

# SUSTAINABLE PACKAGING POLICY AND PROCEDURE

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## Purpose

The purpose of this policy and procedure is to reduce the environmental impact of packaging of our standard product range by optimising consumer packaging, increasing recycling and recovery rates and contributing to cleaner recycling streams.

## Scope

This policy and procedure applies to the HSEQ, Marketing, Product and Purchasing Departments as well as to senior management who make decisions on products and packaging. We commit to educating parties in our Supply Chain of this policy and procedure.

## References

[2025 National Packaging Targets](#)

[Audit Procedure](#)

[Australian Packaging Covenant](#)

[HSEQ Management Plan](#)

ISO 14001 Environmental Management Systems

[New Article Creation Procedure](#)

[Sustainable Packaging Guidelines \(SPG\)](#)

[Chemical Waste Storage and Disposal Procedure](#)

## Definitions

- '2025 National Packaging Targets' – mean the packaging targets that apply to all packaging that is made, used and sold in Australia. The 2025 Targets are:
  - 100% reusable, recyclable or compostable packaging,
  - 70% of plastic packaging being recycled or composted,
  - 50% of average recycled content included in packaging, and
  - The phase out of problematic and unnecessary single-use plastics packaging.
- 'Company' or 'We' or 'Us' – means Wurth Australia Pty Ltd.
- 'Recycled Material' – means material that has been processed from recovered material.
- 'Supply Chain' – means a string of companies working together to satisfy market demands for a particular product or service.
- 'Sustainable Packaging' – means packaging that is fit-for purpose, resource-efficient, made from low impact materials and reusable or recyclable at the end of its useful life.

## Responsibilities

Wurth Australia is a signatory to the Australian Packaging Covenant and as such is committed to adhering to the Sustainable Packaging Guidelines. It is the responsibility of all employees involved in the design of labels and packaging, and sourcing and packaging of

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Würth products to follow this policy and procedure. Managers, Supervisors and Team Leaders are responsible for educating their staff and monitoring behaviour to ensure this policy and procedure is implemented and maintained. A cross-functional team has the responsibility to report on the implementation and adherence to this policy and procedure at least once a year in accordance with Würth Australia's Audit Procedure.

### Policy

Würth Australia is committed to driving actions towards the 2025 National Packaging Targets. Relevant objectives and targets are defined in the HSEQ Management Plan.

We consider four key principles in the design, procurement and recycling of our packaging to improve Packaging Sustainability and reduce the environmental impacts of our packaging:

- 1) Packaging should be designed to meet market and consumer needs, while minimising net impact in a cost-effective way.
- 2) Packaging should be designed to minimise the use of materials and other resources without compromising product quality and safety.
- 3) Packaging should be designed to minimise the environmental and social impact of materials and components.
- 4) Packaging should be designed to maximise its potential for recovery and recycling, and to minimise the environmental and social impacts of its disposal.

Würth Australia applies these key principles to all new and existing products during the design, procurement and delivery process to ensure that the most sustainable alternatives are considered.

We also encourage customers, suppliers and contractors to reduce their environmental footprint and to identify measures to mitigate the environmental impact of their activities, products and services.

### Procedure

To meet the four key principles in the design, procurement and recycling of packaging, Würth Australia conducts an effective packaging review of all new and existing products. This process includes but is not limited to the following:

- To undertake background research on sustainable packaging and the opportunities that might be available for relevant packaging types;
- To identify staff members who are able to conduct the packaging review;

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- To develop a suitable documentation and filing system;
- To compile a list of all different types and formats of packaging used by the Company, whereas the packaging range should follow a logical grouping;
- To develop the most appropriate method, schedule and responsibility for reviewing new and existing packaging;
- To identify helpful information sources and investigate best-practice sustainable design in the packaging category;
- For new products, to determine whether packaging is necessary or can be avoided and if so, consider buying packaging containing Recycled Material;
- For existing products, to undertake the review and determine what (if any) opportunities exist to move to more sustainable practices;
- To document the review process and retain underlying evidence for the decisions that were made; and
- To ensure that all packaging is disposed of in accordance with Wurth Australia's Chemical Waste, Storage and Disposal Procedure.

### **Records**

Records of product packaging reviews are kept for 2 years as per Wurth Australia's Record Retention Matrix.

### **Reason for Change**

Major change: Added Wurth Australia's commitment to the 2025 National Packaging Targets. Made reference to the Sustainable Packaging Guidelines.

Wurth Australia reserves the right to modify, revise or supplement parts of this document as it sees fit. Wurth Australia's policies and procedures are located on the Wurth Australia Intranet. A failure to comply with Wurth Australia's policies and procedures may result in disciplinary action up to and including termination of employment.