

# Annual Report and Action Plan

Company Name: **Robern Menz Australia Pty Ltd**

Trading As: **Menz Confectionary**

ABN: **64007944149**

## 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 **Leading**

The chart below indicates the overall performance level of this organisation listed above in the 2025 APCO Annual Report. The organisation's reporting period was **January, 2024 - December, 2024**.



### Understanding APCO Annual Reporting performance levels:

- |                                |  |
|--------------------------------|--|
| <b>1 Getting Started:</b>      | You are at the start of your packaging sustainability journey.   |
| <b>2 Good Progress:</b>        | You have made some first steps on your packaging sustainability journey.   |
| <b>3 Advanced:</b>             | You have taken tangible action on your packaging sustainability journey.   |
| <b>4 Leading:</b>              | You have made significant progress on your packaging sustainability journey.   |
| <b>5 Beyond Best Practice:</b> | You have received the highest performance level and have made significant progress on your packaging sustainability journey. |

### Contact

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### Additional Information

The information below indicates additional information that the organisation included in their APCO Annual Report.

Please tell us about any innovative packaging sustainability initiatives you have implemented during your chosen 12 month reporting period.

During our 12-month reporting period, we have focused on reducing packaging material by transitioning from DOY (stand-up pouch) to Pillow (hang cell) packaging. This change minimises waste by using less  $\mu$ m material while maintaining product protection and functionality. By optimising our packaging design, we are actively reducing our environmental impact and improving sustainability.

Please tell us of any constraints you may have had during your chosen 12 month reporting period that has impacted on your packaging sustainability initiatives and Covenant obligations.

A key constraint we faced during our 12-month reporting period has been retailer preferences, as many retailers continue to use DOY (stand-up pouch) packaging and do not yet utilise Pillow (hang cell) packaging. As a result, transitioning to the Pillow Bag format for our products would risk compromising product presentation and shelf appeal, making it challenging to align with our sustainability initiatives while meeting retailer requirements.

### 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 for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent.
- Communicate and promote packaging sustainability objectives and targets within your organisation and to external stakeholders (suppliers, final consumers, community groups etc.).

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).

- Use the Sustainable Packaging Guidelines to review our packaging to identify opportunities for improvement.

## Criteria 3:

**Recycled Content:**

This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.

- Aim to use recycled materials in any packaging where this is feasible, including:
  - Tertiary packaging

## Criteria 4:

**Recoverability:**

This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.

No commitments have been made for this criteria this year.

## 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.

- As packaging is updated or refreshed, add on-pack information for consumers on recyclability or correct disposal.

## Criteria 6:

**On-site Waste:**

This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.

- Develop a system to collect and recycle used packaging generated at our facilities.

## 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.

- Undertake the following to help reduce the impact of litter:
  - Conduct regular clean-ups on-site

- Plan to participate in Business Clean-Up Day
- Look for opportunities to redesign packaging to eliminate components that may have the propensity to become litter

**Further commitments:**

These commitments look at additional actions the organisation may take to improve reporting.

No commitments have been made for this criteria this year.