

Signatory Name: Amer Sports Australia Pty Ltd

The question numbers in this report refer to the numbers in the report template. Not all questions are displayed in this report.

Status: Completed

The content in this APC Annual Report is hereby endorsed by the Chief Executive Officer, or equivalent officer of the organisation.

Yes

5. Industry sector (please select 1 only):

- Brand Owner / Wholesaler / Retailer
- Packaging Manufacturer
- Waste Management
- Other - Commercial Organisation
- Community Group
- Industry Association
- Government
- Raw Material Supplier
- Other:

6. Industry type (please select 1 only):

- Food & Beverage
- Pharmaceutical / Personal Care / Medical
- Hardware
- Homewares
- Communications / Electronics
- Clothing / Footwear / Fashion
- Chemicals / Agriculture
- Fuel
- Large Retailer
- Tobacco
- Shipping Company
- Airline
- Other: Sporting Goods

7. Please indicate your organisation's reporting period:

- Financial Year: 1 July 2011 – 30 June 2012
- Calendar Year: 1 January 2012 – 31 December 2012

Goal 1: Design

KPI 1: % of signatories with documented policies and procedures for evaluating and procuring packaging using the SPG's or equivalent.

8. Does your company have documented policies and procedures for evaluating and procuring packaging using the SPG's or equivalent?

- Yes No

9. Of the types of packaging **existing at the beginning of the reporting period**, what percentage had been reviewed using the Sustainable Packaging Guidelines (SPG) by the end of the reporting period?

%

10. Have any new types of packaging been introduced during the reporting period?

- Yes No

11. If yes, of the **new types of packaging introduced during the reporting period**, what percentage have been reviewed using the Sustainable Packaging Guidelines (SPG) by the end of the reporting period?

%

12. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 1

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	Prepare a gap analysis between existing environmental and product development systems/standards and SPG to ensure SPG implementation.	The gap analysis was completed by addressing the following targets.
2.	Establish documented policy and procedure for evaluating and procuring packaging using the SPG.	This is part of the SPG audit process and establishment of a documented policy and procedure will be investigated in 2013.
3.	Review all new products using the SPG.	There were no new products introduced in 2012.
4.	Review all existing products using the SPG.	An SPG Review on the Wilson tennis ball can, which is a major form of consumer packaging distributed by Amer Sports, was completed in 2011. In 2012 a SPG Review on a Wilson Staff golf box containing 12 x Dx2 Soft packaged golf balls was commenced and will be completed in 2013.
5.	Establish new product development process used by overseas suppliers.	This is a challenging exercise because of the number and diversity of overseas supplies. This will be included in the advice to overseas suppliers in the next target.
6.	Advise overseas suppliers that Amer Sports is a Signatory to the APC and its commitments and obligations.	This has not been completed pending the availability of SPG Audit software provided by a third party. This is now available and we will aim to advise all overseas suppliers of this in 2013.
7.	Establish centralised data base.	Completed.

13. Describe any constraints or opportunities that affected performance under this KPI

Very little happened in 2012 because of human resources issues/problems. This will be reviewed in 2013 with the objective of finding solutions.

Goal 2: Recycling

KPI 3: % signatories applying on-site recovery systems for used packaging.

14. Do you have on-site recovery systems for recycling used packaging?

- Yes at all facilities/ sites
 Yes at some, but not all facilities/ sites
 No

15. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 3

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	Review and recommend improved on-site recycling and buy recycled policies.	Review completed and will be revisited in 2013.
2.	Establish base line data for on-site waste and recyclable packaging recovery.	This is difficult as Amer Sports' on-site waste and recyclable packaging is co-ming led with other companies' on the industrial estate. This will be reviewed on an annual basis.
3.	Formalise employee education programs about recycling and waste reduction.	Amer Sports' employees are already educated about recycling and waste reduction programs.

16. Describe any constraints or opportunities that affected performance under this KPI

Very little happened in 2012 because of human resources issues/problems. This will be reviewed in 2013 with the objective of finding solutions.

KPI 4: Signatories implement formal policy of buying packaging made from recycled products.

17. Does your company have a formal policy of buying packaging made from recycled packaging?

- Yes No

18. Is this policy actively used?

- Yes No

19. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 4

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	Formalise a Buy Recycled Purchasing Policy and encourage implementation.	Amer Sports does not have a formalised Buy Recycled Policy. However, it purchases its consumables from a Covenant signatory that has a range of recycled and recyclable products, and every endeavour is made to purchase these products, as long as they are competitive and fit for use. A formalised Buy Recycled Purchasing Policy will be investigated in 2013.

20. Describe any constraints or opportunities that affected performance under this KPI

Goal 3: Product Stewardship

KPI 6: % signatories with formal processes to work collaboratively on packaging design and / or recycling.

21. Does your company have formal processes in place for collaborating with other companies or organisations on improved packaging designs and/or recycling which aims to reduce or eliminate waste?

Yes No

22. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 6

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	Review and recommend formal processes for working with others, other product stewardship outcomes for packaging and reducing litter.	Review completed and will be revisited annually.
2.	Formulate a documented policy to review all packaging against the SPG and develop a supplier's questionnaire to assist in answering the questions raised in the SPG.	This is part of the SPG Review process and is still in its implementation stage. This will be considered again in 2013.
3.	Investigate opportunities to negotiate supply contracts that require take back and recycling of packaging.	This is not practical because most of Amer Sports products end up at retail outlets all over Australia.
4.	Review existing waste management arrangements and request assistance in establishing base line data.	Amer Sports has informal waste management arrangements in place, but as previously reported it is difficult to establish base line data as on-site waste and recyclable packaging is co-mingled with other companies' on the industrial estate. This will be reviewed on an annual basis.

23. Describe any constraints or opportunities that affected performance under this KPI

Very little happened in 2012 because of human resources issues/problems. This will be reviewed in 2013 with the objective of finding solutions.

KPI 7: % signatories showing other Product Stewardship outcomes.

24. Since the beginning of the reporting period, has your company had any other outcomes related to product stewardship?

Yes No

If yes, please give examples of other product stewardship outcomes

25. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 7

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	Investigate other product stewardship opportunities.	We were unsuccessful in achieving our goal of one new initiative per annum in 2012, but this will be put back on the agenda when we find a solution to the human resources problem/issue.

26. Describe any constraints or opportunities that affected performance under this KPI

KPI 8: Reductions in packaging items in the litter stream.

27. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 8

	Target: What were your annual targets for the reporting period?	Actual: What did you achieve?
1.	We did not put in any targets for this as it is unlikely that any of Amer Sports' packaging will end up in the litter stream.	In 2013 Amer Sports will look to see if there are any local community based initiatives that would enable employees to participate in reducing the amount of packaging items in the litter stream.

28. Describe any constraints or opportunities that affected performance under this KPI

Your Experiences

This section lets you share with us any achievements, good news stories and areas of difficulties in making progress against your plan and the Covenant goals and KPIs.

29. Key achievements or good news stories

30. Areas of difficulties in making progress against your plan, Covenant goals or KPIs

All of Amer Sports' products are imported pre-packaged and it is unlikely that it can influence the design and development of the packaging because of the size of the Australian market.

Very little happened in 2012 because of human resources issues/problems. This will be reviewed in 2013 with the objective of finding solutions.