



## 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: Complete

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:

**7. Please indicate your organisation's reporting period:**

- Financial Year: 1 July 2013 – 30 June 2014
- Calendar Year: 1 January 2014 – 31 December 2014

**8. Please indicate the entire period your accepted APC Action Plan covers (e.g. 2011-2014)**

Start Date:

End Date:

## Goal 1: Design

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

9. Does your company have documented policies and procedures for evaluating and procuring packaging using the SPGs or equivalent?

Yes  No

Provide details of policies and procedures

Amer Sports globally operates under a series of guidelines and policies. In relation to packaging, our environmental guidelines state that Amer Sports is committed to reducing the environmental impact of our operations through the use of methods of production and sourcing that are both responsible and ethically sound. Packaging and our ability to reduce our impact are a cornerstone of our drive to reduce our overall carbon footprint and material consumption. In Australia, Amer Sports continue to carry out the Sustainable Packaging Guideline audits on our major packaging lines and this is informed by communications with our Head Office in relation to our reporting requirements in Australia under the Australian Packaging Covenant.

10. 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?

%

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

Yes  No

12. 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

%

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Prepare a gap analysis between existing environmental and product development systems / standards and SPG to ensure SPG implementation.	Amer Sports is currently expanding the range of Life Cycle Assessments to assess our global Carbon footprint. The information gathered in relation to our overseas manufacturing facilities will be used to inform our SPG audits where relevant.
2.	Establish documented policy and procedure for evaluating and procuring packaging using the SPG.	Amer Sport globally is in the process of preparing our first global Sustainability Report. As part of this process we have advised our Head Office of the reporting requirements under the Sustainable Packaging Guidelines and we have submitted information requests relating to the environmental performance of our leading products' packaging.  This correspondence, along with any responses from our Head Office, is held in a central file for all APC communications.
3.	Review all <b>existing</b> products using the SPG.	In this reporting period we reviewed an additional product line that makes up a significant % of the overall packaging Amer Sports places on the Australian market. This audit focused on our footwear products and the associated packaging, which was mainly recyclable, from recycled materials, and in some instances FSC certified.

4.	Implementation of standard reporting globally around waste and packaging.	Amer Sports has undertaken a global review of our operations to establish a baseline for our carbon footprint and other key environmental indicators e.g. waste. Amer Sports Australia is required to complete a mandatory internal report on a series of metrics, including packaging waste arising onsite.
5.	Advise overseas suppliers that Amer Sports is a signatory to the APC and its commitments and obligations.	Amer Sports Australia have advised Head Office of our commitment to the APC as part of our annual environmental reporting obligations. We have contacted the suppliers of our three main product lines to ensure that they are aware of our information requirements around the packaging on the products they supply into Australia. All this information is stored on a central system accessible to Amer Sports Australia and our environment dept. overseas.
6.	Establish centralised data base.	All information in relation to Amer Sports APC obligations is stored in a central location for access by authorised staff to update as we receive information from our overseas suppliers.

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

Amer Sports Australia benefits from the push by Amer Sports globally to increase the accuracy of our calculations regarding our carbon footprint. Statistics from each market are collated at our head office which provides Amer Sports Australia with an opportunity to benefit from any work our colleagues overseas may carry out in the improvement of our global packaging.

This can also be a constraint as we are unable to affect the packaging design for products we place on the Australian market as they are packed overseas for a global market. Therefore, being part of a proactive global network is both an opportunity and a constraint.

**Goal 2: Recycling**

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

**15. 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

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Review and recommend improved on-site recycling and buy recycled policies.	As part of a review of our operations at our Australian premises, along with increased environmental reporting requests from our Head Office, Amer Sports has identified all the relevant waste streams to ensure reuse, recycling and recovery options are implemented before a final waste disposal option is considered. This applies to both our warehouse and office facilities.

2.	Establish baseline data for on-site waste and recyclable packaging recovery.	<p>Amer Sports reports waste data to our Head Office where it is collated across the Group's global operations to prepare statistics around tonnage of waste created per a) member of staff or b) \$m turnover. Any new initiatives that reduce waste are highlighted and made available to Australian based staff for consideration in projects to reduce the tonnage of waste on our premises.</p> <p>Amer Sports currently recycles all onsite packaging waste from our warehouses and this currently amounts to 25 tonnes of cardboard and 5 tonnes of plastic per annum.</p> <p>Amer Sports also recycle our office waste i.e. paper, printer cartridges, mixed plastics and aluminium cans from the canteen. Although removed for recycling we do not receive a weight for these scheduled removals.</p>
3.	Formalise employee education programs about recycling and waste reduction.	<p>In 2014, as part of an overall review of operations in our main warehouse, all staff were given a briefing on best practice in Operational Health &amp; Safety, Environment, (OHSE) and this included instructions as to what materials arising onsite are recyclable, and the preferred method of disposal for these materials i.e. baling and recycling.</p>

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

Amer Sports Australia operates as a distribution centre for our parent company's iconic sports brands throughout Australia. In some ways this can be a constraint as we cannot specify the packaging for our products, and the level of recyclability or recovery. However, being part of a global organisation also gives us access to global solutions to packaging issues and access to industry experts within our Head Office environment department or our manufacturing facilities. An example of the opportunities arising from our global operations is access to unique new materials. One of our European operations is now using an oxo-biodegradable shrink-wrap. This shrink-wrap contains an additive that initiates a quicker chemical breakdown in the presence of oxygen and heat/UV light, and is also 100% recyclable. Going forward we would hope to see these innovations applied to our Australian packaging.

On a daily basis, our warehouse staff take every opportunity to reduce our own onsite footprint through a number of efficiencies including:

- Reusing all secondary boxes on goods inwards for packaging mixed orders on goods outwards;
- Recycling all cardboard boxes on goods inwards that are not reusable due to damage or branding;
- Compacting and recycling all shrinkwrap removed from goods inwards.

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

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

- Yes  No

Provide details of policies and procedures (including names of policies/ procedures)

Our global headquarters is currently implementing a number of packaging changes to include a bio degradable shrinkwrap at one of our overseas manufacturing plants. In Australia, our purchase of secondary cardboard boxes is mainly from an APC member, who supplies packaging made from recycled packaging. Although we have a formal policy overseas where most of our packaging originates, Amer Sports does not have a formal policy in Australia.

19. Is this policy actively used?

- Yes  No

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Formalise a Buy Recycled Purchasing Policy and encourage implementation.	Amer Sports ensure we consider the environmental aspects of a packaging material before we purchase the packaging. As our main supplier is a signatory to the APC we expect our supplier to have already carried out an SPG in relation to the material and resource efficiency of the packaging.
2.	Purchase packaging with a recycled content.	Amer Sports in Australia only purchases secondary (cardboard boxes) or tertiary (shrinkwrap). We are already aware that our cardboard box purchases have a high % of recycled material in their manufacture and we will look to place third party documentary evidence on our SPG files as soon as possible.
3.	Global recycling initiatives.	Our overseas manufacturing plants have become involved in a number of innovative ways of managing onsite waste and increasing recycling through projects such as an onsite composting of industrial process waste, sourcing of outlets for our other wastes to be reused in other industrial processes, and the design of zero waste programs.  Amer Sports Australia will look to implement many of these initiatives in our Australian Operations as part of our improved operational processes going forward.

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

Amer Sports globally is moving to a zero waste program through initiatives in many of our manufacturing plants. These projects such as Life Cycle Assessments should see a reduction in the footprint of our packaging through innovations in material type and minimisation.  
Although we already purchase a high percentage of our recyclable secondary packaging materials for application in Australia from an APC member, we will request they confirm the exact tonnages and % of material from recycled resources going forward.

**Goal 3: Product Stewardship**

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

22. 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

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Review and recommend formal processes for working with others to achieve product stewardship outcomes for packaging design and recycling.	Amer Sports Head Office now requests all overseas offices to submit a report highlighting the operational use of water, energy, packaging, and the production of waste, so that they can calculate an overall global footprint, as well as highlight areas of positive/negative performance. Amer Sports Australia collates this information from various streams of the operations and submits to our Head Office to be reflected in the global sustainability calculations.
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.	Through auditing our three main packaging types using the Sustainable Packaging Guidelines, Amer Sports has developed a process for contacting our overseas suppliers and our in-house staff to ensure we cover all aspects of the SPG audit requirements. In the past this information has proven difficult to collate but we are now recontacting all suppliers to ensure that they are aware of the importance of this reporting within the company, both locally in Australia and overseas.
3.	Review existing waste management arrangements and request assistance in establishing base line data.	During a review of our operations in Australia, we examined our waste management procedures and these are now documented and available to all operations staff. We have also started receiving accurate information from our waste contractors as to the types of materials removed, destination for final disposal and levels of recycling.

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

On a global level, Amer Sports assess the lifecycle of our products to be able to reduce the environmental impact of their production, eliminate the use of restricted substances, seek options for recycling programs and generally take into account sustainability aspects of new products to reduce their environmental impact. Our products meet or exceed applicable regulatory requirements with regard to product safety and labelling. Amer Sports Australia benefits directly from these initiatives, both in the quality of the product and reduced footprint.

On a local level, Amer sports will take this opportunity to work with our secondary cardboard box supplier, who is also an APC member, to ensure we collaborate on any design issues around our secondary packaging.

**KPI 7: % signatories showing other Product Stewardship outcomes.**

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Bluesign systems partner.	During this reporting period Amer Sports joined the Bluesign systems partner network for all products within our Apparel and Gear category. This blue sign system is a solution for a sustainable textile production by eliminating harmful substances right from the beginning of the manufacturing process, and sets and controls standards for environmentally safe and friendlier production.
2.	FSC certified wood.	Amer Sports uses timber in our winter sports equipment and all our suppliers are FSC certified.
3.	EcoRide Award.	The product we have carried out our third Sustainable Packaging Guidelines audit on is produced overseas in a facility that has received recognition for their environmental management systems that applies to all administrative and design activities.
4.	Global CSR policy.	As a global leader in the manufacture of high end sports goods, Amer Sports have committed to implement our business strategy in an ethically, socially and environmentally responsible manner while ensuring our products are innovative and safe, while at the same time providing a safe and healthy work environment.
5.	Distribution & Transport.	Amer Sports aim to optimise the transportation routes and methods available to make both environmental and financial savings. Through loading containers efficiently, reducing packaging material usage and management of our distribution centres we aim to minimise the impact of our activities on the environment while making considerable cost savings.
6.	Encourage office performance.	At Amer Sports all staff are encouraged to participate in reducing our carbon footprint. This may be through energy efficiencies, reduced printing, increased recycling or rationalised travelling, all of which contribute to a reduced footprint and improved environmental performance.

26. 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

Amer Sports has embarked on a global project to improve operational excellence and efficiencies. This involved the implementation of processes such as lean manufacturing, life cycle assessments and project management. The aim is to have every employee's contribution included in this project to assess our performance. This gives Amer Sports in Australia an excellent chance to gain insight into the efficiency initiatives overseas, and also compare Australia with similar enterprises worldwide and provide the opportunity to identify areas for improvement in Australia.

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

Amer Sports is currently in the final stages of developing a Global Sustainability Report. Through information gathered from each overseas market, Amer Sports aim to produce a carbon footprint for their entire operations as well as initiatives and projects to reduce this footprint. Amer Sports Australia is an active participant in the information gathering process and we believe there will be opportunities arising from this global project that will allow us to benchmark our performance against others in the Group and enable us to identify opportunities to improve our performance in Australia based on outcomes overseas.

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

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

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Disposal of Amer Sports Tertiary packaging.	Amer Sports tertiary packaging (shrink-wrap) will only arise on the premises of either a major distributor or a retailer. Both premises should be equipped with the required recovery and recycling facilities, which includes recycling stream for shrink-wrap. Therefore our tertiary packaging should not end up as litter.
2.	Disposal of Amer Sports Secondary packaging.	Amer Sports secondary packaging is almost exclusively removed on retail premises where recycling facilities should be available, again reducing the opportunity for this level of packaging to become litter.
3.	Disposal of Primary packaging.	To date the products we have carried out SPG audits on are all in a recyclable packaging format. They all carry a "please recycle logo".  Whether removed at a sports facility or in the consumer's residence, this packaging can be disposed of in the relevant recycling streams and there is no reason why this should become litter.

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

Amer Sports supplies a range of products that will rarely be unpacked away from either the home environment or a sports venue. For this reason there is very little opportunity for our packaging to enter the litter stream.

All our packaging carries a recycling symbol or dispose of correctly instructions.

We have had no dealings with any councils or other entities in relation to our packaging being an issue in relation to litter.

There will be ongoing opportunities for Amer Sports Australia around any positive developments made overseas to our primary packaging.

## 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.

### 30. Key achievements or good news stories

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