

Australian Defence Apparel

APCO Annual Action Plan & Report

2023

Annual Report and Action Plan

Company Name: **Australian Defence Apparel Pty Ltd**

Trading As: **Australian Defence Apparel**

ABN: **67006898906**

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

A: Suite 1102, Level 11, 55 Clarence Street, Sydney, NSW, 2000
E: apco@apco.org.au

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 70% 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:
 - 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
- 30% 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:
 - 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.)
- 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.

- Improve the accuracy of our data regarding recoverability.
- Investigate opportunities to use reusable packaging.

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.

- 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
 - Timber
 - Textiles
- Aim for 64% 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

APCO Annual Action Plan & Report



Australian Defence Apparel

APCO Performance Summary

2023

APCO Performance Summary

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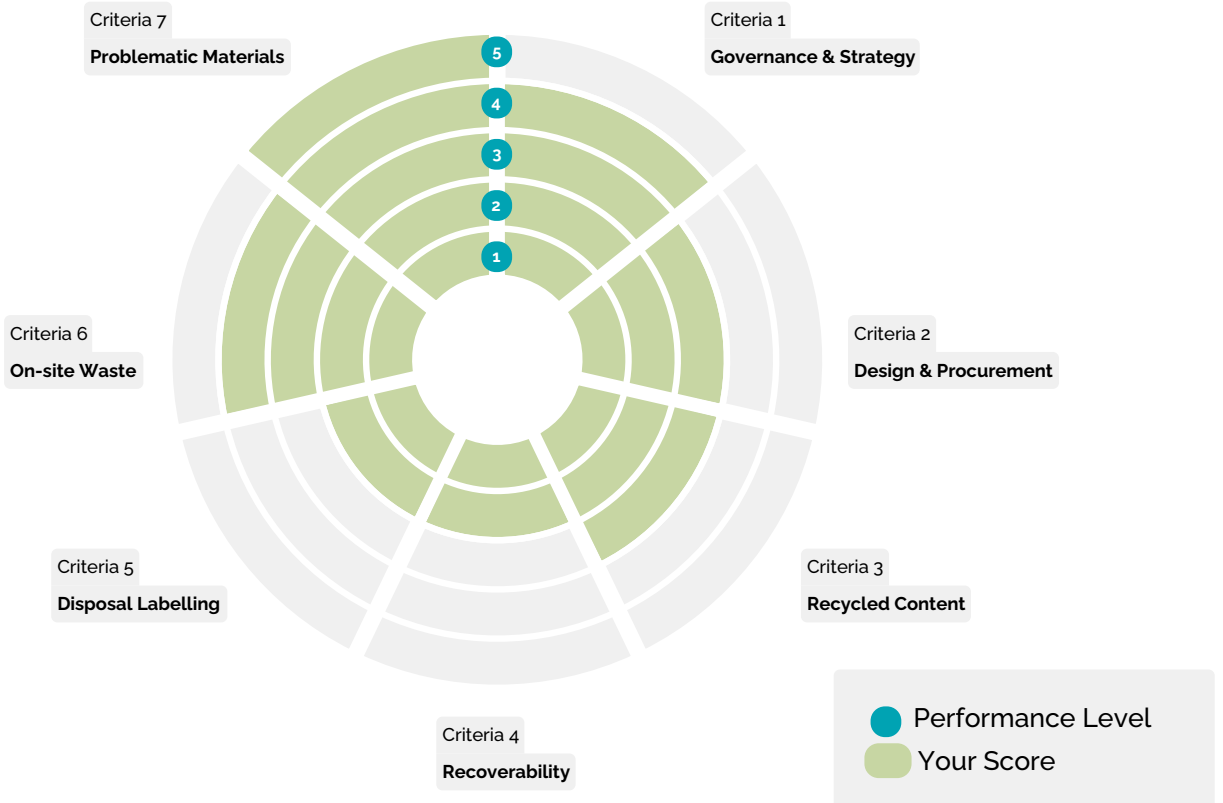
Overall Performance 47% - Advanced

The score above and chart below indicate your organisation's overall performance in the 2023 APCO Annual Report. With your chosen reporting period of **January, 2022 - December, 2022** you have achieved a **Advanced** overall performance level.



Criteria Performance Levels

The chart below indicates your organisation's performance against each of the Packaging Sustainability Framework criteria in the 2023 APCO Annual Report. Each band represents a performance level with the green indicating your level of performance for each.



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About APCO Annual Reporting

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Packaging Sustainability Framework criteria

- | | |
|---|---|
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| 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). |
| Criteria 3:
Recycled Content | This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation. |
| Criteria 4:
Recoverability | This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging. |
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On-site Waste | This criteria considers progress in increasing the amount of on-site solid waste being 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. |

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: 4 Leading



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

We continue to review our strategy to achieve the 2025 National Packaging Targets. In the last 12 months we have promoted the removal of unnecessary plastic clips and collar clips in the garment packaging with our customers. This has resulted in the removal of unnecessary plastic packaging from 99 product lines.

Criteria 2:

Design & Procurement: 3 Advanced



How many of your 4617 SKUs have had their packaging reviewed against the Sustainable Packaging Guidelines (or equivalent) in the last 5 years?

99

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.

To date ADA has worked with 4 Clients to remove unnecessary plastic packaging from their shirt packaging. These clients are Parks Victoria, NSW Ambulance, NSW Health & SA Health.

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 4617 SKUs have packaging that has been optimised for material efficiency in the last 5 years?

99

Please indicate the accuracy of this response.

High

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

From a costing perspective, the savings are minimal - approximately 2 cents a garment. From a plastic quantity saving, just over 1 tonne of plastic was saved from the customer's waste stream. This in turn, saved approximately 1.2tonne of CO2e.

Supporting Evidence

Now we are looking at SKU's this provides us with firmer data.

Criteria 3:

Recycled Content: 3 Advanced

- 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 4617 SKUs has at least some packaging that is made from recycled material?

0

Please indicate the accuracy of this response.

High

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

Garments manufactured by Sub-contractors are delivered in their polybag packaging. As yet there are no viable alternatives that are able to maintain the integrity of the garment in transit.

- None of the above

Supporting Evidence

Packaging used to send out garments such as satchels and cardboard cartons contain recycled content.

Criteria 4:

Recoverability: 2 Good Progress



How many of your 4617 SKUs have all packaging components that are recoverable (i.e. recyclable or compostable) at end-of-life?

0

Please indicate the accuracy of this response.

High

How many of your 4617 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)

3555

Please indicate the accuracy of this response.

Medium

How many of your 4617 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 4617 SKUs are not recoverable at end-of-life and must go to landfill? (i.e. not recyclable or compostable)

1062

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

Yes No

If yes, how many of your 4617 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

Only one customer uses pallets.

- 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 type="radio"/> Internal	<input checked="" type="radio"/> External
Crates	<input type="radio"/> Internal	<input 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

Three-quarters of items sold by ADA are shipped directly through to the end user by Australia post. Most of the packaging, including the courier satchels (which are made from recycled plastic) is soft plastic which can be recycled through store drop off. There is still a minor component that cannot be recycled such as the silicon moisture bags, plastic tag fasteners and plastic garment clips (where still used). We have started to reduce the usage of the plastic garment and collar clips. We have addressed the use of these

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

Criteria 5:

Disposal Labelling: 2 Good Progress



How many of your 4617 SKUs have labelling on-pack to inform the consumer of how to correctly dispose of the packaging?

0

Please indicate the accuracy of this response.

High

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

- 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

Cardboard is baled and collected for recycling.

Soft Plastic is separated and collected and turned into Oil through the Australian Paper Recover (APR Plastic) Program.

Timber Pallets that cannot be utilized are collected and recycled into new pallets or garden mulch.

- 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)?

64%

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

Includes the following sites:
Thomastown: Office and warehouse
Bendigo: Factory Site

- None of the above

Supporting Evidence

Waste figures are monitored monthly. They consist of the following:
Waste to landfill
Cardboard recycling

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

Criteria 7:

Problematic Materials: 5 Beyond Best Practice

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

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

- 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?

Timber, Low-Density Polyethylene (LDPE), Other Plastics, Cardboard.

Timber

Total tonnes used	154	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	154	Average recycled content (%) (post consumer)	100
Total single use packaging	0	Average recycled content (%) (unknown)	0

Low-Density Polyethylene (LDPE)

Total tonnes used	1	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	1	Average recycled content (%) (post consumer)	0
Total single use packaging	0	Average recycled content (%) (unknown)	100

Other Plastics

Total tonnes used	11	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	11	Average recycled content (%) (post consumer)	0
Total single use packaging	0	Average recycled content (%) (unknown)	100

Cardboard

Total tonnes used	76	Average recycled content (%) (pre consumer)	0
Tonnes reusable packaging	54	Average recycled content (%) (post consumer)	0
Total single use packaging	22	Average recycled content (%) (unknown)	100

Additional Information

- No additional information

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

ADA uses a Total Apparel Management System (TAMS) to service its customers. This means that uniforms are delivered directly to employees through mail satchels. Deliveries to Defense are in bulk, so no satchels are used. Through 2022 ADA approached 4 Clients and successfully reduced their plastic requirements in the packaging of their garments. In 2023 ADA will be approaching more clients with the aim to reduce more plastic requirements. These results will be in the 2023 APCO report.

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

Packaging requirements are usually determined during the tender phase of the contract with the customers, this means that any changes require agreement with the customer. Opportunities are limited as alternative to the poly bags that the garments come in can be prohibitive and due to the time in transit and storage, compostable packaging is not a viable alternative as it can degrade and the product can be damaged.

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

Criteria 4 - Supporting Evidence

Three-quarters of items sold by ADA are shipped directly through to the end user by Australia post. Most of the packaging, including the courier satchels (which are made from recycled plastic) is soft plastic which can be recycled through store drop off. There is still a minor component that cannot be recycled such as the silicon moisture bags, plastic tag fasteners and plastic garment clips (where still used). We have started to reduce the usage of the plastic garment and collar clips. We have addressed the use of these

clips with 4 clients to date.

Bulk deliveries consist of garments delivered to customers on timber pallets. These pallets are manufactured to the requirements of the customer.

Criteria 6 - Supporting Evidence

Waste figures are monitored monthly. They consist of the following:

Waste to landfill

Cardboard recycling

Textile - landfill diversion scheme

Plastic - APR plastic scheme

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APCO Performance Summary

