to machinery guidelines. Future global campaigns will address other areas of highest risk that can have the greatest impact on improving workplace safety.

In fiscal 2016 we also launched the Critical Hazard Alert process, which highlights hazards deemed to be the most critical and widely applicable across Amcor sites. Each site's General Manager and OHSE Manager receive the Alert, along with specific actions to reduce or eliminate the hazard. Each site is required to report their progress.

Another example of how we actively invest in improving safety for our co-workers is our "Second Party Auditor" program. In this program, representatives from one Amcor site audit the safety systems at another site. This year 30 additional co-workers were trained to complete audits.

Develop and maintain a diverse and engaged workforce

Our approach

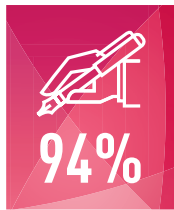
At Amcor, we believe that engaged co-workers are not only the foundation of our success, but are more safety-oriented, productive, customer focused, and likely to remain longer with the organisation. That is why we invest in tools that develop the capabilities of our co-workers, and recognize and celebrate success across the business.

To sustain our diverse, global organisation with more than 31,000 people, working in more than 40 countries, we focus on recruiting, retaining and developing local talent and select people from this broad talent pool for global leadership roles. Our 'Talent Through Diversity' policy and related metrics established by Amcor's board of directors help advance gender diversity. Our performance against that policy is reported annually to the board in terms of:

- Number of females employed at Amcor as a proportion of the total workforce, and
- Proportion of females employed at the leadership level.

Our performance

Every two years, we conduct an engagement survey of all co-workers in multiple languages. This enables us to understand the degree of co-worker engagement and formulate action plans to raise it further. Our 2016 survey



achieved a response rate of **94%**, and all but one area showed increased levels of engagement. The survey also allowed co-workers to provide constructive feedback, including that senior leaders can improve

their communication and focus more on career development of team members. Each function received a detailed report and will work on these opportunities for improvement during the next year.

We seek to embrace diversity at all levels of our organization:

- Two of eight of the members of the board of directors are female;
- Women represent 19% of our global talent pool;
- Twenty-nine percent of those in leadership positions are women

Amcor's "CEO Outperformance Awards" recognize teams for outstanding achievements. This year, a team from Flexibles Europe, Middle East, and Africa won the "Being Amcor" award for creating a program to improve our commercial practices and train sales teams to provide superior value for customers while earning sustainable and profitable growth for Amcor. A Mumbai-based team earned an award for developing an innovative safety program aimed at eliminating the most common cause of injuries across our Asia Pacific region.

Protect human rights and sound labor practices

Our approach

All co-workers are required to receive, read and acknowledge their understanding of the Amcor Code of Conduct and Ethics Policy in their local language as part of the new-employee induction process.

As we grow and have more co-workers located in emerging markets, it is more important than ever to have a strong focus on human rights.

We diligently introduce and integrate the Amcor Code of Conduct and Ethics Policy among people who become part of our company through an acquisition. The code of conduct asserts mutual respect, non-discrimination, freedom from harassment, freely chosen employment, protection of child rights, fair compensation, proper working hours, freedom of association and collective bargaining.

Our performance

Visibility of our commitment to and application of human rights and labor practices includes Amcor's membership in leading independent global-monitoring organisations. We are active members of the Supplier Ethical Data Exchange (SEDEX), one of the largest global databases measuring the sustainable performance of companies. Our 'AB' membership means that our customers have access to our ethical performance data and that we are able to obtain this information from suppliers which also belong to SEDEX .

Amcor evaluates the social and environmental performance of our suppliers through EcoVadis, a global platform. Additionally, Amcor also belongs to AIM-PROGRESS, a forum of consumer goods manufacturers and suppliers that promotes responsible sourcing practices and sustainable production systems.

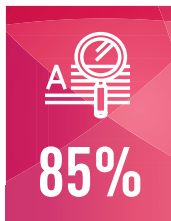


Sustainable sourcing and ethical procurement

Our approach

Our approach to packaging sustainability considers the entire value chain, and includes working with partners to identify and act on social, environmental and economic opportunities throughout the life cycle of a product.

We invest significant time and effort to provide transparent, accurate data on our performance so that stakeholders can easily see and understand our ethical and sustainable credentials.



Our performance

As a major customer in the supply chain Amcor actively engages suppliers in pursuing and promoting sustainability.

This includes monitoring that they receive, sign, and abide by our Supplier Code of Conduct, which comprises principles for business integrity, labour standards, occupational health and safety and environmental management.

Last year we made significant progress in identifying strategic vendors and tracking signatories to the Supplier Code of Conduct. We encouraged suppliers to join and be assessed by EcoVadis. So far, 70% of Amcor's critical and strategic suppliers have done so; this represents 85% of our global procurement spend. Our global procurement co-workers have been trained on and recognize the importance of social and environmental sustainability within our supply chain. Likewise, as suppliers ourselves we understand the need to provide Amcor's own accurate environmental and social performance data. So that such information is easily available to our customers, we are a member of a number of organisations that provide access to sustainability performance data, including SEDEX.

Supporting the communities where we live and work

Our approach

We continually work to strengthen our engagement within communities where Amcor operates. Our approach to community engagement is formalised in our environmental policy, which states that we will 'communicate openly with our co-workers and the community about our performance'. To identify and manage

all potential effects of our business on the local and broader communities, we follow a global community impact standard. This standard requires sites to work with local regulators to understand, monitor and control our influence on the community, and to respond promptly and in good faith to any complaints or enquiries.



Our performance

In 2014 we launched the Amcor Community Program which to date has invested over US **\$1 million** in programs working toward:

1. Increasing access to food and essential products;
2. Reducing the environmental impacts of packaging;
3. Educating people about how responsible packaging contributes to a more sustainable future.

This year our co-workers have been actively participating in the community program, undertaking activities such as planting trees at an orphanage in Russia, installing self-sustaining street lights in low-income urban areas in Colombia and Ecuador, and deploying water towers in areas without ready access to clean water.

Using our packaging expertise to help solve global issues

Our approach

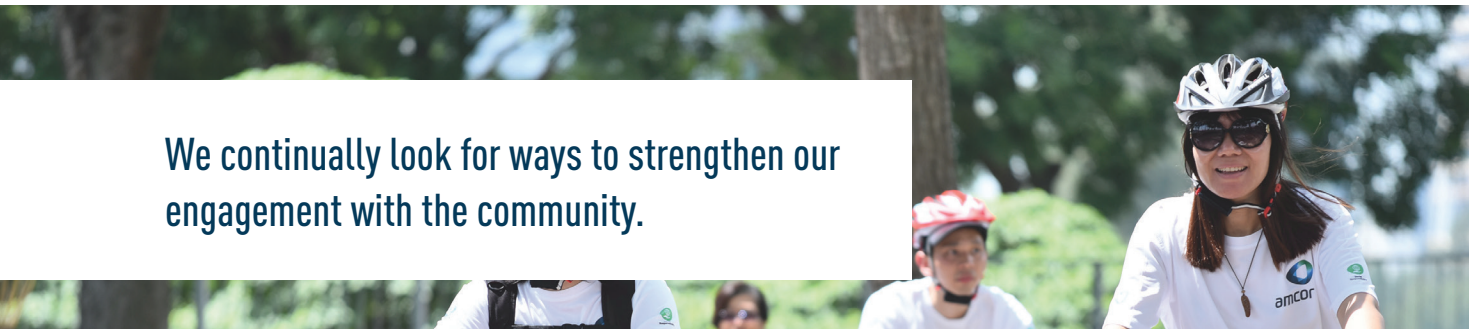
The scale of our operations, combined with our packaging expertise and the importance of packaging in the supply chain, means we can make a powerful difference in important social needs. These range from advocating the role of packaging in reducing food waste to inventing new packaging innovations so that life-saving medicines can be safely transported through tough supply chains to remote villages.

Our performance

We continued our support of the World Food Programme (WFP), providing financial support and packaging expertise that help improve the shelf-life and safety of WFP's food supplies. For example, we have provided guidance to WFP on how to improve the packaging for products that nourish children under age five in areas affected by poverty and crisis.

Amcor has shared its specialist packaging expertise with the UK charity, ColaLife, to create packaging solutions that enable life-saving medicine to reach remote villages in Africa. In November 2015, Amcor's ColaLife's Kit Yamoyo Flexi-pack, which uses Amcor Flexibles PushPop technology, received the Resource Efficient Pack of the Year award from the UK Packaging Awards. The award took into account transportation and supply chain of the product, ease of use, fit for purpose design and total cost.

We continually look for ways to strengthen our engagement with the community.



Recognition

We are proud that global and regional sustainability indices recognise Amcor for our performance. Amcor is included in the Dow Jones Sustainability World Index, the CDP Climate Disclosure Leadership Index for Australia, the MSCI Global Sustainability Index series, the Ethibel Excellence Investment Register, and the FTSE4Good Index.

Amcor received a score of 67 in the 2015 Corporate Social Responsibility assessment conducted by EcoVadis, a global platform for the evaluation of companies' social and environmental performance. This corresponds to a "gold" rating, and Amcor is in the top 2% best companies ever evaluated by EcoVadis. RobecoSAM recognised Amcor's sustainability performance with bronze class distinction in their 2016 Sustainability Yearbook.

Our innovative packaging solutions were also recognised, receiving a number of industry awards in the past year. These include: Gold and Silver Flexible Packaging Association Achievement awards, three European Aluminium Foil Association awards, and two World Packaging Organization's Worldstar awards. Each of the winning design innovations delivered a smaller environmental footprint and other sustainability benefits.

Previous editions of our Sustainability Review contained information related to "Our Economy." Please refer to our GRI report and Annual Report for this information.

We believe that meaningful new opportunities will be realised through global collaboration.





LOOKING AHEAD

Over the past year we have achieved success in our sustainability efforts. We take Amcor's leadership role seriously and are determined to extend on this work over the long term.

We have launched a new set of EnviroAction goals to achieve additional reductions in GHG emissions, waste sent to landfill, and water use. We will continue our partnerships with organizations including the Ellen MacArthur Foundation, The Trash Free Seas Alliance, the Recycling Partnership, and the World Food Programme.

We invite you to learn more about our objectives and accomplishments by reading our GRI report, available at amcor.com/sustainability.



Creating a new world of packaging
2016 Amcor | Sustainability Review

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