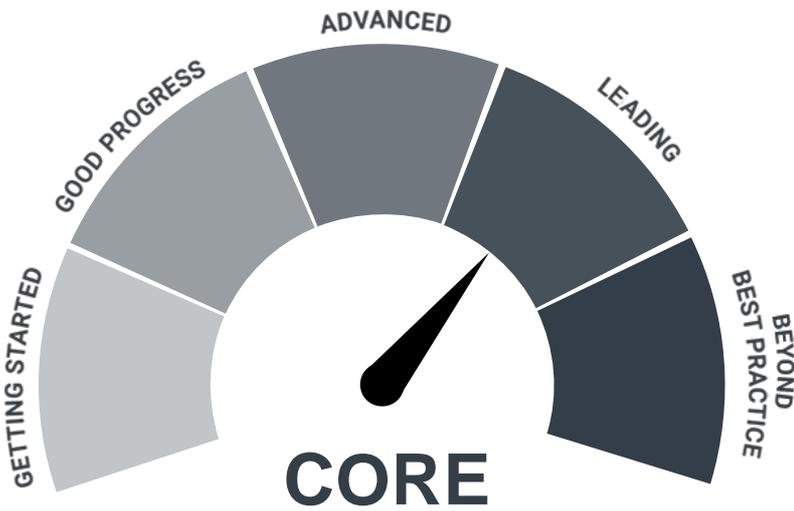


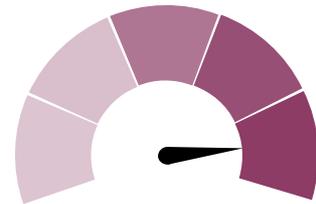
### DASHBOARD



LEADERSHIP



OUTCOMES



OPERATIONS

### SUMMARY

For the 2021 APCO Annual Report, *Belkin Limited* has achieved Level 4 (Leading) for the core criteria. All seven core criteria were answered and four out of six recommended criteria were answered.

### INDICATORS

This Annual Report shows the organisation's performance against the APCO Packaging Sustainability Framework.

**CORE:** All core criteria.

**RECOMMENDED:** All answered recommended criteria.

**TOTAL:** Sum of all core and answered recommended criteria.

**LEADERSHIP:** All criteria that defines leadership on packaging sustainability.

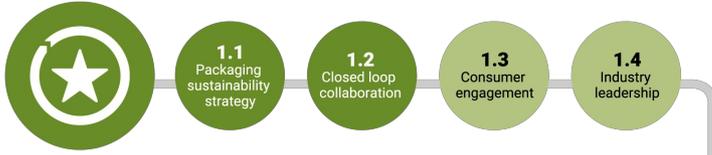
**OUTCOMES:** All criteria that lead to direct improvement in packaging sustainability.

**OPERATIONS:** All criteria related to business operations for improving packaging sustainability.

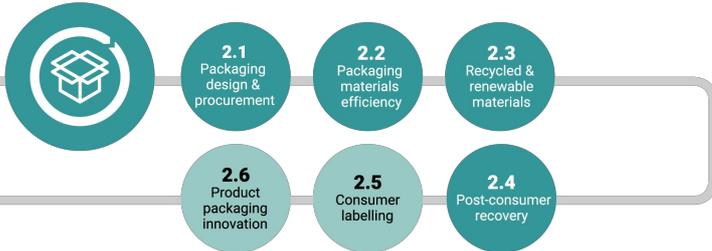
### REPORTING FRAMEWORK

#### OVERVIEW

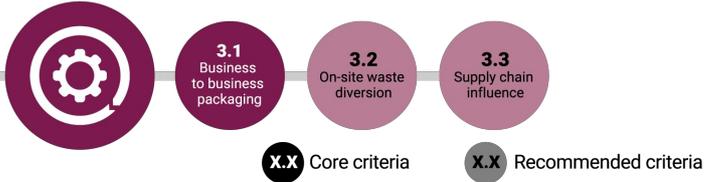
##### 1. LEADERSHIP



##### 2. OUTCOMES



##### 3. OPERATIONS



#### LEVEL DESCRIPTION

##### LEVEL 0

##### NOT YET STARTED

The organisation does not have a plan and has not started investigating options for action under the relevant criteria.

##### LEVEL 1

##### GETTING STARTED

The organisation is developing a plan or is investigating options for action under that criteria (e.g. agreeing on goals and targets).

##### LEVEL 2

##### GOOD PROGRESS

There are documented procedures in place (e.g. to implement the Sustainable Packaging Guidelines) or some progress has been achieved, data tracking shows up to 20% of products have achieved the desired outcome.

##### LEVEL 3

##### ADVANCED

The organisation has specific, measurable targets in place, or data tracking shows that >20% of products have achieved the desired outcome.

##### LEVEL 4

##### LEADING

The organisation has more rigorous procedures in place, or an ambitious target has been met e.g. >50% of products have achieved the desired outcome.

##### LEVEL 5

##### BEYOND BEST PRACTICE

The organisation has more rigorous procedures in place, or an ambitious target has been met e.g. 100% of products have achieved the desired outcome.

### ABOUT THE APCO FRAMEWORK

The APCO Packaging Sustainability Framework (the Framework) aims to provide a consistent and transparent framework for assessing and tracking packaging sustainability across organisations. The Framework consists of thirteen independent criteria that belong to three separate categories. These categories are (i) Leadership, (ii) Packaging Outcomes and (iii) Operations. The diagram above shows the different criteria included within each of these three categories.

There are two types of criteria within the Framework:

- **Core criteria** are mandatory and must be answered by all Members when completing the Annual Reporting Tool.
- **Recommended criteria** are not mandatory, but Members are encouraged to complete as many recommended criteria as possible.

Each criteria is divided into five levels of performance ranging from 'getting started' to 'beyond best practice'. The diagram above illustrates the key differences between performance levels. Please see [www.packagingcovenant.org.au](http://www.packagingcovenant.org.au) for more information.

### ABOUT APCO

APCO is a co-regulatory, not for profit organisation that partners with government and industry to reduce the harmful impact of packaging on the Australian environment. APCO promotes sustainable design and recycling initiatives, waste to landfill reduction activities and circular economy projects. APCO Annual Reports are a key Membership obligation, providing Member organisations with a transparent method to track their packaging sustainability performance. Annual reporting also supplies APCO with valuable data and information to identify industry trends and advancements.

### FREE FORM QUESTIONS

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

At Belkin, we take pride in our achievements as leaders in corporate sustainability and we are always looking ahead to ensure we continue to innovate and set ever-higher standards for sustainability. Our 5-year sustainability targets include goals to become 100% carbon neutral (scope 2 emissions) and reduce disposable plastics by 25% before 2025. We also commit to using at least 30% of RPET eco-friendly materials in the absence of better alternatives.

Belkin participates in a number of environmental programs, including committing to the Australian Packaging Covenant, participating in paper sourcing custody chain certification, and registering as a producer with the relevant environmental agencies in many European countries.

Belkin openly reports the amount of paper and plastic packaging it imports and pays for the appropriate recycling programs to offset our use of these materials. APCO enabled Belkin to evaluate its total packaging footprint in Australia and New Zealand and investigate, along with retail partners, how packaging is managed after it is purchased by the consumer.

Under APCO's direction, Belkin was able to develop product packaging which has been embraced and will roll out globally, that is aligned with APCO's targets for single-use plastic reduction, recycled content, and the use of compostable materials.

While there is always more to be done, we are proud of what has been achieved to-date and the position that our ongoing commitment to sustainable practices has in our organisation.

## COMMITMENTS

The Action Plan detailed below, is a public commitment to advancing packaging sustainability outcomes as a Member of APCO. Members are encouraged to have a comprehensive internal plan with the steps they will take to fulfill their commitments.

### Criteria 1.1 PACKAGING SUSTAINABILITY STRATEGY (core)

#### 5. Beyond best practice

**Your organisation is committed to:** Publicly reporting progress towards packaging sustainability.

### Criteria 1.2 CLOSED-LOOP COLLABORATION (core)

#### 3. Advanced

**Your organisation is committed to:** Ensuring that rigorous processes are implemented to collect data for the purposes of monitoring the performance of the closed loop collaboration.

### Criteria 1.3 CONSUMER ENGAGEMENT (recommended)

#### 2. Good progress

**Your organisation is committed to engaging consumers about packaging sustainability by:** (1) Including packaging information on your website or other publications. (2) Designing packaging to reduce the impacts of consumption.

### Criteria 1.4 INDUSTRY LEADERSHIP (recommended)

#### 4. Leading

**Your organisation is committed to:** (1) Investigating collaborative or industry leadership actions to improve packaging sustainability. (2) Being involved in a program or initiative to improve packaging sustainability through collaboration and leadership. (3) Being involved in multiple programs or initiatives to improve packaging sustainability through collaboration and industry leadership. (4) Having at least one leadership initiative externally recognised through an award or other formal process.

### Criteria 2.1 PACKAGING DESIGN & PROCUREMENT (core)

#### 3. Advanced

**Your organisation is committed to:** Reviewing at least 20% of packaging with reference to the Sustainable Packaging Guidelines (SPG) or equivalent.

## COMMITMENTS

Criteria 2.2 PACKAGING MATERIALS EFFICIENCY (core)

### 2. Good progress

**Your organisation is committed to:** Reducing packaging weight or optimising packaging material efficiency in up to 20% of products.

Criteria 2.3 RECYCLED & RENEWABLE MATERIALS (core)

### 4. Leading

**Your organisation is committed to:** Incorporating or optimising recycled and/or renewable content in more than 50% of products.

Criteria 2.4 POST-CONSUMER RECOVERY (core)

### 4. Leading

**Your organisation is committed to:** Having more than 50% of primary packaging be recoverable through existing post-consumer recovery systems and achieving the highest potential environmental value.

Criteria 2.5 CONSUMER LABELLING (recommended)

### 3. Advanced

**Your organisation is committed to:** Labelling more than 20% of products with disposal or recovery information.

Criteria 2.6 PRODUCT-PACKAGING INNOVATION (recommended)

### Not relevant

**Your organisation has indicated that this criteria is not relevant.**

Criteria 3.1 BUSINESS-TO-BUSINESS PACKAGING (core)

### 4. Leading

**Your organisation is committed to:** Reducing consumption of single use business-to-business (B2B) packaging by more than 50% or optimising more than 50% of B2B packaging for efficiency and reuse.

### COMMITMENTS

#### Criteria 3.2 ON-SITE WASTE DIVERSION (recommended)

##### 1. Getting started

**Your organisation is committed to:** Investigating opportunities to divert solid waste generated at facilities (factories, warehouses, offices, retail stores etc.) from landfill.

#### Criteria 3.3 SUPPLY CHAIN INFLUENCE (recommended)

##### 5. Beyond best practice

**Your organisation is committed to engaging its supply chain about packaging sustainability by:** (1) Communicating goals and guidelines. (2) Providing support to suppliers to improve their understanding of goals and strategies. (3) Collaborating with key suppliers to share knowledge. (4) Having processes to evaluate risks and opportunities for influence. (5) Having business processes to monitor supplier compliance.

### SIGN OFF

Nicole Rindal

Compliance Director

Monday, 17 May 2021

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