
ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

Introduction

Ant Packaging recognises the importance of environmental, social, and governance (ESG) considerations in our business operations. We are committed to conducting our activities in a manner that reflects our responsibility to the planet, society, and our stakeholders. This ESG policy outlines our commitment to sustainable and responsible business practices, including achieving carbon neutrality, reducing plastic impact, and zero to landfill.

Environmental Responsibility

Carbon Neutrality

Ant Packaging is dedicated to maintaining carbon neutrality in our operations. We will:

- Implement strategies to reduce emissions, such as energy efficiency measures and the use of renewable energy sources.
- Offset any remaining emissions through verified carbon offset programs.
- Regularly report on our progress toward maintaining carbon neutrality.
- Maintain 3rd Party Accreditation of the above

Reducing Plastic Impact

We are committed to minimising our use of virgin plastics and reducing plastic waste. We will:

- Implement measures to reduce plastic usage within our operations.
- Promote recycling and responsible disposal of plastics.
- Explore alternatives to virgin plastics in our products and packaging.
- Support initiatives that address plastic pollution in our communities and oceans.
- Develop circular plastic economies with our customers, turning waste bottles into new bottles.

Zero to Landfill

Ant Packaging is committed to achieving zero waste to landfill in our operations. We will:

- Implement waste reduction and recycling programs to divert waste from landfills.
- Promote the reuse and recycling of materials within our organisation.
- Work with suppliers and partners to reduce waste generation.
- Regularly report on our progress toward achieving zero to landfill.

Environmental Stewardship

In addition to carbon neutrality, plastic reduction, and zero landfill, we commit to minimising our overall environmental impact. We will:

- Continuously monitor and reduce our carbon footprint.
- Promote energy efficiency and the use of renewable energy sources.
- Target to use less water in our factory than the average Australian household.
- Conserve natural resources and protect biodiversity.

Product and Supply Chain Responsibility

We will work with our suppliers to ensure they adhere to our environmental standards and promote sustainable practices throughout our supply chain.

Social Responsibility

Employee Well-being

Ant Packaging is dedicated to creating a safe, inclusive, and supportive workplace where all employees are treated with respect and dignity. We will:

- Remove any barriers relating to gender, race or religion.
- Promote diversity and inclusion at all levels of the organisation.
- Provide fair wages and benefits to our employees.
- Offer opportunities for professional development and advancement.

Community Engagement

We will actively engage with our local communities and support initiatives that contribute to their well-being. This includes:

- Volunteering and philanthropic efforts.
- Supporting local businesses and suppliers.
- Listening to and addressing community concerns.

International Obligations

Ensure suppliers adhere to international anti-slavery and anti-trafficking standards.

Governance

Ethical Conduct

Ant Packaging is committed to upholding the highest standards of ethics and integrity. We will:

- Maintain a transparent and accountable governance structure.
- Promote ethical behaviour and compliance with all relevant laws and regulations.
- Prevent conflicts of interest and ensure fair and responsible decision-making.
- Work towards becoming the most respected Plastics manufacturer in Australia.
- Maintain and adhere to a specific code of conduct.

Stakeholder Engagement

We will actively engage with our stakeholders, including shareholders, customers, employees, and the communities we serve. We will seek input and feedback to improve our ESG practices.

Reporting and Accountability

We will regularly assess and report on our ESG performance, including progress, goals, and areas for improvement. Our leadership will be accountable for the implementation of this policy.

Implementation

This ESG policy will be communicated to all employees and stakeholders and reviewed and updated regularly to reflect changes in our business and ESG goals.

Ant Packaging is committed to achieving its ESG objectives, including being carbon neutral, reducing plastic impact, and achieving zero to landfill. We will allocate the necessary resources and support to ensure the successful implementation of this policy.

This policy serves as a framework for Ant Packaging to integrate ESG considerations into its operations, and we are committed to continuous improvement in our ESG performance, including our efforts to leave no negative impact on our environment.

Management Approved Policy



Signed By: John Clark
Position: Managing Director
Date: 20 October 2023