



PEOPLE IN PLASTIC

SUSTAINABILITY POLICY 2017

At People in Plastic we recognise that we have a responsibility to consider the effect of our business activities on customers, suppliers, employees, consumers, communities and the environment.

As an organisation that distributes products across Australia and throughout the Pacific region, we recognise that we can make a difference and we are committed to creating a work culture where environmental and business sustainability is seen as an integral part of our operations.

This report outlines our policies aimed at achieving this outcome. Our policies are central to the way we do business and affect the entire supply chain relationships. Our policies are designed to guide the way we operate our business activities and aim to emphasise the importance of understanding how each of us can make a difference.

PEOPLE IN PLASTIC OVERVIEW

Our Business

People in Plastic is a wholesale distributor of premium plastic packaging products to customers throughout Australia and the Pacific region.

The business distributes a range of over 800 plastic products including pails, bottles, bins, crates, drums, square and round containers, jars, cubes and jerry cans.

The products are distributed to a wide range of industries including hardware, manufacturers (chemicals, paint, food), government departments, telecommunication, universities and schools, printing, catering and hotel suppliers, hire companies, home brew and the mining industry.

Our Mission

Our Mission is to grow as an efficient and friendly distributor of premium plastic and packaging products. We will create utility and value for our customers in order to generate profit. We will value our suppliers, employees and family as we grow.

Our Values

The People in Plastic Vision Statement forms the basis of our organisational structure. The Vision details our purpose, future goals, a vivid description of the future and the core ideology to which the business strives to operate. The People in Plastic Core Values include:

- Doing your best
- Care and compassion
- Integrity, honesty and trustworthiness (ethical conduct and consistency)
- Understanding and tolerance (respect and consideration)
- Responsibility (accountability and constructive resolution)

BUSINESS SUSTAINABILITY

Our Products

People in Plastic choose carefully the products that we distribute to our customers. Our products offer:

- **Quality and Safety:** All of our products conform to Australian standards. Many of our products can show when tampering has occurred and can be dangerous goods approved and/or child resistant. Our quality products offer safety to consumers.
- **Local Benefits:** 99% of our products are manufactured in Australia. We believe that selling Australian made products benefits our community and our environment.
- **Recyclable Materials:** All of the products we sell are recyclable. Most are made from HDPE which is readily recyclable into many products.

Our One-Stop-Shop

By offering a wide selection of packaging products at competitive prices, our customers are able to maximise efficiencies in purchasing and reduce unnecessary costs.

E-Commerce

People in Plastic offer a range of e-commerce options that enable our business and customers to reduce paperwork and increase efficiency, thereby increasing sustainability.

People in Plastic Website: internet based price lists, product information and online ordering

Email and Lan Fax: transfer of orders and other data by email attachment and fax directly from computer systems

Electronic Filing: online filing system to eliminate printing and paper storage

Business Continuity

People in Plastic has a detailed Business Continuity Plan to ensure the continuation of our business during and following any incidents that result in disruptions to our normal operating capacity.

The objectives of this plan are:

- To ensure that maximum possible service levels can be maintained for our customers
- To ensure that we recover from interruptions as quickly as possible
- To minimise the likelihood and impact of interruptions.

ENVIRONMENTAL SUSTAINABILITY

Transportation and Warehousing

People in Plastic distribute Australian made products where possible in order to reduce the environmental impacts and costs of international shipping.

In addition to the Rocklea site in Brisbane, People in Plastic has warehouse facilities in Sunshine West, Melbourne, Yennora, Sydney and Wangara, Perth. These additional distribution centres mean our business can better service Australia with products that are manufactured and stored locally.

Our ability to deliver a range of products via couriers enables us to reduce our carbon footprint and to partner with our customers and suppliers in the supply chain in our endeavours to reduce damaging impacts on our environment.

Green Office

People in Plastic support staff in making the workplace more environmentally friendly. Staff are asked to:

- Switch off – lights, computer monitors, air conditioners and heating units when not in use
- Use recycled paper for note taking
- Double side when photocopying / printing
- Recycle toner cartridges
- Report water leaks
- Use the non-disposable crockery and cutlery provided

People in Plastic operate in a manner which significantly reduces the amount of office paper used:

- Incoming and outgoing faxes are converted to email format
- Orders are entered and saved from digital copies
- Orders are packed and despatched direct from the system

Waste Recycling

People in Plastic have all excess plastic wrap and cardboard collected from our warehouse locations for recycling.

Consumer Recovery or Recycling

People in Plastic are committed to using marketing and sales to distribute information to help customer awareness when it comes to reusing or recycling products.

Supplier Packaging

People in Plastic will continue to work with our suppliers to reduce the amount of non-recyclable packing used to distribute products. Together we can achieve the Australian Packaging Covenant Organisation's goal of 50% recycled content being used in packaging by 2025.

Sustainable Packaging Guidelines

The Sustainable Packaging Guidelines are as follows:

1. Design for recovery
2. Optimise material efficiency
3. Design to reduce product waste
4. Eliminate hazardous materials
5. Use recycled materials
6. Use renewable materials
7. Design to minimise litter
8. Design for transport efficiency
9. Design for accessibility
10. Provide consumer information on sustainability

Based on 2021 APCO reporting responses for People in Plastic, Guidelines 1, 2, 5 & 7 are areas that People in Plastic should focus on reviewing current and future packaging against to identify opportunities for improvement.

SOCIAL SUSTAINABILITY

Our Communities

People in Plastic actively participate in improving the communities in which we operate. At a corporate level, People in Plastic makes regular contributions to local communities and charitable organisations.

Our Staff

People in Plastic acknowledges the importance of staff in ensuring future business success and sustainability.

- We offer support to employees undertaking job related study or training courses, which may include meeting course costs or other financial support and/or time off work
- The business conducts an annual performance review process in order to set goals and discuss development opportunities
- Wherever possible People in Plastic offer flexible work options to support individual circumstances and promote work/ life balance
- People in Plastic is committed to equal opportunity and cultural diversity
- Our Employee Assistance Program promotes emotional health and well-being and quality human relationships. The business offers confidential counselling services by a qualified provider during times of need.

Workplace Health & Safety

We strive to maintain the highest standards of occupational health and safety for all our people. Legislated training is provided as required, including Fire Safety and Evacuation training. All staff hold appropriate tickets to operate machinery.