

FACES OF SUSTAINABILITY

Sustainability Report 2022



About the cover

On the cover of our Sustainability Report for fiscal year 2022 (FY22) are some of the faces behind the great work that is done every day by Amcor colleagues to help move our sustainability efforts forward.

Many of these individuals were nominated by their respective Business Groups for Amcor's highest recognition within the company: the Outperformance Awards, in the Environmental category. Here is a summary of the submissions for the environment award, along with the winning entry from Amcor Flexibles Asia Pacific, the "Power Meter" project.

Amcor Flexibles Asia Pacific: "Power Meter" project for energy consumption monitoring and reduction

The "Power Meter" project monitored the energy consumption of each major piece of equipment at the Amcor Flexibles Asia Pacific plant in Bangkok. After an in-depth analysis, the engineering team was able to use this data to identify opportunities to reduce electricity usage. As a result, the Amcor Flexibles Bangkok site was able to reduce its carbon footprint by 2,700 metric tons of carbon dioxide equivalent (CO₂e) in FY22.

Amcor Flexibles Europe Middle East and Africa: Reducing carbon dioxide emissions in transport, one truck at a time

In response to the European Commission's 2030 Climate Target Plan and with the goal of reducing net greenhouse gases by 2030,

Amcor Flexibles Lodz launched a multifaceted project to optimize efficiency in the delivery of finished goods. The team used an application called "Gate Pass" to efficiently manage loading windows and reduce emissions caused by idling, by increasing the loading capacity per truck in order to reduce the total number of transport trucks needed.

Amcor Flexibles Latin America: Recycle-ready portfolio roadmap for BRF

In partnership with food processing company BRF, the Amcor Flexibles Latin America team developed a strong and comprehensive sustainability roadmap for all product lines, including ones that could be incorporated into its future supply offering. This project not only helped contribute to BRF's sustainability goals, but was also fully aligned with Amcor's pledge to make all packaging recyclable, reusable, or compostable by 2025.

"The Amcor Flexibles Bangkok site was able to reduce its carbon footprint by 2,700 metric tons of CO₂e in FY22."

Amcor Flexibles North America: Drive to zero waste-to-disposal

Amcor Flexibles Specialty Films decreased the plant's landfill volume by 88%, diverting more than 2,700 metric tons from the landfill. The project is already acting as a catalyst and model for similar changes at other sites.

Amcor Rigid Packaging: Millville Wetlands Project to protect water, land, and wildlife in its own backyard

A grant-funded restorative planting project allowed the Amcor Rigid Packaging Millville Plant team to put in more than 3,300 native wetland plants behind its property. The restorative planting on 397 square meters of wetlands removed contaminants from the water and reduced water runoff by approximately 630,000 liters annually.

Amcor Specialty Cartons: Recycling and reusing pallets to support EnviroAction goals

Amcor Specialty Cartons Reidsville successfully reduced its environmental impact by collaborating with customers to recycle and reuse pallets and pallet tops. This supports Amcor's sustainability and financial goals at a time of significant volatility and cost inflation in the global lumber market. Following the site's success, other Amcor Specialty Carton Americas plants are already adopting the concept.



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A letter from our CEO



Ron Delia

Ron Delia

CEO

Thank you for your interest in Amcor's sustainability efforts and how we are striving to produce more responsible packaging to improve the environment for generations to come.

Our commitment to innovative and more sustainable packaging solutions informs the decisions we make. We recognize the important role Amcor's packaging plays in feeding and providing healthcare-related items to a global population in a safe and secure manner. We do not take that responsibility lightly and know that our products must also play a vital role in a circular economy. This is one of the reasons I am proud to announce a new target on recycled content that will see us work toward 30% recycled material across our portfolio by 2030. This is a significant increase beyond our previous target of 10% by 2025 and will play a critical role in our responsible packaging strategy.

Solution-oriented

At Amcor, we know that being an industry leader requires a solution-oriented mindset—a commitment to explore and find solutions. In this year's report, you will meet some of my colleagues who are true leaders in our sustainability efforts. These individuals are an example of our colleagues around the world dedicated every day to our commitment to design all our packaging to be recyclable, reusable, or compostable by 2025.

Since Amcor became the first packaging company to make such a commitment, we have made exciting advancements in the recyclability of our portfolio. Last year, 74% of the packaging we produced was recycle-ready, and 83% of our flexible packaging portfolio had recycle-ready alternatives available—and we are not finished yet. We are committed to continuing progress through investments in Research and Development (R&D) and a world-class global innovation center network that facilitates the sharing of best practices and knowledge.

As we celebrate the advancements we've made in our journey to develop more sustainable packaging solutions, we are also proud of the role our packaging plays in responding to some of the greatest challenges of our time. One example is our collaboration with a major pharmaceutical customer, which brought together a cross-functional Amcor team to develop a new packaging solution with unrivaled functionality and performance for a life-saving COVID-19 drug. The arrival of the drug brought relief and hope to millions, and it came

wrapped in Amcor packaging designed to protect it and allow it to be transported around the globe. When the U.S. Food and Drug Administration approved emergency use of the product just days before Christmas in 2021, Amcor colleagues devoted their time and efforts during the holidays to get the work done. This is just one of many examples that continue to show our commitment and pledge to both our customers and to society as a whole.

"I am proud to announce a new target on recycled content that will see us work toward 30% recycled material across our portfolio by 2030."

Gaining traction

In FY22, we continued to gain traction with our sustainability efforts on multiple fronts. From the way we manage our operations to drive down greenhouse gas (GHG) emissions to our vendor partnerships, our engagement on this front is reflected in the decisions we make. In January 2022, we increased the ambition of our GHG reduction goals by committing to set science-based targets and to achieve net zero emissions by 2050. This commitment builds on the success of our EnviroAction program, which started in 2008 and has already delivered a 35% reduction in GHG emissions intensity and is on track to deliver a cumulative 60% reduction by 2030.

In addition, Amcor's EnviroAction program maintains robust targets for water management and waste-to-disposal.

In FY22, we unveiled a rebrand of our global product portfolio, which is designed to give customers a clearer, more holistic view of our growing range of more sustainable packaging solutions. Our customers require packaging that meets their needs in terms of functionality and performance, with a broad choice of high-performing material options, and that delivers outstanding sustainability benefits. The redesign of our product portfolio included the launch of the new Amcor EcoGuard™ brand, which allows customers to quickly identify packaging options that offer more sustainable features. We also expanded on our sustainability leadership by launching proprietary product innovations such as our AmFiber™ platform and recycle-ready AmPrima™ films, which are highlighted throughout this report.

Alongside improvements in infrastructure and consumer education, we believe these new products hold the key to the journey to a more sustainable, circular economy for packaging.

What's next

To remain a leader in responsible packaging, we must constantly look to the horizon for what's next. We are relentless and open-minded in our search for disruptive, innovative ideas beyond our own industry-leading R&D capabilities. This is one of the primary reasons we launched the Amcor Lift-Off program—an open-call initiative targeting breakthrough, industry-disruptive technologies that will further advance Amcor's sustainability achievements. We awarded our first grants to several companies with promising solutions that can help take our industry to the next level in sustainability efforts.

Whether our solutions come from new innovative packaging designs, key partnerships, advanced material science, or a combination of these, we are confident that we have the knowledge and resources to create a brighter future for our world. You have the dedication of more than 44,000 Amcor colleagues working on solutions every day to make that a reality. That remains our commitment and promise to you.

"We increased the ambition of our GHG reduction goals by committing to set science-based targets and to achieve net zero emissions by 2050."

Awards and recognition

Sustainability is one of Amcor's most exciting opportunities for growth. As we continue to design all our packaging to be recyclable, reusable, or compostable by 2025, it is rewarding to be recognized by our peers and the industry for the great work and innovations we are developing to protect the environment for future generations.



Gold Award

– Dow Innovation: AmLite® HeatFlex Recyclable Packaging



2022 Sustainability Leader

– Australian Financial Review



Silver Award

– 2022 Australasian Packaging Innovation and Design Awards: PrimeSeal™ Eco-Tite® Recycle-Ready Shrink Bag



Gold Award

– Flexible Packaging Association: AmPrima™ Recycle-Ready Pouch for the Tyson® Instant Pot family meal kit



Silver Award

– Technical Innovation, Flexible Packaging Association: Clear Anti-Grease Jerky Pouch



Silver Award

– Sustainability, Flexible Packaging Association: AmPrima™ Recyclable PE Shrink Film



Gold Award

– EcoVadis industry-leading sustainability practices

2022 at a glance

More Sustainable Raw Materials

Purchased

155k



metric tons of recycled materials
in FY22—up from 56k in FY19

19

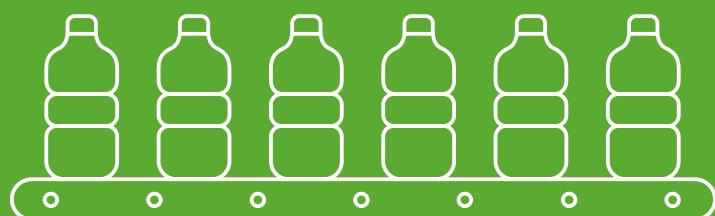
Amcor sites
hold ISCC Plus
certification



Product Innovation

1,750

ASSET™ life
cycle assessments
completed



74%

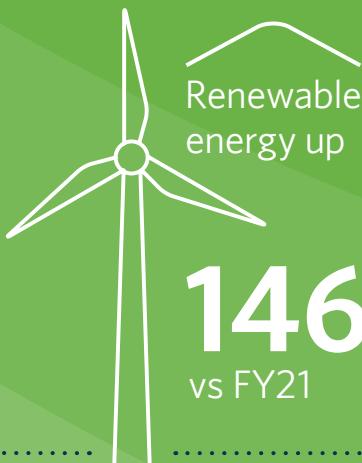
of packaging produced
was recycle-ready

More Sustainable Operations

Committed
to achieving



net zero emissions
by 2050



146%
vs FY21

Waste-to-
disposal down

33%

vs FY19 period baseline



More Sustainable Raw Materials

Purchased nearly
410k
 metric tons
 of biomaterials



75%
 of purchased fibers
 were certified to an
 external standard

77% of critical and
 strategic suppliers were
 assessed by EcoVadis,
 representing over
\$3.6B 
 in spend

Product Innovation

% of flexible plastic packaging portfolio
 for which a recycle-ready solution exists



More Sustainable Operations

121
 sites
 held “zero
 waste-to-disposal”
 certification in FY22



100%
 of sites adopted
Operation Clean Sweep®
 methodology



Water withdrawal from
 high baseline water
 stress sites dropped
8%
 from FY21

Our strategy

Every second of every day, an estimated 10,000 people come into contact with an Amcor product. That's hundreds of millions of people who rely on packaging made by us to keep their food, water, and medicines fresh and safe each and every day.

At Amcor, we are acutely aware of our responsibility to both people and planet and are committed to providing our customers with the best solution for their needs, while also delivering for the environment. We do this with the support of more than 44,000 colleagues who share our vision of an environment that is better off because of our leadership and our products.

Our responsible packaging strategy is driving progress toward a circular system for packaging across the core pillars of innovation, infrastructure, and consumer participation, delivering improvements throughout the packaging value chain.

In the first instance, our mission is to innovate within our own business to deliver ever more sustainable solutions for our customers. Next comes collaboration with partners, including waste collectors, recyclers, academics, and non-governmental organizations (NGOs), to drive more sustainable packaging standards and improve waste management infrastructure. Finally, we work with our customers to help them find new ways to boost consumer engagement and participation in recycling. In partnering with these groups and working with our customers, we are able to leverage our position in the packaging value chain to tackle the upstream and downstream causes of waste.

as both designing for circularity and improving waste management infrastructure are critical to keeping waste from leaking into the environment.

As a foundation to our strategy, we continue to make progress on our environmental footprint, reducing operational waste, water, and GHG emissions. We are also proud to be one of a handful of packaging companies to commit to setting science-based targets and achieving net zero emissions by 2050.

The sustainability challenges remain significant, but our long-term strategy is helping to create a responsible packaging industry for the benefit of Amcor, our customers, and the environment.

"We do this with the support of 44,000 colleagues who share our vision of an environment that is better off because of our leadership and our products."



Innovate

Innovation is at the heart of Amcor's sustainability strategy and is the focus of our R&D centers in the U.S., Brazil, Belgium, and China. Supported by annual investments of approximately USD \$100 million, we are continuously raising the bar on responsible packaging as we work toward our goal for all our packaging to be recyclable, reusable, or compostable by 2025.

In FY22, we launched some of our most groundbreaking innovations with new recycle-ready and lower-carbon solutions rolled out to types of packaging that had previously been unrecyclable. Among these was the expansion of our AmPrima™ portfolio of solutions

that are recycle-ready and lower in carbon footprint for a wide range of products in the food, beverage, pet care, home care, and personal care markets. AmPrima™ is a real game changer for a vast number of packaging types, delivering a 46% reduction in carbon footprint once recycled.* Some products also include up to 50% recycled content—a great example of circularity in action.

Amcor is also carrying responsible innovation into the healthcare sector, with the recycle-ready AmSky™ Blister System reducing the carbon footprint of healthcare packaging by up to 70% and providing recyclability.** Crucially, all of Amcor's innovations in the healthcare space seek to improve sustainability while guaranteeing product safety.

By continuing to address sustainability challenges from all angles, we have not only grown our range of more sustainable packaging solutions in FY22, but we have also made it easier for customers to identify them. In June 2022, we launched a new EcoGuard™ mark to highlight the sustainability features of products, such as recycle-readiness, lower carbon footprints, and use of recycled content or biomaterials.

We are also looking outside Amcor for innovation, partnering with the best start-ups to secure access to and help scale sustainable innovations dreamed up by some of the brightest minds in the industry. Likewise, through our partnership with Michigan State University's School of Packaging, Amcor is investing in the next generation of packaging innovators and ensuring we continue to push the boundaries of packaging sustainability going forward.



*Based on a comparative ASSET™ assessment on an AmPrima™ PE Plus film vs the OPP incumbent, assuming 100% recycling.
**Based on a comparative ASSET™ on Amcor AmSky™ PE blister and lidding film vs a standard PVC blister with aluminum foil lidding, assuming 100% recycling.

AmPrima™ delivers

60%

reduction in non-renewable energy use

46%

reduction in carbon footprint

18%

reduction in water consumption*

Rebecca Mick

Technical Sustainability Lead,
Amcor Flexibles North America

I've been a treehugger all my life—as a child I cleaned litter from the shores of Lake Michigan, one of the five Great Lakes in the U.S. So, taking care of the environment has always been a part of me. I take offense to the damage humans are doing to the planet and, as a mother of two, I want my children to be able to enjoy the outdoors throughout their lives and to learn about environmental issues.

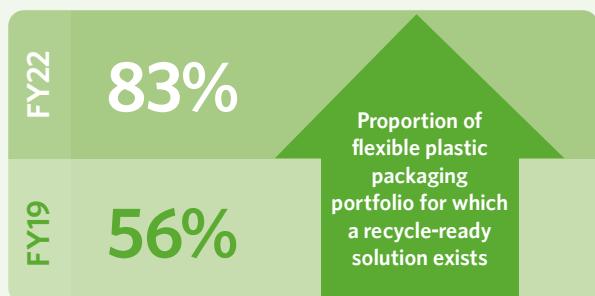


That's my motivation, and I'm proud of the work Amcor is doing, especially in terms of R&D, to increase circularity and tackle waste. We're making terrific progress—in FY22, 83% of our global flexible packaging products had a recycle-ready alternative available, up from 56% in 2019.

Some of these new products are groundbreaking. AmFiber™ LifeSpan® Performance Paper, for example, provides the benefits of paper packaging in terms of recyclability, but better barrier performance than any paper packaging to date.

It's been amazing to see our progress on sustainability come to life through these products. The key challenge and opportunity on the sustainability front will now be around incorporating more recycled content into our products.

This is a challenge for the whole value chain, as it requires recycling more materials. Amcor is continuing to invest in research to improve infrastructure and processing technologies to enhance the quality of recycled content and circularity. It's an exciting time.



Collaborate

At Amcor, we are committed to a future of responsible packaging, and we know that our work to innovate product design is just the first step in that journey.

The development of infrastructure to allow more packaging material to be collected and recycled is a vital part of the story. It will ensure that we keep waste out of the environment while providing a consistent supply of recycled materials that can be used in new products, and avoiding the need for resource-intensive virgin resin.

It was with this in mind that we announced a new partnership in FY22 with the Minderoo Foundation, which aims to address the global crisis of plastic waste by accelerating investment into plastic

recycling plants. Backed by the government of Indonesia and the Port of Rotterdam, the first phase of the 'Sea the Future' initiative will see the development of three new recycling hubs that will prevent the incineration, landfilling, and littering of 200,000 metric tons of waste and produce around 150,000 metric tons of recycled plastic each year. We have agreed to purchase a portion of this content, helping to secure the commercial future of the new facilities as we work to create a market environment that unlocks further investment and ultimately delivers a long-term supply of high-quality recycled materials for our customers.

We are also increasing the use of chemically recycled materials, allowing plastic waste to be converted into brand-new products that are no different in quality and performance than from ones made with virgin raw materials. As part of this process, we are proud to be the first company to purchase certified-

circular polyethylene resin using ExxonMobil's ExxTend™ technology for advanced recycling, providing customers in healthcare and food industries with the opportunity to use circular content in a variety of solutions and applications.

We are also proud to play a leading role with the Consumer Goods Forum (CGF) on its Golden Design Rules program, which was established to decrease the complexity of the recycling process. The initiative provides brands and packaging producers with a simple set of guidelines to help them identify the most critical design changes needed to ensure packaging can be recycled. We have also worked with the CGF to engage with governments on the challenges and opportunities of extended producer responsibility legislation to support effective and sustainable outcomes for any regulatory change.



"We are also proud to play a leading role with the Consumer Goods Forum (CGF) on its Golden Design Rules program, which was established to decrease the complexity of the recycling process."



Gerald Rebitzer

Sustainability Director,
Amcor Flexibles

I studied environmental engineering and have focused on sustainability my entire career, but it's now becoming more pressing than ever to tackle issues like waste and climate change.

I'm making this a personal as well as professional mission – I drive an electric vehicle, have solar panels at home, and just ordered a heat pump! And of course, at home we collect all our packaging for recycling.

Professionally, I'm very proud of the work we're doing at Amcor. I've been involved in the creation of the Golden Design Rules, which provide global design standards for optimal plastic packaging design, production, and recycling. This is crucial to developing a circular economy and ensuring that packaging doesn't result in waste.

As one of the few companies involved in the project with relationships across the value chain, Amcor has played a leadership role in driving this progress. Rigid packaging has had standardized recycling guidelines

for quite some time, and rules are now also in place for flexible packaging, which is the foundation for a circular economy and should lead to increased recycling rates.

Seeing Amcor take these steps forward is a significant achievement and helps take the sustainability of flexible packaging to new heights.

Looking to the year ahead, I'm excited to see the impact these standards will have on driving the full industry forward, with Amcor in a leading position. Additionally, I am really looking forward to the work on developing and implementing science-based targets to further reduce impacts of climate change. While the Golden Design Rules were created to facilitate recycling, there should be major climate benefits, too.

THE GOLDEN DESIGN RULES



Increase Value
in PET
Recycling



Remove Problematic
Elements from
Packaging



Eliminate
Excess
Headspace



Reduce
Plastic
Overwraps



Increase Recycling Value for PET Thermoformed Trays and Other PET Thermoformed Packaging



Increase Recycling
Value in Flexible
Consumer Packaging



Increase Recycling
Value in Rigid
HDPE and PP



Reduce Virgin Plastic Use
in Business-to-Business
Plastic Packaging



Use On-Pack
Recycling
Instructions

Inform

We know that when it comes to packaging and sustainability, consumers want three things. They want options to recycle more. They want it to be easier to recycle. And they want to know that when they put their packaging into the recycling bin, it will actually be recycled.

In FY22, Amcor commissioned a global research project surveying thousands of consumers that confirmed as much. It showed that 80% of consumers across Australia, Brazil, China, Germany, the U.K., and the U.S. think it should be the responsibility of recycling service providers,

such as local governments, to improve infrastructure so packaging gets recycled.

In support of this, we have been encouraged by the progress made by Delterra on its Rethinking Recycling initiative, of which Amcor is a sponsor. Delterra's work demonstrates how the right combination of infrastructure, education, and consumer participation can deliver a significant change in recycling and waste management.

In just 12 months, Delterra has made the journey from a small recycling pilot of just 160 households to a city-wide initiative that is seeing active participation of almost 50% of the community in the Argentinian city of Olavarría. Supported by a grant from Amcor and the Alliance to End Plastic Waste, the project is now working to build a new sorting

plant that will enable Olavarría to recycle material from all 120,000 residents by the end of 2023.

Our ambition is that this project will serve as an important demonstration of how cities around the world can tackle waste management in a way that is both affordable and unlocks further community benefits including safer and healthier working conditions for waste collection workers.

"The project is now working to build a new sorting plant that will enable Olavarría to recycle material from all 120,000 residents by the end of 2023."



Carlos Trubacz
Marketing & Sustainability
Director, Amcor

Amcor's partnership with Delterra, which aims to scale up inclusive and economically viable recycling projects, is a powerful example of our work on waste management and consumer education.

We began working with Delterra in Olavarría, Argentina in 2021, with Amcor acting as a sponsor to fund and help steer the project.

Over the past year, the project provided curbside recycling, composting, and waste collection for 6,500 residents and 350 businesses. This work has not only had a transformational impact on the local environment by minimizing environmental waste, but also for local people, by generating more

than 30 stable jobs at new sorting and composting plants for people previously working informally in poor conditions in landfills.

Olavarría is now forecast to recover 2,000 metric tons of plastic annually by 2024. The project has been such a success that further investments are planned to collect and sort materials from all of the city's 120,000 residents by the end of 2023. This is sustainability in action and helps to create a viable roadmap to extend these efforts to other cities throughout Latin America.

As someone who loves to be out on the water, I'm acutely aware of the environmental challenges we face and, with a daughter, and a son on the way, I'm immensely proud of what we're doing for the future in my homeland of Argentina!

Colleague spotlight



Pascal Meyer

Group Environment Director,
Amcor

As an environmental management professional, I believe passionately that my job is about “compliance,” “reducing impact,” and “minimizing risk.” I believe sustainability can be understood as a form of risk management. It’s about creating better outcomes for the planet, while insulating ourselves against risk.

One of the key initiatives I’ve worked on has been Operation Clean Sweep, an international program for preventing plastic-pellet loss into the environment, with a goal of zero plastic resin loss.

The program fits perfectly with Amcor’s efforts to reduce environmental impact and keep plastic out of the environment.

It is rooted in a few key elements – the zero plastic loss pledge, training, identification of pellet-loss risk areas or activities, putting in place and maintaining controls, and investing in equipment.

It’s a win-win, common-sense program. Not only is Amcor helping to prevent waste from entering the environment—strengthening its reputation among local communities and regulators in the process—but also improving its operational efficiency.

To underscore the importance of Operation Clean Sweep, its principles and requirements have now been built into our global environmental standard, further raising the ambition and compliance measures of our sites. It’s taken Amcor’s operations to another level in terms of environmental protection.



Sustainability management

Sustainability is a core part of Amcor's business strategy and one of our most exciting opportunities for growth and differentiation. We are committed to transparently reporting on our environmental and social performance.

Sustainability management approach

Amcor's sustainability program convenes stakeholders from throughout our business and across our value chain to identify and respond to the packaging industry's most pressing environmental and social challenges. We collaborate with colleagues, customers, peers, suppliers, industry groups, investors, regulators, waste management companies, recyclers, and NGOs to develop forward-thinking strategies to address these challenges.

Amcor's Board of Directors and its committees oversee the execution of Amcor's environmental, social, and governance strategies and initiatives as an integrated part of their oversight of the company's overall strategy and risk management.

Our sustainability initiatives are centrally coordinated by our Vice President of Sustainability, who reports to our Chief Commercial Officer.

Responsibility for the implementation of sustainability initiatives at Amcor is shared between a global sustainability team and Business Group-level sustainability teams. Together, these groups comprise Amcor's Sustainability Leadership Council (SLC), which coordinates sustainability activities across the company and promotes the sharing of information, ideas, and feedback. The SLC formally meets monthly to review and coordinate on a range of internal and external initiatives. The group also regularly updates Amcor's Business Group management teams on progress toward sustainability goals through quarterly business reviews that cover topics including GHG emissions, waste, energy, water, raw materials, sourcing activities, and design for recyclability.

Amcor's global sustainability team focuses on defining the strategic direction of our sustainability program and supporting Business Groups as they adapt and integrate global strategy into regional businesses. This team also oversees our global partnerships and manages sustainability data collection and disclosure activities, including the production of Amcor's annual Sustainability Report.

Business Group sustainability teams are led by experts with deep knowledge of responsible packaging strategies, who serve as key drivers of sustainability within their regions. These sustainability leaders collaborate with cross-functional teams and site-level champions to identify and pursue technical, localized sustainability opportunities specific to their markets, portfolios, and customer needs. They also manage engagement with regional partners and are responsible for reporting quarterly performance updates to Business Group leadership.

Each Business Group's strategy and results are reviewed quarterly by Amcor's Global Management Team (GMT). These quarterly business reviews include assessment of performance against targets for GHG emission reduction, portfolio recyclability, and the use of recycled content, among other factors. At the same time, GMT members provide feedback on plans to close any performance gaps and advise on strategic planning activities.

Relevant sustainability updates, including those related to climate strategy and performance against GHG emission reduction goals, are separately shared with the full Board of Directors at every Board meeting by the Chief Executive Officer, Chief Commercial Officer, and Vice President of Sustainability. During these updates, Board members review Amcor's progress toward our goals and advise on strategic sustainability-related issues put forth by the SLC. Topics covered during Board meetings in FY22 included progress toward our recyclability and recycled content goals, long-term GHG emission reduction goals, Amcor's commitment to set science-based targets and to achieve net zero emissions by 2050, public disclosure of our climate change mitigation and adaptation strategies, the risks and opportunities identified during our climate scenario analysis process, and potential strategic responses for each major risk and opportunity identified.

As Amcor continues to integrate sustainability into our core business strategy, responsibility for sustainability performance is becoming more formalized for leaders in functions such as R&D, sales and marketing, procurement, and operations. Sustainability is increasingly being incorporated into these roles through updated job descriptions and the addition of sustainability performance metrics to management incentive plans.

We also have other incentives to encourage and reward innovation and outperformance around more sustainable business outcomes. One example is the addition of an "Environment" category to our annual Outperformance Awards. These awards, first launched in 2011, were introduced to recognize the outstanding achievements of Amcor's talented employees in the areas of Safety, People, Customers, Investors, and the Environment. Each year, projects from around the world are selected by Business Group Presidents to be included as nominees. Winners are then selected from this extraordinary pool of nominations by our Global Management Team.

Assessing our material* issues

As part of Amcor's sustainability management process, we complete an annual materiality assessment to update our understanding of the topics most important to our stakeholders. By regularly engaging to understand how their priorities and concerns align with our strategic plan, we are able to proactively manage the issues that are most likely to present financial, operational, and reputational risks or opportunities for Amcor—now and in the future.

These awards offer important recognition for outstanding performances across the company that help us advance in our journey to become the leading global packaging company. The inclusion of Environment as an award category demonstrates how this topic is more relevant and important than ever.

The topics we identified as material during our 2022 materiality assessment are covered within this report, and include:

- Innovation and Design for Sustainability
- Raw Materials
- Climate Change
- GHG Emissions
- Energy Management
- Water Management
- Occupational Health and Safety
- Diversity and Inclusion
- Transparency
- Ethics and Integrity
- Product Safety and Quality
- Responsible Supply Chain
- Post-Consumer Waste
- Talent Attraction and Engagement
- Operational Waste
- Economic Performance
- Corporate Governance
- Biodiversity and Deforestation
- Public Policy and Advocacy
- Human Rights

A detailed description of our materiality assessment process, material topic definitions, and changes in material topics from FY21 to FY22 is available in the Appendix section of this report.

*Materiality in this report is defined in accordance with the Global Reporting Initiative guidelines for materiality assessment and does not equate to financial materiality as presented in Amcor's Annual Report and other financial filings.

Alignment with global frameworks

One way Amcor benchmarks and focuses our sustainability strategy is by mapping it against external sustainability frameworks.

We align with Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Taskforce on Climate-Related Financial Disclosures (TCFD) reporting frameworks, as well as several external initiatives and disclosure frameworks that drive our sustainability strategy.

Ellen MacArthur Foundation Global Commitment

In 2018, Amcor joined 250 other global brand owners, retailers, NGOs, policymakers, and others in signing the New Plastics Economy Global Commitment to keep plastics in the economy and out of the environment. The Global Commitment unites businesses, governments, and other organizations behind a common vision and targets to address plastic waste and pollution at the source. When each signatory endorses the vision, they also agree to work toward the goals and align with the approved definitions for concepts such as recyclability and reusability. Signatories include companies representing more than 20% of plastic packaging produced around the world, as well as governments, NGOs, universities, industry associations, investors, and other organizations. This indicates a strong momentum across industry as key players collaborate to develop a circular economy for packaging.

CDP

CDP, formerly the Carbon Disclosure Project, is a global disclosure system that enables companies to measure and report their environmental impact. Amcor completes the CDP Climate Change, Water Security, and Forest assessment modules annually. We also help our customers better track their own environmental footprints through our participation in the CDP Supply Chain initiative. Investors and customers use such data to inform decision-making, reduce risks, and identify opportunities. In FY22, we were pleased to receive a B score for our performance in the CDP Climate Change and Water modules.

EcoVadis

EcoVadis is a platform for corporate social responsibility (CSR) assessment, monitoring, and performance improvement. Amcor completes an annual EcoVadis assessment of our operations at a global level. We also use EcoVadis to assess and manage many of our largest suppliers. These assessments evaluate how well a company has integrated the principles of CSR into its business and management systems and suggest areas for continued improvements. Our customers use these assessments to better understand and manage supply chain risk. In FY22, we achieved an EcoVadis Gold rating.

S&P Global Corporate Sustainability Assessment

Each year, Amcor completes the S&P Global Corporate Sustainability Assessment (CSA) questionnaire, which reviews a mix of cross-industry and industry-specific questions. Based on our performance, we receive an overall score and percentile rankings for relevant sustainability criteria across economic, environmental, and social dimensions. The CSA has become a reference tool for companies to gauge the financial materiality of their sustainability performance from an investor perspective. It also helps Amcor understand which sustainability factors are important to investors and serves as a sustainability roadmap to help prioritize initiatives that are most likely to enhance our competitiveness. Companies' assessed industry rankings are published on the Bloomberg Platform, the S&P Spice platform, and the S&P Global Sustainability Yearbook online database. In 2021, Amcor was listed as a sustainability leader in the S&P Global Sustainability Yearbook.

United Nations Sustainable Development Goals

The UN Sustainable Development Goals came into effect on January 1, 2016 as part of the United Nations 2030 Agenda for Sustainable Development. Amcor has identified the goals that are most material to our sustainability agenda:



Goal 2 - Zero Hunger: There will always be a role for packaging—especially when it comes to addressing global hunger. Amcor's packaging protects and preserves food products across increasingly challenging global distribution chains. It extends shelf life and reduces food loss, avoiding leakage, breakage, and waste so that essential foods and nutrients reach those who need them most.



Goal 3 - Good Health and Well-being: As we end our third year marked by the COVID-19 pandemic, the vital role packaging plays in protecting products remains clear. Amcor packaging continues to ensure essential supplies arrive at their destinations safely, reliably, and uncontaminated. We take great pride in knowing that our efforts contribute directly to reducing global health risks by protecting valuable medical, pharmaceutical, home and personal care, and food and beverage products.



Goal 9 - Industry, Innovation, and Infrastructure: Amcor focuses on innovation and investment in R&D capabilities which supports our work to develop all our products to be recyclable, reusable, or compostable by 2025. Our global and regional partnerships support this goal by working to foster the development of modern, accessible waste management infrastructure in markets around the world. Regionally, we invest in new technologies and partnerships that have the potential to positively impact the recycling industry in the markets where we do business.



Goal 12 - Responsible Consumption and Production:

Goal 12 - Responsible Consumption and Production: By designing for recyclability, reducing life cycle impacts of our products, and increasing our use of recycled, biobased, and responsibly sourced materials, Amcor supports the sustainable management and efficient use of natural resources. On the production side, we continue reducing operational waste and responsibly managing the waste we produce to reduce emissions and minimize local health and environmental impacts. We also promote more sustainable procurement practices through the supply chain with the use of external assessments and our participation in pre-competitive collaborations with suppliers, peers, and customers focused on building responsible supply chains.



Goal 13 - Climate Action: Since we established our long-term EnviroAction goals in 2008, we have worked to reduce Amcor's GHG emissions and contribution to climate change. Our goal is to reduce GHG emissions intensity by 60% by 2030, and we are approximately 57% of the way to achieving this target. In FY22, we took an ambitious step forward in our climate action by committing to set science-based targets and to achieve net zero emissions by 2050. More details about our climate strategy can be found in our [FY22 TCFD Report](#), while details about our FY22 work to reduce GHG emissions can be found in the Our Operations section of this report.



Goal 14 - Life Below Water: Amcor actively contributes to and collaborates with global partners focused on reducing marine pollution, such as the Alliance to End Plastic Waste and Earthwatch Institute. These partners support research on marine debris and drive multi-stakeholder action to reduce it. In FY22, all our sites that use plastic pellets, flakes, or granules and are eligible to join Operation Clean Sweep (OCS) were officially registered for the initiative, which focuses on eliminating plastic pellet pollution. Eligible sites in regions where OCS does not yet exist committed to abide by the same OCS methodology as the officially registered sites. All registered sites are audited for compliance as part of our regular Environmental Health & Safety (EHS) audit process.

Our products

Amcor's responsible packaging strategy considers impacts across the full product life cycle. We innovate, collaborate, and inform as we work to develop a circular economy for packaging.

Amcor is focused on designing packaging that protects the products people need and value, without having a detrimental impact on the environment. We continually advance our responsible packaging agenda through a three-pronged approach.

Through our world-class R&D capabilities and global innovation centers, we offer unlimited potential to deploy **innovation** and scale to develop packaging solutions that minimize environmental impacts across the product life cycle.

Through our global network of partners across the value chain, we share our technical expertise to drive **collaborations** focused on improving waste management infrastructure around the world. Through our engagement with stakeholders such as customers, consumers, suppliers, peers, NGOs, and regulators, we leverage our global reach and years of responsible packaging experience to share **information** that promotes the behaviors, awareness, and regulatory landscapes needed to develop a circular economy for packaging.

We work to drive continual progress across each of these areas throughout the year and are pleased to report strong progress across all three in FY22.

The following sections provide more detail about each of these strategies. We also disclose data about our product portfolio and progress toward our product sustainability goals annually through the New Plastics Economy Global Commitment and the World Wildlife Fund (WWF) ReSource: Plastic reporting platforms.

Innovate

Amcor's team of packaging experts have mastered a range of strategies to reduce the environmental impacts of our packaging while improving product protection. These include using more sustainable raw materials, advancing our responsible sourcing initiatives, and designing our packaging to have lower life cycle impacts and optimal end-of-use outcomes.

Selecting more sustainable materials

In FY22, Amcor purchased a total of 3,233,435 metric tons of raw materials. This number includes materials used in production, as well as inventories we built intentionally in FY22 to offset supply chain volatility. As in past years, our purchased raw materials were primarily comprised of polymers (74%), fibers (13%), liquids (7%), and metals (6%). This composition shifts slightly from year to year as our product mix evolves in response to new innovations and changing customer demands. Our revenue mix was 76% polymers, 14% metals, and 10% fibers.

By carefully managing the environmental and social impacts of the materials we purchase, Amcor is able to embed sustainability into our products from the very beginning of the design process.

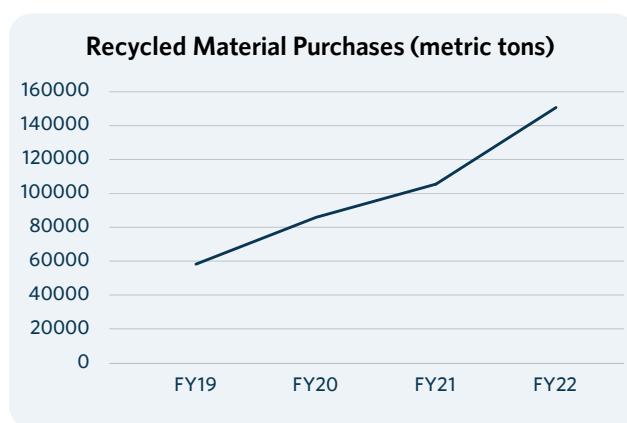
Our R&D and sustainability teams are experts in developing more sustainable packaging across a range of substrates. They continue innovating new ways to incorporate more sustainable materials, such as recycled content or biomaterials, into our packaging while maintaining or enhancing each package's ability to protect the product inside.

Recycled materials

Recycled materials are those that have been diverted from the waste stream and have subsequently been recycled to produce a new product.

Using recycled materials in packaging reduces reliance on virgin materials and can help lower the GHG emissions per unit of packaging. It also gives value to plastic waste and helps promote recycling and reuse in other packaging products.

Amcor is committed to achieving 30% use of recycled materials across our portfolio by 2030. Since we first established a recycled content goal in FY19, we have more than doubled our purchase of recycled content. In FY22, we purchased approximately 155,000 metric tons of recycled resin and aluminum. This represents 4.8% by weight of our total materials purchased.



Several trends contribute to Amcor's steady progress toward our recycled content goals.

Like Amcor, many of our customers continue to seek innovative solutions to increase their use of recycled materials, reduce their GHG emissions, and develop an end market for recyclable packaging within a circular economy. Amcor's ability to deliver new solutions incorporating recycled content across a range of formats and applications has allowed us to meet customer expectations while getting closer to our recycled content goals.

In FY22, our global R&D teams continued to navigate the technical challenges associated with increasing the use of recycled content across our packaging portfolio. In parallel, Amcor's commercial and sustainability teams partnered closely with customers to understand their goals and needs related to recycled content, helping identify exciting opportunities to create brand value while improving the sustainability profile of their packaging.

These combined efforts led to the successful launch of a range of new products featuring recycled content with customers across the globe, including laundry powder pouches, bottled water shrink film, standup pouches for liquid refill packs, lidding film for fruit packaging, soft plastic packaging for chocolate bars, bottle caps, and a variety of beverage containers.

Developments in chemical recycling technologies also facilitated progress toward Amcor's recycled content goals in FY22. Chemical recycling, also called advanced recycling, is a blanket term for a range of technologies that break a material down into its chemical components, which can then be separated and used as like-new inputs to manufacture various types of resins. Chemically recycled materials enable the use of recycled content in applications where the use of mechanically recycled material may present regulatory or technical challenges, such as in food-contact packaging or many other types of flexible packaging.

In FY22, broader adoption and scaling of these technologies by major resin suppliers led to notable increases in the use of chemically recycled materials across the packaging industry. As of June 2022, 19 Amcor sites held International Sustainability and Carbon Certification Plus (ISCC PLUS) certification—widely recognized as an effective standard for certifying the circularity of chemical products that result from advanced recycling operations via mass balance attribution. This certification provides our customers with added confidence in our handling of recycled materials and enables the use of on-pack claims regarding the use of recycled content from chemical recycling technologies.

Amcor was proud to further support advancements in chemical recycling by becoming the first company to purchase certified circular polyethylene material from ExxonMobil using the company's ExxTend™ technology for advanced recycling, which offers certified circular polymers with the ISCC PLUS certification. We offer this new material across our global portfolio, providing customers in the healthcare and food industries with circular content in a variety of solutions and applications.

Biomaterials

Biomaterials—also called biobased materials—are materials derived from renewable sources that have a direct or indirect natural origin, such as corn, sugar cane, organic waste, or trees. Examples of biomaterials used in packaging include paperboard and carton board made from wood fibers and resins such as bio-polyethylene made from sugar cane.

Biomaterials offer an alternative for customers seeking to reduce their use of materials made from fossil fuels. They may also have a lower carbon footprint compared to fossil fuel-based materials made from virgin sources.

In FY22, Amcor purchased approximately 410,000 metric tons of biomaterials, representing 13% of our total material purchases by weight.

Historically, Amcor's use of paperboard and carton board within our Specialty Cartons business comprised the majority of our biomaterials purchased. While this business still represents a large portion of our biomaterials use, in FY22 we noted a marked increase in the use of biomaterials across our Flexible Packaging business following the launch of several new paper-based flexible packaging innovations.

Our AmFiber™ platform for paper-based packaging aims to redefine the capabilities of traditional paper packaging, providing a wider range of features and functional benefits to meet the changing needs of customers across packaging applications. The AmFiber™ platform demonstrates Amcor's consumer-centric and adaptable approach to innovation, which provides customers the best in packaging technology using the materials most suited to their needs and their consumers' demands.

The first AmFiber™ product launch in January 2022 was a high barrier, recyclable packaging solution for confectionery packaging in Europe. It has since expanded to other regions, such as the Americas and Asia-Pacific, and applications, such as coffee, spices, dried soups, culinary, and more. This landmark breakthrough enables brands to utilize more sustainable, paper-based packaging that maintains the required barrier properties, ensuring product freshness and allowing our customers to make a seamless switch in their operations.

This was just one of several paper-based innovations introduced in FY22, including solutions for butter and margarine in Latin America, for cheese in Europe, and for confectionery in Australia—marking a noteworthy year of innovation in fiber-based packaging for Amcor.

Amcor has also continued to collaborate with customers to produce packaging incorporating biobased resins in place of conventional fossil fuel-based resins. Some biobased resins are considered “drop-in” alternatives to conventional resins, meaning they behave similarly in terms of both manufacturing, product performance, and recyclability. Packages made from biobased resins have proven to be viable alternatives to those made with conventional resins.

However, when considering the potential for broader adoption of biobased resins, it is important to note that many currently come at a price premium compared to their conventional resin counterparts. Additionally, the land use, water, biodiversity, and labor footprint of producing biobased resins must be carefully assessed to mitigate the risk of unintended consequences on food supply, water sources, or human rights. Amcor continues to work with customers and suppliers to understand these dynamics and support our customers in selecting the most appropriate materials based on their unique needs.

As a leader in packaging design across substrates, including fiber and biobased resins, we expect our use of biomaterials will grow in the future as the industry works to reduce its reliance on virgin fossil fuels and we continue to bring new sustainability offerings to market.

Advancing sustainability up the supply chain

Amcor recognizes that we have a key opportunity to manage the upstream environmental and social impacts of our purchases. Our team of procurement and sustainability experts engages with our suppliers to drive responsible sourcing practices and secure access to third-party certified materials with lower environmental and social impacts.

Certified materials

Certified materials are those sourced from socially and environmentally responsible suppliers, as confirmed by third-party certification systems. Materials certified by these systems are produced using labor practices, forest management practices, environmental controls, mining activities, and/or agricultural management practices that have been verified as adherent to specific environmental, social, and ethical standards.

Amcor works with customers, suppliers, and trusted third parties to increase our sourcing of third-party certified materials from suppliers equally focused on promoting

positive social and environmental practices in their own operations and supply chains. The use of these materials can be communicated directly on packaging, helping our customers bolster brand reputation and preventing consumers from being misled or confused by vague language.

Some of the common certifications for the raw materials we purchase include Bonsucro, International Sustainability and Carbon Certification (ISCC), Programme for the Endorsement of Forest Certification (PEFC), Sustainable Forestry Initiative (SFI), and Aluminium Stewardship Initiative (ASI).

In FY22, approximately 75% of the wood fiber-based raw materials we purchased were third-party certified or equivalent by a responsible sourcing standard—up from 70% the previous year. Additionally, approximately 13% of our aluminum-based raw materials were third-party certified in FY22—compared with 12% in FY21.

Responsible sourcing

Amcor's supply chain is a complex global network consisting of over 30,000 external product and service suppliers, with whom we spent over USD \$11.3 billion in FY22. We categorize our suppliers as strategic, critical, core, and other based on spend, size, and strategic importance to Amcor. We reassess our supplier categorization annually to ensure the list is accurate and up-to-date.

Amcor strongly values our suppliers as key partners in ensuring the quality of our products and supporting the continuity and smooth functioning of our operations. The importance of these relationships has been made clear over the past several years, as the impacts of the COVID-19 pandemic, natural disasters across the globe, social unrest, and geopolitical upheaval have combined to make our supply chains more complex and logically challenging than ever. Our strong relationships with our supplier partners have been crucial in navigating these unprecedented challenges.

To ensure our procurement teams remain aware of the latest goals and issues related to responsible procurement, our sustainability team conducts annual training for all procurement team members, with mandatory sustainability-focused trainings for team members at or above the level of category manager. We additionally develop ad-hoc trainings as needed to support progress across various responsible sourcing initiatives.

Our procurement and sustainability teams collaborate with our customers and suppliers throughout the year to identify our top responsible sourcing priorities, which remained similar in FY22 to those of the previous year:

Supplier Code of Conduct compliance: Amcor's Supplier Code of Conduct (SCoC) covers the areas of business integrity, labor standards, occupational health, and environmental management and improvement. Our goal is for 100% of our strategic and critical suppliers, who represent approximately 42% of our global spend, to sign our SCoC or demonstrate they have an equivalent internal code of conduct in place. In FY22 we achieved this goal, with all of these suppliers—representing approximately USD \$4.7 billion in total spend—reaching this benchmark. We focus our tracking efforts on the most financially material set of suppliers. As a standard part of our supplier onboarding process, all new suppliers managed centrally through Amcor's global and Business Group procurement teams are requested to sign and comply with our SCoC before they start doing business with Amcor.

EcoVadis compliance: Amcor requests all our strategic and critical suppliers to complete assessments through the EcoVadis global supply chain sustainability rating platform. EcoVadis helps us evaluate each supplier's performance in the areas of environment, labor practices and human rights, fair business practices, and procurement sustainability. Based on a supplier's responses, our procurement and sustainability teams can assess whether additional interventions are necessary to reduce risk and, if so, to correctively engage with the supplier. Our global goal is for 75% of our strategic and critical suppliers to have completed an EcoVadis assessment within the past two years. We are pleased to report that, as of June 2022, 77% of our strategic and critical suppliers—representing USD \$3.6 billion in total spend—had completed an EcoVadis assessment within the past two years. Through these assessments, we identified several suppliers who had received scores below 45 (EcoVadis' suggested threshold for acceptable performance) and required follow-up action. Using corrective action plans developed based on the EcoVadis assessment results, we worked with these suppliers to improve their environmental and social performance.

Scope 3 GHG emission reduction: Raw materials are responsible for approximately 74% of Amcor's total GHG emissions. For the past two years, we have been working with our largest suppliers to assess the Scope 3 GHG emissions associated with our raw materials purchases to understand which materials and suppliers contribute most significantly to our overall emissions, and to develop plans to reduce these footprints. In FY21, we laid the groundwork for this initiative by doing initial outreach and education with our largest suppliers across the 10 material categories with the largest contributions to our carbon footprint. Following that engagement, our procurement and sustainability teams focused in FY22 on collecting the supplier-specific emission factors for the materials we purchase, validating the calculation methodology to ensure the factors are comparable between suppliers, and initiating discussions on long-term roadmaps to reduce them.

Supplier onboarding questionnaire: All new suppliers managed centrally through Amcor's global and Business Group procurement functions are required to complete a self-assessment questionnaire during the onboarding process. This questionnaire contains a set of sustainability-related questions, which help our procurement teams assess and address potential environmental and social risks before we initiate a relationship with the supplier. Covered topics vary slightly between Business Groups based on the most relevant local issues, but commonly include environmental incidents, labor/OSHA violations, ethical supply chain audits, participation in EcoVadis or equivalent reporting, environmental certifications, business ethics and environmental management policies, sustainability goals, and coverage of environmental, health, safety, human rights, and social requirements in the company's code of conduct.

Modern slavery: We rely on our suppliers to help us understand and minimize the potential environmental, labor, and human rights risks within our supply chain. Though the packaging industry's supply chain is less susceptible to social issues such as child labor and forced or compulsory labor than many other industries, we continue to remain proactive in protecting ourselves, our customers, and our communities from potential negative impacts stemming from our sourcing activities. This includes releasing a Modern Slavery Statement in accordance with section 54 of the United Kingdom Modern Slavery Act 2015 and section 14 of the Australian Modern Slavery Act 2018. In this document, the most recent version of which is accessible through Amcor's public website, we identify our most relevant modern slavery risk exposures and share the actions we take to assess and address these risks.

Conflict minerals: In response to growing regulatory and stakeholder focus on the responsible sourcing of metals, and specifically on the sourcing of "conflict minerals" such as tin, tungsten, tantalum, and gold (3TG), Amcor generates an annual Conflict Minerals Disclosure. In our most recent disclosure, covering the calendar year ending December 31, 2021, we share our management approach to assessing and mitigating any potential risks related to the manufacture of products containing 3TG. It confirms that all suppliers who supply Amcor with these materials are conformant with the Responsible Minerals Initiative's Responsible Minerals Assurance Process, a widely recognized standard that uses independent, third-party audit assessments of smelter and refiner management systems and sourcing practices for responsible mineral procurement.

Amcor also works with customers and peers to advance responsible sourcing across the industry through groups such as AIM-PROGRESS, which offers a pre-competitive environment for collaboration on human rights and environmental issues in the supply chain. Some of the projects Amcor contributes to in this capacity are the development of a supplier assessment module to evaluate human rights risks in the recycled content supply chain, the mutual recognition of supplier audits and other assessments, the engagement of indirect suppliers in responsible sourcing activities, and the alignment of best practices around supplier codes of conduct.

Designing more sustainable packaging

Different products require different packaging solutions, and each solution has different performance and environmental trade-offs. Amcor considers these factors, as well as the future life of our packaging, from the very start of our design process. This ensures we are able to help our customers select the best design approach based on their unique needs.

Lightweighting

Reducing packaging material to the least possible weight while still preserving the packaged product is one of the most effective and efficient ways to reduce waste at its source and reduce a package's carbon footprint throughout its life.

Amcor design teams strive to optimize each package's design to fulfill the required function with the least amount of material. Downgauging or reducing

unnecessary headspace are key examples of some of the lightweighting strategies we use. Though these projects are often completed on a product-by-product basis, where we assess the current package to identify opportunities to further lightweight its design, we also offer several design technologies specifically focused on capturing lightweighting opportunities. For example, Amcor PowerPost™ is a next-generation technology from Amcor Rigid Packaging that delivers a more sustainable bottle that is up to 30% lighter than the market standard. Amcor Rigid Packaging also offers Quantum Finish, which uses less resin and results in a 56% weight reduction in the bottle finish (defined as the parts of the bottle that are above the neck). This results in fewer materials used and a lower environmental footprint per package.

Making data-driven design decisions

To help our customers achieve their sustainability goals through data-driven design decisions, Amcor offers a proprietary life cycle assessment (LCA) software called ASSET™ (the Advanced Sustainability Stewardship Evaluation Tool). ASSET is externally certified by The Carbon Trust on a biannual basis, meaning it is grounded in internationally recognized standards and best practices in environmental life cycle assessment.

This tool generates life cycle data and insights for different packaging options, giving Amcor and our customers data-driven comparisons of the environmental impact of different packaging solutions. These insights help our customers make informed, fact-based decisions aligned with their packaging sustainability goals.

ASSET works by considering each step of the packaging life cycle: the source of raw materials and how they are harvested or produced, the energy used to transform them into packaging materials, water consumption, emissions into the environment, transport, and the packaging's end of use. It helps customers compare options in packaging materials and design and helps identify opportunities for improving environmental performance.

In FY22, we conducted 1,750 assessments using ASSET. We also continued offering our carbon labeling service for customers in collaboration with The Carbon Trust. Through this service, customers who reduce their package's carbon footprint by 20% or more can apply for the Carbon Trust's "Reducing CO₂ Packaging" label to print on the package to communicate its sustainability benefits to end consumers.

Designing for future life

Amcor is committed to designing our packaging in a way that enables it to be collected and recycled, reused, or composted, where appropriate, ensuring that its value lives on after its initial use. This strategy reduces the environmental impact of our packaging while also maintaining the value of its materials for the future.

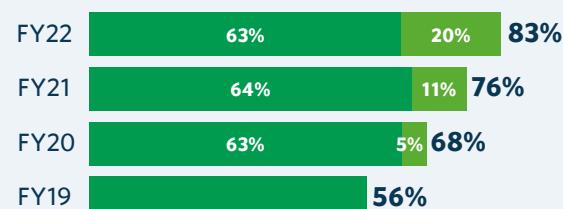
In FY22, we continued making great strides toward our goal to develop all our packaging to be recyclable, reusable, or compostable by 2025.

Leveraging approximately USD \$100 million of annual R&D investment, Amcor's R&D and product development teams continued their strong focus on developing solutions to convert our remaining non-recyclable products to be recycle-ready, while also launching several new recyclable, recycle-ready, compostable, and reusable projects. Our commercial teams worked in parallel with customers to understand their packaging sustainability goals and identify opportunities for Amcor to add value through our range of responsible packaging options.

Design for recyclability: As we track progress toward our recyclability goals, we assess our portfolio according to two design criteria:

- The "recycle-ready" metric tracks how much of our packaging is designed in a way that enables it to be recycled using current technologies, though infrastructure for collecting, sorting, and recycling may not yet be widely available. This definition aligns with guidance from industry groups such as the New Plastics Economy Initiative, CEFLEX, the Consumer Goods Forum (CGF), and the Association of Plastic Recyclers. In FY22, 74% of our total packaging produced, by weight, was recycle-ready. Of note, we achieved continued progress in our flexible packaging portfolio, with the proportion of packaging solutions for which we have a recycle-ready solution available reaching 83% in FY22.

Portion of flexible plastic packaging portfolio for which a recycle-ready solution exists



█ Commercialized solutions that are recycle-ready
█ New trial-ready solutions that are recycle-ready

- The "recyclable" metric calculates how much of our packaging meets definitions of recyclability as outlined in the New Plastics Economy Global Commitment, which states the packaging format must have achieved a 30% post-consumer recycling rate in multiple regions collectively representing at least 400 million inhabitants in order to be considered recyclable. This means that, in addition to designing the package to be technically recyclable, we must also be able to demonstrate that similar packages are currently being recycled in practice and at scale within existing infrastructure.

In FY22, approximately 96% of our Amcor Rigid Packaging portfolio by weight was considered recyclable in practice and at scale, representing USD \$3.2 billion in revenue. Additionally, all the paper-based packaging produced in our Specialty Cartons Business Group has been certified as recyclable by the Institute cyclos-HTP. As in past years, much of our other flexible packaging portfolio is not considered recyclable in practice and at scale due to a lack of widespread recycling infrastructure for flexible plastic packaging. Though it is recycle-ready, it is not yet recycled at scale in global markets. We continue focusing our external collaborations and investments on projects to increase access to recycling infrastructure for flexible packaging, which will enable our recycle-ready flexible packaging to be recyclable in practice and at scale in the future.

In FY22, we were proud to launch a range of recyclable or recycle-ready high-performance packaging solutions in markets around the globe, including recycle-ready solutions for:

- Sachets and stickpacks for pharmaceuticals
- Coffee vacuum packs
- Cold seal/heat seal flow wrap
- Beverage, puree, and sauce pouches
- Pet care packaging
- Protein packaging
- Frozen food packaging
- Shredded cheese pouches
- Dry mix and powder pouches
- Premade arrays
- Forming film for medical packaging
- Blister packaging for pharmaceuticals

Design for reuse: Reusable packaging is defined as packaging that is refilled and used again for its original purpose. Amcor offers a range of packaging solutions that support the broader adoption of reuse models across all our markets, though they may differ between markets based on the unique combination of product type, distribution channel, local culture, demographics, and infrastructure.

One of Amcor's key markets for reusable packaging systems is refillable beverage containers. An example of our refillable packaging is our durable polyethylene terephthalate (PET) bottles for water and carbonated soft drinks, which can last for up to 25 uses and are developed in collaboration with major beverage companies for use in markets that have refill programs for such products.

In FY22, our revenue from reusable packaging systems grew to USD \$12.9 million, representing 4,400 metric tons of production. We anticipate this number will continue growing as our customers continue exploring different use cases for reusable packaging within their portfolios.

Our Amcor Rigid Packaging test facility in Manchester, Michigan supports growth in the area of reusable packaging systems by enabling rapid in-house testing of new designs and innovations. The state-of-the-art facility includes equipment to simulate multiple uses, including temperature cycles, transportation, and multiple washes with different scenarios, detergents, and caustic cleaning solutions. Comprehensive testing ensures our packaging reliably delivers the intended number of reuse cycles for each product. We have also developed and deployed a tracking technology that allows customers to gain insights into usage data for their reusable packages, such as how frequently the containers are used, how many times they have been used, and return rates.

Another way we contribute to reuse models is through the production of refill-at-home bottles and their associated refill pouches. Each refill pouch enables consumers to refill the durable dispensers multiple times. Amcor contributes to such models by producing both the refillable dispensers and the lightweight refill pouches, which can also be designed to be recycle-ready. We do not include revenue from these products in our calculations for total revenue from reusable packaging.

Design for compostability: Compostable packaging is designed to biodegrade in an industrially managed composting or anaerobic digesting system or home composting system according to relevant industry standards.

Amcor believes the decision to use this type of packaging should be made with full consideration of its complexities. In addition to being made from a compostable material, a compostable package also requires specific conditions and infrastructure in order to actually biodegrade and must comply with required standards and local legislation for compostability. Industrial composting infrastructure is frequently unavailable in markets where compostable packages are sold. In general, we find compostable packaging is best suited to applications where the packaging facilitates the composting of food waste, and where both are composted together—such as tea that remains inside the tea bag after use.

Amcor collaborates closely with our customers to assess opportunities for compostable packaging on a case-by-case basis in order to ensure they identify the packaging solutions that are truly best from an environmental and branding perspective.

In addition to the several standard compostable packaging solutions we offer within our portfolio, such as our LifeSpan® fresh produce film, we also work with customers to develop customized solutions to fit their needs. In FY22, for example, our Amcor Flexibles Latin America team partnered with a customer to create an innovative new compostable packaging solution for butter and margarine made entirely from paper.

Another way we support advancements in compostable packaging is through our partnerships with world-leading compostable packaging producer TIPA to bring compostable packaging to Australia and New Zealand. Under this partnership, we collaborate with TIPA to locally manufacture, supply, and distribute their trademarked and certified compostable solutions in the region.

Ensuring product quality & safety

Amcor has a range of best-practice measures in place to ensure the safety and quality of our products throughout the value chain.

Each of our business units has product safety processes and systems in place appropriate for their packaging type, risk level, the regulatory environments in which they operate, and customer requirements. All Amcor products are manufactured in accordance with industry-leading quality and safety management practices.

Around the globe, we have dedicated product quality and safety teams in place to provide guidance, training, and support to our sites. We also incorporate product safety into our existing Quality Management Systems used for ISO 9001 or ISO 13485 compliance.

Our systems for ensuring product quality are applied from raw materials through finished product. Amcor experts maintain thorough knowledge of the fundamental characteristics, regulations, and contact requirements of our raw materials. We use internal laboratories to monitor our products and materials, helping to ensure compliance with standards and proactively detect any potential quality issues.

Safety approval and review processes are utilized for raw materials at our sites and in our innovation centers, during which the inherent risks in materials and chemicals, as well as any risks associated with their use and disposal, are examined. We use these processes to protect our employees from chemicals with adverse health effects and to avoid and reduce any negative environmental impacts from the chemicals we use. We provide more detail about the steps we take to protect workers where these materials are used in the Environmental Health & Safety section of this report.

We also maintain documentation through delivery of our finished products to support traceability and demonstrate that materials have been handled, transformed, and delivered according to product safety requirements and third-party audit standards. In FY22, we did not identify any non-compliances with regulations or voluntary codes concerning the health and safety impacts of our products.

Amcor manufacturing sites across the globe hold a range of certifications to internationally recognized standards including ISO 9001, ISO 14001, ISO 45001, Hazard Analysis Critical Control Points (HACCP), British Retail Consortium (BRC), Ethical Trade Initiative (ETI), Aluminium Stewardship Initiative (ASI), and International Sustainability and Carbon Certification (ISCC). Many sites hold certifications for multiple standards.

We maintain excellence in quality and safety performance through robust internal controls to ensure all our products and manufacturing processes are regularly assessed and updated. We have several sites with clean rooms dedicated to manufacturing packaging for medical and pharmaceutical applications.

Amcor's packaging is only one component of our customers' products, which they are ultimately responsible for ensuring are compliant with health and safety regulations in the marketplace. If customers find our packaging to be a contributor to any non-compliance incidents, they may lodge a product liability claim. Across our global business in FY22, there were no insurance incidents reported for this type of claim, and no product recalls occurred.

Collaborate

Amcor's innovation expertise and our investments in the design of responsible packaging solutions are complemented by our strategic collaborations with external partners.

As we work internally to meet our recyclability and recycled content goals, it is vital that we also continue working with others to develop effective collection and recycling systems in all the markets in which our packaging is sold.

Ultimately, we aim for all our packaging to be recyclable in the real world and at scale, and to develop a high-quality supply of recycled materials we can use again and again. Achieving this will require collaboration across the full value chain: raw material suppliers, packaging converters like Amcor, industry bodies, retailers, brands, food and beverage producers, NGOs, governments, waste management organizations, and consumers.

In pursuit of these goals, we partner globally and regionally with organizations across the value chain that are focused on the various levers that will ultimately be required to ensure our packaging can be collected, recycled, and used again to make new products.

As the industry has made progress in certain areas, such as aligning around design standards for recyclability, new priorities for action have emerged. The following areas represent the collaboration opportunities on which Amcor focused most closely in FY22.

Developing recycling infrastructure: Through some of our partnerships, we work to develop recycling infrastructure in areas where it is currently unavailable and to expand existing infrastructure to facilitate the recycling of packaging formats that are not currently broadly accepted for recycling.

Some examples of this work in FY22 included:

- **Amber PET recycling project:** In Colombia, a group of stakeholders, including Amcor, noticed there were insufficient processes in place to consistently recycle amber-colored PET packages at scale. Amcor led a program to develop the systems and infrastructure to give the amber PET bottles we produce a new life once they have been used. Through this collaboration, Amcor designs the amber PET bottles to be recyclable, beverage company Bavaria engages consumers to recycle the amber PET bottles once they are empty, waste hauler Fractal collects the used packaging, and mechanical recycler Enkador recycles the used bottles into recycled resin, which can then be used by Amcor to create more high-quality recycled bottles. Any remnants from the mechanical recycling process are sent to chemical recycler Andercol, which uses chemical recycling technologies to break the materials down into the primary components that make up the building blocks of plastics. These can then be used to create new plastic material that can be used for food-grade packaging.
- **ValueFlex project:** Amcor partnered with the Circular Economy for Flexible Packaging (CEFLEX) and the Alliance to End Plastic Waste (AEPW) as part of the Core project team for its ValueFlex project. This project aims to demonstrate recyclability at scale for flexible household packaging, by building and operating an industrial plant. Pre-feasibility and business model validation phases were completed in FY22. The next step will be the launch of a complete technical package and the call for bids from interested operators.
- **Rethinking Recycling initiative:** Rethinking Recycling, an initiative of the nonprofit organization Delterra, explores ways to implement, replicate, and scale waste management solutions in communities across the globe. Building on previous work in Buenos Aires, Argentina, Delterra was looking to partner with a city to develop a proof-of-concept waste management transformation model that could then be scaled to other cities. The goal was to maximize the recovery of recyclable and organic waste in a way that fits within a municipal waste management budget and is socially inclusive of the communities whose livelihoods depend on waste. Olavarría, a mid-sized industrial city in the province of Buenos Aires, was selected for this initial proof-of-concept project.

Kicking off with a small pilot of 160 households, work started in the form of a three-month community baseline research project to understand residents' identities, values, and experiences around waste. This was necessary in order to design the new waste management system in a human-centered design process. The research helped Delterra design the right interventions, messages, and overall behavior change strategy to help residents take the step from intention to action. The next step was to look at the collection system to determine the best way to transition from unsegregated waste to three-stream curbside collections for recyclable, compostable, and trash streams. This also meant piloting different collection systems to find the best solution by considering quantity and quality of materials recovered and cultural fit with the city's residents.

Within just one year, the program had expanded to cover over 6,500 residents and 350 businesses, with active participation of almost 50% of the community—a rate higher than that of many U.S. cities. This means that half of the households and businesses are correctly separating their waste into three streams and putting it out for collection on the correct collection days. Most recently, a significant investment from the City of Olavarría toward a new sorting plant building, coupled with grants provided by Amcor and the Alliance to End Plastic Waste (AEPW) to purchase the equipment, will enable Olavarría to recycle material from all 120,000 residents by the end of 2023.

Aligning on new technologies: Another priority area for Amcor partnerships focuses on fostering alignment and cooperation in support of new technologies to improve the recyclability of packaging.

- **HolyGrail 2.0:** In FY22, Amcor participated in the "HolyGrail 2.0" initiative, driven by AIM (European Brands Association) and powered by the AEPW. Through HolyGrail 2.0, Amcor collaborated with 130 member companies and organizations on technology to help accurately identify and sort post-consumer waste, with an objective of proving the viability of digital watermarking technologies to better separate different types of plastics and materials, resulting in higher-quality recycling. In this concept, packaging is printed with small digital watermarks that cover the package but are invisible to the human eye. Once the package arrives at a waste sorting center, a high-resolution camera reads the watermark and sorts the package into its correct recycling stream.

In September 2021, HolyGrail 2.0 reached its first milestone with the successful validation of the project's first prototype of a detection unit for use in sorting facilities. Another significant milestone toward industrial development was reached in April 2022, with the validation of the prototype detection unit for digital watermarks. After this successful completion of the semi-industrial trials that determine the technology's reliability over time, brand owners and retailers who are part of the project can now introduce a selection of flexible and rigid packaging with the digital watermarks into the consumer market.

- **Advanced Recycling Feasibility Study:** In Australia, Amcor partnered with local industry on an advanced recycling feasibility study, the findings of which supported Australia's first advanced recycling plant. The resulting report—written by Licella and supported by Amcor, Coles, iQ Renew, LyondellBasell, and Nestlé—highlighted the benefits of establishing a local circular economy for flexible plastic, with a focus on advanced recycling as a key opportunity to capture plastics underserved by existing recycling infrastructure, such as food packaging.
- **Plastic Waste Coalition of Action:** Another example of how Amcor partners with others to foster the adoption of chemical recycling technologies is our work with Consumer Goods Forum's Plastic Waste Coalition of Action. Through this workstream, we co-authored the "Chemical Recycling in a Circular Economy for Plastics: A Vision and Principles" report to provide a shared view of the role of chemical recycling in a circular economy for plastics. The report aims to ensure the right regulatory framework exists to enable chemical recycling to be recognized as a credible form of recycling, that its use is supported and encouraged by regulators, and that the outputs can be utilized to meet market demands—specifically for food-grade materials for packaging. The report includes a set of six key principles that reflect a proactive stance across the industry and are a step forward in supporting technologies capable of driving circularity in packaging.

Closing data gaps: Amcor is an active contributor to several collaborative efforts to improve the pool of circular economy data and to ensure it is used to drive progress toward our responsible packaging goals and, more broadly, the development of a circular economy for packaging.

Reliable data is essential to developing the solutions needed to create a circular economy for packaging. Data about recycling rates and pollution helps identify areas where investment is needed to build waste infrastructure or where policies could be adopted to improve collection and recycling. This type of data also helps companies like Amcor understand how our packaging is being disposed of after use and how we can contribute to better outcomes. Once those interventions have been implemented, strong data sets also help track their effectiveness over time and assess whether additional attention or investment is required.

- **WWF ReSource: Plastic:** Since 2020, we have been a member of the WWF-led activation hub ReSource: Plastic. This global consortium of companies and organizations is focused on accelerating large-scale plastic commitments by collaborating with industry to ensure a systems-based approach to addressing plastic production, consumption, waste management, and recycling as a single system. As part of our membership, Amcor annually shares our data within the ReSource: Plastic measurement framework. The framework monitors companies' plastic portfolios to identify how much and what type of plastic is being used, and utilizes country-level waste management data to understand where the plastic ends up. Together, the data sets paint a picture of the lifecycle of the plastics used by each company. As the ReSource Footprint Tracker allows us to trace what happens to plastics, it can also be used to determine where waste management infrastructure is holding back recycling rates and, in turn, the supply of recycled materials.
- **New Plastics Economy Global Commitment:** As a signatory, Amcor also shares annual data on our progress toward our goals to design all our packaging to be recyclable, reusable, or compostable by 2025 and to use more recycled content in our packaging. This data is compiled into an annual Global Commitment Progress Report, which is based on a survey of global brands' production activities and provides a snapshot of the volume and type of plastic products created. Each year's Progress Report shares key insights about the use of plastic packaging, as well as additional actions or interventions that may be required to keep members on track to achieve their 2025 commitments.

Inform

As Amcor innovates to design the future of packaging, it is essential that we also work to educate our stakeholders so they can make responsible, fact-based decisions about our packaging. Our technical expertise, depth of experience, and global reach uniquely position us to promote the behaviors, awareness, and regulatory action needed to develop a circular economy for packaging.

Educating consumers

While access to waste management infrastructure is necessary for delivering responsible packaging, it alone is not sufficient. Vitally important to achieving the best end-of-use outcomes for packaging is giving consumers the information that empowers them to use that infrastructure correctly.

This is not something Amcor can achieve on our own. We need the entire value chain to engage in informing consumers about how to play their part in ensuring that the end of a package's use is not the end of that package's life.

Because waste management infrastructure varies significantly between geographic regions, we partner with local organizations to most effectively reach brands and consumers in the markets in which our packaging is sold.

These partnerships can take many forms, such as providing education and recycling equipment directly to consumers, teaching consumers where to find recycling locations, and empowering local industry to have an active voice in waste goals and policies.

A full list of our regional partnerships and memberships is available in the Appendix to this Sustainability Report.

Establishing dialogue

Amcor believes it is vital to share our expertise to create a fair, balanced, fact-based public dialogue about responsible packaging.

Many misconceptions exist about plastic packaging that affect the entire value chain—including Amcor. To advance public understanding of the benefits of responsible packaging and the role consumers, customers, and

industry play in achieving a circular economy for packaging, Amcor experts engage stakeholders across a range of forums.

The Big Ideas section of our website contains a mix of blogs, infographics, factsheets, e-books, webinars, and other educational resources produced by Amcor experts on topics related to packaging sustainability, innovation, and industry trends. It also contains links to our Big Ideas Podcast series, in which Amcor's Vice President of Sustainability interviews global leaders to discuss how innovation and collaboration are addressing the world's most urgent problems. Big Ideas Podcast topics covered in FY22 included empowering the next generation of packaging professionals, how investor interest in environmental and social governance is driving change in the packaging industry, the potential of reuse models, why a global treaty on plastic is essential to achieving a circular economy, and how to advocate for and build a circular economy for plastics.

Amcor sustainability experts regularly speak at industry conferences and webinars, engaging with community members, industry associations, sustainability organizations, and governments around the world. In FY22, our roster of speaking engagements included those hosted by groups and events such as the CGF Global Summit, Bev Tech Canada, the International Dairy Foods Association, ConTech2022, Society of Plastics Engineers, Auspack Leaders Forum, European Plastics Converters 'A Circular Future with Plastics' conference, ICIS European Polymers Conference, 19º Congresso ABRE de Embalagem, Plastics Recycling LatAm, Latin Pack, North American Meat Institute, the Plastics Industry Association, and Pack Expo.

Additionally, our strong social media presence allows us to share information and participate in discussions related to sustainability and the circular economy for packaging with a broader audience. We see frequent interactions from consumer brands and industry experts from around the world on these topics, which gives us the chance to understand what issues concern or excite them. Social media helps us broadly share important research results and new initiatives from our sustainability partners, while also communicating information about our own accomplishments. These forums enable us to engage in dialogue with these audiences to correct misconceptions and clarify common points of confusion. They also provide a platform where Amcor's subject-matter experts can share insights on emerging trends and advocate for responsible packaging solutions.

Empowering future leaders

In 2021, Amcor announced a partnership with Michigan State University's (MSU) School of Packaging, which will allow MSU to begin renovating its facilities to create a modern, collaborative environment for students and faculty that establishes an atmosphere of innovation and inspiration. Amcor's partnership with MSU will be a catalyst for accelerating research and teaching in the area of more sustainable packaging solutions. Both parties strive for data-driven packaging solutions and share a commitment to innovating more sustainable packaging solutions that consider the whole value chain. Amcor's partnership and financial support reinforces MSU's long-standing effort to incorporate a sustainable design approach throughout its curriculum, which further distinguishes the program as a thought leader in this space.

The partnership also establishes an endowed chair position focusing on packaging sustainability in three key areas: 1) innovative, more sustainable packaging solutions that lower overall environmental impact and work across the value chain; 2) incorporation of new learnings from research into MSU's program curriculum to ensure students have the most up-to-date training as part of their education; and 3) public outreach to bring a data-driven point of view to critical policymaking conversations and translate academic concepts into terms the general public can easily grasp and implement.

MSU offers the only Ph.D. packaging program in the United States, which attracts many international graduate students who then return to their home countries to take influential public and private sector positions—demonstrating how the global influence of MSU's packaging education in turn influences the global packaging industry.

Guiding policy

Governments have an important role to play in providing waste management and recycling services as a public good. It is essential to ensure legislators and regulators have the information they need to make sound and effective policy decisions. As governments become more active in this space, it is important that they work with the whole packaging value chain to deliver policy solutions that are effective and deliver the intended outcomes.

Amcor's advocacy and public policy efforts focus on empowering this audience with science and research to support their policymaking activities. We are always ready to work with governments to help ensure policy is focused on delivering effective waste management and recycling infrastructure.

Across our global business, Amcor proactively monitors the emerging policy landscape at regional, national, and global levels. We engage in advocacy activities as necessary to ensure proposed policy solutions are effective, transparent, and fair. This is done primarily through our memberships in industry groups, though our sustainability leaders respond to government consultation requests directly where appropriate and relevant.

As legislation arises around issues such as extended producer responsibility for packaging, deposit return schemes, and the restriction, ban, or taxation of certain materials or product types, advocacy is a key way for Amcor to influence outcomes. We and other members of the packaging value chain have a role to play in advocating for effective policies that allow for innovation and competition in a resource-efficient manner, while addressing waste, climate change, and other environmental impacts.

Amcor's sustainability leaders have studied these topics extensively and share their expertise with policymakers to empower them to build the most efficient and effective policies possible. Examples of our advocacy work in FY22 include:

- Engaged with the Australian Packaging Covenant Organisation (APCO) on making changes to design guidelines for flexible packaging that are aligned with CEFLEX guidelines. Representations and proposals were made with a variety of stakeholders, including the APCO Technical Advisory Committee (TAC), which govern the design guidelines used to approve packaging in Australia for the use of the Australasian Recycling Logo (ARL). Amcor led this advocacy given the strategic importance flexible packaging design has relative to the ability to successfully transition to a circular economy. As a result of this work, APCO announced the changes to the flexible packaging guidelines in late 2021.
- Participated in policy discussions with the European Commission on the topic of packaging sustainability, including packaging recyclability, policy support for uptake of recycled content in packaging, and use of biomaterials. In addition, Amcor has initiated discussions within its main

industry bodies (EUROOPEN, PCEP, CEFLEX, and FPE) to bring together the respective packaging value chains and propose concrete solutions to EU policymakers ahead of the next legislative revamp starting in late 2022.

- Collaborated with industry associations to push for proactive and harmonized extended producer responsibility legislation and deposit return schemes, harmonize labeling standards, and promote consumer awareness campaigns.
- Amcor Rigid Packaging organized a "Circular Economy of Packaging" tour for Ohio legislators to demonstrate the impact an effective circular economy for packaging could have for both the economy and the environment.

In alignment with Amcor policy, no political contributions were paid in FY22, nor were there any requests for Board approval to make a political contribution.

Our operations

Safety is a core value at Amcor. We champion safe and responsible behavior among all employees, guided by a robust Environmental Health and Safety (EHS) program. We also strive to continuously reduce the environmental impacts of our operations through our EnviroAction program, which targets GHG emissions, operational waste, and water use.

Throughout the year, Amcor discloses safety and sustainability data related to our operational footprint at the request of customers, investors, ratings agencies, and the broader public. These disclosure platforms include CDP, EcoVadis, Dow Jones Sustainability Index, and Sedex. In FY22, we were proud to achieve a Gold rating from EcoVadis and a B rating in the CDP Climate Change and Water assessments in recognition of our sustainability achievements.

Environmental health and safety (EHS)

Amcor champions a safe work environment and safe and responsible behavior to achieve our ultimate goal of zero workplace injuries. All manufacturing, warehouse, and office sites are subject to global standards for safety and environmental management.

Amcor maintains all the necessary components of a best-practice EHS Management System. The scope of this system covers all employees, contractors, and visitors at any of our manufacturing sites, warehouses, offices, or other locations.

Safety goals

Amcor's key safety goal is "no injuries" - which many of our sites achieved in FY22. Our other key safety priorities in FY22 included reduction of significant injuries, closure of critical risk findings, elimination of repeat incidents, fire prevention, and strengthening the accountability and capabilities of frontline managers and plant managers.

To support these priorities, we focused on utilizing the Amcor Safety Action Management System (SAMS) to complete EHS Audits and to track the correction of critical risk findings. We also began performing annual internal operations EHS Reviews to monitor the EHS performance of our Business Groups and track the accountability of their leadership in achieving safety outcomes.

Safety management

Amcor's Global Safety Steering Committee—comprised of the Vice President of Safety, our corporate EHS team, and the EHS Directors from each Business Group—is responsible for monitoring company-wide safety performance and actively addressing safety focus areas. Each Business Group reports monthly to the Board of Directors on safety performance and compliance with Amcor Global EHS Standards. Additionally, a monthly Safety Flash detailing recordable, lost time, and hand injuries is distributed to Amcor leaders for all functions in each Business Group.

Across our global business, approximately 80% of workers are represented by joint management/employee safety committees, which generally meet monthly. These committees are comprised of management team members along with employee representation from various departments, job functions, and shifts.

The safety committees are a standard means for site leaders to gain input from, provide information to, and collaborate with their employees to collect ideas for eliminating physical and behavioral safety risks. Similar to last year, focus areas for these committees in FY22 included training, safety milestone celebrations, machine center inspections, safety communications, material handling improvements, safety culture improvements, laceration prevention, ergonomic improvements, and a hazard reduction program.

Our employees can also participate in the EHS Audit program, where they are trained to conduct site EHS audits across the company. Site second-party EHS audits are conducted at each manufacturing site every three years, with findings addressed in action plans. Non-manufacturing sites and offices are also audited, but less frequently.

All Amcor employees receive training on the Amcor Safety Policy and can access the Global EHS SharePoint site, a digital resource that contains our EHS Standards, best practices, training materials, and additional resources for strengthening safety at Amcor. Employees also receive periodic training at the site level covering topics such as chemical exposure, ergonomics, first aid, emergency response, work-related hazards, and proper processes and protocols to perform work-related tasks.

In FY22, Amcor also resumed our annual Global Safety Week program. It included messages from corporate and Business Group leadership, safety toolbox talks with messages focusing on our safety priorities, safety-related posts on internal social media sites, and safety celebrations.

Safety performance

Amcor uses US-OHSA criteria for the determination of work-related injuries and calculates incident rates per one million hours worked. We measure our safety performance against two industry-standard criteria: Lost Time Injury Frequency Rate (LTIFR) and Recordable Case Frequency Rate (RCFR). On both metrics, we compare favorably with similar companies. Our ultimate goal is “no harm”—an accomplishment recorded by 57% of our sites in FY22 that had no injuries for at least one year.

We measure LTIFR by calculating the number of injuries resulting in the loss of at least one full workday or shift on any day subsequent to the injury or illness per million hours worked. In FY22, our LTIFR was 0.59, corresponding with 58 lost time injuries across our global business.

RCFR is measured by calculating the number of medical treatment cases and lost time injuries per million hours worked. In FY22, our RCFR was 2.13, corresponding to 210 recordable injuries across our global business.

The most common types of injury were lacerations, fractures, and sprains/strains. We recorded zero cases of work-related illnesses.

Amcor recorded zero work-related fatalities in FY22.

These metrics include temporary workers, who are hired and trained by Amcor to do the same work as Amcor employees. They report to an Amcor supervisor and their work is assigned by Amcor. The metrics do not include contractors.

Contractors are third-party companies hired for specific tasks, such as cleaning, roofing work, and other special projects. As their work is not assigned or supervised by Amcor, contractor injuries are not included in our LTIFR or RCFR metrics. Any such incidents are reported through their employers' reporting systems. In FY22, there were 71 contractor injuries recorded at Amcor facilities, ranging from minor first aid injuries to more serious injuries that required medical treatment. Amcor has a company-wide standard that mandates a common approach to contractor control, certification, and compliance.

Hazard management

Amcor has a hazard identification, risk assessment, and risk control (HIRARC) standard that applies to all our sites. Sites utilize HIRARC for all routine and non-routine activities, existing and new operations, construction and demolition work, and all employees, contractors, and visitors.

The application of the HIRARC process involves a team of individuals at each site who are familiar with the activity, task, project, or equipment being assessed. The team, which is led by a trained member of the management team, a department leader, an EHS staff or supervisor, or another authorized individual, assesses all risks associated with identified hazards using the Amcor EHS Risk Matrix. Each risk assessment takes into consideration the likelihood of a potential risk occurring and the severity of consequence(s) resulting from occurrence of the risk.

The EHS Risk Ranking generated from use of the EHS Risk Matrix identifies whether the risk is acceptable, acceptable with controls, undesirable, or unacceptable. Risk controls are then identified and selected according to the hierarchy of control, with follow-up to ensure that risks have been properly addressed. Risk assessments are reviewed for accuracy every three years, or earlier if there is an incident or a change to the work environment, equipment, materials, or tasks.

Amcor sites also periodically conduct industrial hygiene monitoring using accredited contractors to ensure employees are not exposed to risks such as excessive noise or levels of harmful chemicals greater than local regulatory exposure standards. Any results of concern are addressed, with re-testing performed as necessary. Amcor employees are informed and/or have access to the results of this process.

Multiple site-specific processes are available across all locations to allow employees to report hazards, concerns, or other issues without retaliation. Amcor employees understand their right to stop any equipment or task that is being performed if there is an existing or potential hazard that could harm an employee, contractor, or visitor.

All EHS incidents are investigated by a team using a formal methodology to identify the root cause and contributing causes. Any risk assessments and identification of corrective actions performed as part of the investigation follow the previously described processes.

Environmental management

Amcor's approach to environmental management, which is informed by the Precautionary Principle as defined in the 1992 United Nations Rio Declaration, is based around risk management processes to control the environmental hazards inherent in our activities. Our company-wide Environment Policy and Environmental Management Standard support this approach with specific environmental management requirements to help identify and address the key risks our sites may pose to their local environment, including potential impacts on ecosystems and/or risks to biodiversity.

The implementation of our EHS Standards across all our sites and offices, including newly integrated sites, is overseen by our corporate EHS team. This team also manages the ongoing review of environmental performance and significant environmental matters and is tasked with compiling site-level environmental performance metrics to share with Amcor's Board of Directors.

Key initiatives from our EHS function in FY22 included:

- Knowledge-building through delivery of a range of EHS training to leaders and facility-based employees across the business
- Update to the Environmental Management Standard to facilitate more consistent and robust management practices
- Self-assessments and audits performed by all manufacturing plants to ensure compliance with Amcor's EHS Standards, including the Environmental Management Standard
- Preparation of formal EHS Improvement Plans to manage actions arising from self-assessments and audits

As part of our ongoing environmental management activities, all Amcor sites have an environmental management system in place (e.g. ISO 14001 or equivalent) that is appropriate for the risk associated with operations at the site, as well as the risk associated with the site's geographic location.

Separate from any relevant external audits, all sites are also required to conduct annual self-assessments following internal environmental management standards. Manufacturing sites are audited every three years by Amcor's team of EHS auditors, while regional EHS coordinators further assess sites at a frequency determined by the risk associated with each site.

Amcor additionally conducts a range of environmental investigations as part of our ordinary course of business. For example, environmental permitting, site redevelopment, site closure, or acquisition/divestment processes may entail such investigations. Where required, communication with environmental authorities may be part of these processes. Similarly, Amcor facilities are subject to required regulatory inspections as part of our ordinary course of business. Any findings from these inspections are resolved as part of normal operational compliance management processes.

In FY22, Amcor remained materially compliant with all environmental laws and regulations across the more than 40 countries in which we operate. During this time, we had 36 reported regulatory violations (24 related to environment and 12 related to safety), with 26 sites contributing to this total. We faced nine fines totaling approximately USD \$128,000 for these violations (\$69,000 related to environment and \$59,000 related to safety).

A note on biodiversity

For the first time in FY22, biodiversity was identified as a material topic for Amcor based on our annual materiality assessment process. Over the past year, there has been a significant increase in stakeholder concern and inquiries related to biodiversity challenges such as deforestation and pollution and their impacts on ecosystems, societies, and economies around the globe.

Amcor includes the consideration of each site's biodiversity impacts within our Environmental Management Standard, along with protocols for rigorous monitoring of the impact areas that could potentially affect biodiversity near our plants, such as air emissions, water supply and use, wastewater, waste materials storage and disposal, environmental noise, and litter (among others).

In FY22, we assessed all our operational sites based on their proximity to protected areas and areas of high biodiversity value outside protected areas. We found that 136 of our sites are located within 5 kilometers of at least one protected area, and 38 of our sites are located within 5 kilometers of at least one key biodiversity area outside of a protected area.

Based on our review of potential direct and indirect impacts on biodiversity, raw material sourcing and downstream pollution are the areas in which Amcor must most carefully manage our footprint. We have developed a Biodiversity and Deforestation Policy to help guide our work in these areas moving forward.

In the EnviroAction section of this report, we share the initiatives we have implemented to limit pollution related to our operational footprint. In the Our Products section of this report, we explain the extensive work we have undertaken to mitigate the upstream and downstream biodiversity impacts of our products. Our work to design all our packaging to be recyclable or reusable, to significantly increase our use of recycled content, and to collaborate across the value chain to develop a circular economy for packaging all aim to reduce the leakage of our products into the environment after use.

EnviroAction

Amcor employs a multi-pronged strategy to prevent and minimize adverse environmental impacts. Our EnviroAction program aims to reduce the environmental impacts of our operations by driving reductions in GHG emissions, waste, and water use.



Launched in 2008, this program created a set of long-term 2030 goals that we continue working toward for GHG emission intensity reduction, waste reduction, and water efficiency.

Amcor splits our EnviroAction goals into milestones, dubbed "EnviroAction periods," every 3-5 years to create a more tangible pathway to 2030. FY22 was the third year of our current EnviroAction period, which extends from FY20 to FY25.

Each Business Group is responsible for contributing to a portion of the EnviroAction goals. Sustainability leaders work with individual sites within their Business Groups to develop and implement plans to achieve them.

Metrics for each site's performance toward our EnviroAction goals are tracked in a global database. Site champions enter energy, waste, water, and production data from meters and invoices on a monthly or quarterly basis, which provides a global view on performance and helps our leaders monitor progress, celebrate successes, and devote additional resources where needed.

Site champions responsible for tracking and entering data are also encouraged to collaborate with other employees to propose and deliver improvements at their location. They are supported by resources such as our EnviroAction Toolkit, which contains checklists, best practices, case studies, and toolbox talks to help them identify opportunities and engage others at their site.

Each quarter, our Vice President of Sustainability shares company-wide updates with Amcor's Global Management Team, while sustainability leaders within each Business Group share updates with their leadership teams. EnviroAction progress is also included in monthly management reports to senior functional leaders, as relevant.

Amcor's progress toward our EnviroAction goals is also publicly reported annually in our Sustainability Report. The following pages share our FY22 performance in each EnviroAction area.

A note on climate change

Climate change has steadily risen in prominence on the list of topics most material to Amcor and our stakeholders. In FY22, it was identified as one of Amcor's most material topics.

In response, we released our first standalone climate risk disclosure in October 2022, written in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. It addresses our climate strategy, impacts, metrics, and management approach and shares the results of the climate scenario analysis exercise we conducted in June 2022.

Because climate change is addressed in our [**FY22 TCFD Report**](#), we have removed discussion of climate change from the Operations section of the Sustainability Report, where it has historically been included.

GHG and other air emissions

Over the past several years, Amcor's stakeholders have pushed for increasingly ambitious GHG emission reduction goals, making our work to track and reduce our GHG emissions more vital than ever.

In January 2022, Amcor took an important step in our journey to more ambitious GHG emission reduction goals by committing to set science-based targets, which will provide a clear path to achieving net zero GHG emissions by 2050. This commitment ensures we are doing what is necessary to meet the Paris Agreement's goal of limiting global warming.

As part of this commitment, Amcor will make the most of new opportunities brought about by renewable energy and efficiency savings to reduce GHG emissions, while continuing to advance our ongoing engagement with suppliers to reduce the carbon footprint of our raw material purchases.

Our science-based target, which we are currently in the process of developing, and our net-zero by 2050 target are both in line with our existing EnviroAction GHG emissions reduction goal and are inclusive of Scope 1, 2, and 3 emissions.

To date, the broad steps we have implemented to reduce GHG emissions include lowering energy consumption at our facilities, more efficiently managing our operational waste and water use, engaging with our supply chain to reduce the environmental footprint of the materials and services we buy, designing packaging that uses fewer and less carbon-intensive materials, optimizing product and material transport, and supporting the development of a lower carbon waste infrastructure.

Much of our progress toward our 2030 EnviroAction goal has come from our work to reduce Scope 1 and 2 emissions within our own manufacturing sites. Our operations and facilities teams have focused on site-level projects to reduce energy consumption, including energy efficiency projects such as LED lighting retrofits, optimizing chiller systems and other equipment, and implementing Energy Supervisory Control and Data Acquisition (SCADA) systems to better track and control site-level energy usage. Our Amcor Rigid Packaging Business Group also collaborates closely with the Environmental Protection Agency's (EPA) Energy Star Partners program focused on reducing energy use within large businesses.

In FY22, Amcor sites around the globe took additional steps to reduce their GHG emissions. For example:

- Amcor Flexibles in Santiago, Chile worked with their electricity provider to adopt an International Renewable Energy Certificate (IREC) that led to a reduction of nearly 5,000 metric tons of carbon dioxide equivalent CO₂e from FY21 to FY22.
- Amcor Flexibles in Thailand implemented a best-practice power meter project focused on monitoring the energy consumption patterns of each major piece of equipment in use at their sites using WiFi-based meters. They used this data to identify opportunities to reduce electricity usage, which reduced Amcor's carbon footprint by 2,700 metric tons of CO₂e in FY22.
- Amcor Specialty Cartons sites implemented a range of initiatives to reduce natural gas consumption, including replacing and setting temperature adjustments on regenerative thermal oxidizer units, integrating new boiler equipment, and sealing and insulating walls in a factory and administrative building to reduce heating needs.

As we embark on this ambitious challenge to further reduce our GHG emissions and achieve net zero emissions by 2050, we will continue exploring new, innovative, and more impactful steps to cut emissions across our global business.

We anticipate that much of the remainder of our work will focus on increased sourcing of renewable energy and collaborating with our suppliers to reduce our Scope 3 emissions from raw materials. Several Amcor sites already source renewable energy or have renewable energy installations on-site, and our procurement and operations teams continue working together to explore opportunities to grow our use of renewable energy sources in the future. Our efforts to engage our largest suppliers in long-term planning to reduce the Scope 3 emissions from our raw materials—including working with individual suppliers to verify and reduce the emission factors for the materials we purchase from them—are described in more detail in the Our Products section of this report.

Further information about the GHG emissions calculations on the following pages is available in the Appendix to this report.

Absolute GHG emissions

Absolute GHG emissions represent the sum of Amcor's Scope 1, 2, and 3 emissions. In FY22, our absolute GHG emissions were 12,160,188 metric tons of CO₂e.

This data reflects market-based Scope 2 emissions, which we use to calculate our EnviroAction results.

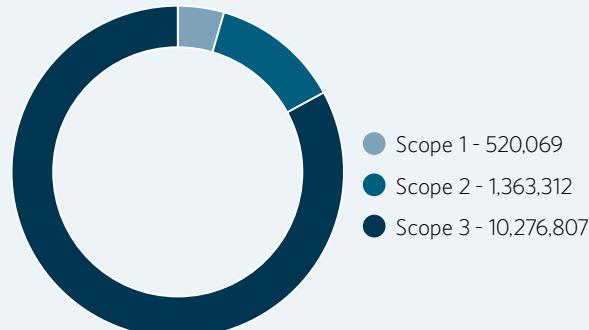
If we were to use location-based methodology, our total FY22 emissions would be 12,115,545 metric tons.

GHG Emissions Intensity

We calculate our GHG emissions intensity by dividing absolute GHG emissions by total units produced. Because we produce different types of packaging across our business, we use a normalized "Amcor product" figure so we can combine rigid plastic bottles and preforms, square meters of flexible packaging, and units of capsules, closures, and folding cartons.

When we switched to a new technology platform for tracking our environmental data in FY22, we collaborated with our assurance providers to review, update, and verify the production normalization factors used to calculate our emissions intensity. This resulted in a different value for total "Amcor units" produced compared to previous years. To ensure comparability across all the years in our current EnviroAction period, we restated these values back to the FY19 baseline year. The updated values, along with our GHG emissions intensity trends over time, are presented in the table below.

FY22 GHG emissions (metric tons CO₂e)



Year	Total metric tons CO ₂ e / Amcor unit*	Amcor "units" produced
FY19	68.8	175,014
FY20	68.3	175,220
FY21	67.9	176,453
FY22	69.0	176,159

In FY22, our emissions increased 0.4% from our FY19 baseline, which represented a 2% loss toward our 18% goal for FY25. This was largely attributable to our focus on building up our raw material inventory and safety stock to reduce our exposure to supply chain challenges. Overall, we have achieved 57% progress toward our long-term goal to reduce GHG emissions intensity 60% by 2030.

Scope 1 and Scope 2 GHG emissions

In FY22, Amcor consumed a total of 19,995,862 gigajoules (GJ) of energy, of which approximately 1% was renewable energy. This represents a 146% increase in our use of renewable energy over the previous year.

Amcor's Scope 1 direct GHG emissions from energy sources stem primarily from natural gas (95%), but also include LP gas, diesel, and oil. In FY22, we consumed a total of 6,141,416 GJ of nonrenewable fuel. We also consumed 87,696 GJ of renewable fuels. Globally, approximately 3% of our Scope 1 emissions were covered under an emissions-limiting regulation or program intended to directly limit or reduce emissions.

It is worth mentioning that Scope 1 emissions associated with our use of solvent abatement equipment have increased in recent years as we have worked to reduce the environmental impacts of volatile organic compounds used in our production.

Amcor's Scope 2 indirect emissions are primarily tied to the purchase of electricity, and also include the purchase of heat, steam, and chilled water for cooling. In FY22, our Scope 2 emissions were associated with the consumption of 13,771,545 GJ of energy, including 93,622 GJ of renewable energy. We sold 4,796 GJ of energy. Approximately 66% of the energy we consumed was supplied from grid electricity.

Scope 3 GHG emissions

Amcor's largest source of Scope 3 emissions stem from the purchased goods and services we use to produce our packaging. This is common for companies in the manufacturing industry. Other significant sources that contribute to our Scope 3 emissions include upstream transportation and distribution, logistics, waste generated in Amcor's operations, and fuel- and energy-related activities not included in Scope 1 or Scope 2.

In FY22, emissions tied to the raw materials we purchased comprised 88% of our Scope 3 footprint and 74% of our total carbon footprint. These numbers emphasize why we continue to focus so intently on engaging with our suppliers to develop long-term GHG reduction plans for the materials we purchase from them.

Other air emissions

Some of Amcor's production processes lead to the emission of volatile organic compounds (VOCs) from inks, adhesives, and solvents into the atmosphere. In FY22, our production resulted in the release of 51,843 metric tons of untreated VOCs.

The emission of VOCs can contribute to the formation of ozone in the lower atmosphere and can impact environmental and public health. We closely monitor our global use of materials that contribute to VOCs and have invested significant funds in abatement equipment, such as regenerative thermal oxidizers (RTOs) and solvent recovery units (SRUs), to reduce the release of VOCs from our production facilities. We continue exploring opportunities to switch to water-based solvents, which have a lower VOC impact, in our production when feasible.

Amcor tracks emissions based on the GHG Protocols. Our calculations include CO₂, methane (CH₄), and nitrous oxide (N₂O) because they are the most material to our operations. We do not include other GHGs, such as nitrogen oxides (NOx) or sulphur oxides (SOx), in our calculations because they are not material to Amcor's operations. This means we do not currently track or disclose NOx or SOx emissions on a global scale, though we do track and report such emissions where required by local regulations. Similarly, we do not currently track or disclose air emissions from particulate matter (PM) except where required by local regulations.

We review this decision annually in the context of evolving regulations and stakeholder expectations, and have also conducted internal assessments to evaluate whether to begin tracking and disclosing NOx, SOx, and PM emissions. Our findings have indicated that we do not use a material amount of equipment that could be associated with such emissions. While we do use boilers and some transportation fuels that are associated with SOx and NOx emissions, they have been determined to be immaterial to our overall GHG emissions footprint.

Operational Waste

Amcor's main production activities that contribute to our waste-related impacts include the use of printing inks and solvents, which are applied to plastic- or paper-based substrates, and the extrusion of plastics to create rigid containers. In addition, production and support machinery use lubricating or hydraulic oils. Waste from Amcor's activities is collected, segregated into different streams, and sent for off-site treatment, disposal, or recycling.

Our EHS Standards require sites to categorize waste materials according to local regulatory requirements, store the materials prior to off-site collection in a manner that minimizes the risk of release and impact, and arrange for the wastes to be treated, disposed, or recycled in accordance with legal requirements, using licensed contractors. There are no material waste streams generated by third parties.

Amcor's long-term EnviroAction goal is to send zero waste to landfills or incineration without energy recovery —what we define as "waste-to-disposal." This reflects our vision that all unavoidable waste contributes to a benefit by replacing either virgin materials or fossil fuels. We have a significant opportunity to impact the waste created within our own operational boundaries.

In FY22, Amcor's total waste production was 412,168 metric tons, 76% of which was recycled. We also achieved a 33% reduction in waste-to-disposal compared to our FY19 EnviroAction period baseline. All of Amcor's waste is processed offsite, with the exception of a small portion of recycled materials processed onsite.

Amcor sites around the globe face a range of waste-related challenges. The differences are particularly stark between regions where waste and recycling infrastructure is well-developed and those where landfilling is cheap and recycling is not commonly available.

In response to this wide landscape of contexts for waste management, our operations and sustainability leaders collaborate with teams at each manufacturing site to develop waste management plans based on the most appropriate available solutions for each location. These generally include activities such as source reduction, reuse, recycling, composting, and responsible disposal of hazardous waste.

In FY22, Amcor sites showed ingenuity in coming up with new ways to reduce their waste-to-disposal. For example:

- Amcor Specialty Films Oshkosh, which had previously been one of Amcor's highest landfill-generating sites, implemented a "Drive to Zero Waste-to-Disposal" campaign and decreased their landfill volume by 88%—an annual reduction of more than 2700 metric tons of waste-to-landfill.
- At the Amcor Flexibles Centerville site, our procurement team collaborated with site leaders to find a recycling outlet for polyvinylidene chloride (PVDC) scrap materials produced by the facility. The plant was able to reactivate an idled baler to consolidate all the PVDC-containing scrap out of the site's Extrusion department to be sent for recycling. This captured roughly 60% of the material that for decades could only be landfilled.
- Amcor Flexibles in Tres Lagoas, Brazil initiated a project to reuse cardboard boxes. The boxes used to deliver semi-finished goods to the site were being discarded, and new boxes used to package the finished goods. Amcor's team established a process to analyze the used boxes in detail

to observe damages. Any boxes that are not damaged have the labels and tape removed and are returned to the process for reuse.

- As the Amcor Flexibles team in Chivilcoy, Argentina responsible for implementing Operation Clean Sweep began working on their plan to prevent any pellets used by the site from entering waterways, they also began thinking of ideas to recycle them and reduce the amount of material swept up and discarded from the site's Extrusion department. The team knew the granulated pellets could be recycled, but that if they were mixed with another raw material used at the site, this recycling would not be possible. To address this issue, the team developed a system to segregate the swept material. They installed four disposal containers, each clearly labeled and with a control sheet attached. Granulated material is sorted based on composition and stored in these collection boxes until sufficient quantities have accumulated to send it for recycling.
- Amcor Flexibles Barbezieux identified a solution to divert production waste that was previously going to landfill—sending it instead to incineration with energy recovery in support of a more beneficial reuse of the material.

Amcor's work to make more of our products recyclable additionally supports our zero waste-to-disposal goal. As we change our products to be more recyclable, the types of waste we generate during production also become easier to recycle.

We recognize sites that have achieved zero waste-to-disposal with an internal certification program. Sites receive this recognition after they have demonstrated through verified data that their operational waste-to-disposal volumes have been equal to zero metric tons over the previous 12 months. Once certified, each site's performance is validated quarterly to ensure ongoing adherence to our zero waste-to-disposal goals. As of the end of FY22, 121 sites held a "Zero Waste-to-Disposal" certification.

The small amount of hazardous waste produced by Amcor sites is managed by regional teams in accordance with local- and country-level legislation. For example, the 4,147 metric tons of hazardous waste from our facilities in the United States in FY22 were governed by the U.S. Resource Conservation and Recovery Act legislation, while the 8,776 metric tons of hazardous waste from our facilities in the European Union were managed in accordance with country-level legislation based on the EU Waste Framework Directive.

We do not track hazardous waste regulations centrally, as we have determined that this local management approach is the best method to ensure we are compliant with all legal requirements for the disposal of hazardous waste.

In FY22, we received two waste-related enforcement fines totaling approximately USD \$13,000 during the reporting year—one at a site in Amcor Flexibles North America and the other at a site in Amcor Flexibles Europe, Middle East, and Africa. Facilities associated with these violations represented less than 1% of Amcor's total number of facilities.

Waste by composition, in metric tons

	Hazardous Waste	Non-Hazardous Waste	Total Generation
Waste Diverted from Disposal			
Recycling	2,323	312,869	315,192
Other recovery options		129	129
Waste Directed to Disposal			
Incineration (with energy recovery)	3,451	42,839	46,290
Incineration (without energy recovery)	1	519	520
Landfilling	22,698	27,338	50,036

Note: Other non-hazardous waste diverted from disposal includes composted waste.

Water management

The responsible management of water within our operations—especially in water-stressed regions—is an important part of Amcor's sustainability commitment.

Our approach to water management entails minimizing water use, managing water discharge quality, reducing pellet pollution, and protecting local water sources.

Amcor sites use water for a variety of purposes—in evaporative cooling towers; in manufacturing equipment; in boiler, hot water, and steam systems; and in sanitary and domestic appliances such as toilets, faucets, showers, basins, dishwashers, and ice machines. At our 31 locations with high baseline water stress and 11 locations with extremely high baseline water stress, the majority of water is used for domestic and cleaning purposes.

There is a trade-off between water and energy use in the water we use for cooling purposes. If we were to use electricity for cooling rather than water, our GHG emissions would increase as a result. We favor the use of water rather than electricity for cooling because it leads to lower climate change impacts, particularly in regions where water is plentiful.

Generally, Amcor facilities are connected to municipal water supplies and discharges are made to municipal systems. Amcor operations generate very limited industrial wastewater, with typical discharges including storm, sanitary, floor cleaning, and non-contact cooling water. Much of our water is considered to be "process water," meaning it is used in production processes and subsequently returned to the water system in the same condition as when it was withdrawn. This water is not considered to be consumed by Amcor, so it is not included in our total water consumption.

In FY22, Amcor's total water withdrawal from all sources was 6,993,348 kiloliters (kL). Approximately 12% of this water was withdrawn in locations with high or extremely high baseline water stress according to the World Resources Institute Aqueduct Water Risk Atlas.

Our total water consumption from all sources was 1,662,557 kL, approximately 16% of which was consumed in locations with high or extremely high baseline water stress.

Since each of our manufacturing sites uses water slightly differently, and because water availability and infrastructure vary drastically based on location, our global approach to water management allows individual sites to adapt to local conditions by developing water management plans (WMPs). All Amcor sites are required to review and, as appropriate, update their WMP on an annual basis. In FY22, we achieved 100% compliance with this goal.

In the process of creating or updating a WMP, sites define the main uses of water within their facility and identify whether they are located in a region with high or extremely high water stress according to the Water Risk Atlas. From there, they outline the water management measures they plan to implement in the coming year, creating a plan to guide them toward the most appropriate management practices based on their use and location.

Another important way Amcor reduces our impact on water systems is by protecting the water environment from potential pollution related to our operations, such as that from plastic pellets. In FY22, all Amcor sites that use plastic powders, flakes, or granules had adopted and implemented Operation Clean Sweep (OCS) methodology to prevent plastic pellet release. Our sites implementing this methodology found that Amcor's existing EHS management and safety practices already align with this methodology.

Some highlights of additional water management measures implemented by Amcor sites in FY22 include:

- Our Amcor Flexibles site in Dongguan, China noted that its water consumption continued to rise monthly without clear cause and, upon investigating, discovered a leak in underground water pipes that hadn't been detected by ultrasound equipment. The team took action to upgrade the corroded and broken pipes, saving approximately 6,000 kL of water each month.
- Amcor's Rigid Packaging site in Millville, New Jersey completed a grant-funded restoration project that allowed the site to plant more than 3,300 native wetland plants behind its property. The restorative planting on 397 square meters of wetlands removed contaminants from the water and reduced water run-off by approximately 630,000 liters of water annually.

- In Switzerland, our Amcor Flexibles Burgdorf site focused on technical optimizations to increase the efficiency of the cooling systems, contributing to the site's reduction of water withdrawal by over 15,000 kL compared to its FY19 baseline.
- At Amcor Flexibles Chivilcoy in Argentina, the site team installed reverse osmosis equipment to treat water by purifying it. Following installation, the site achieved a noticeable reduction in monthly water consumption.

Amcor's operational water risks primarily relate to two key areas: the risk of supply disruption and the risk of release of impacted water from our facilities.

As our production requires the use of water, our operational continuity relies on sufficient availability of water to meet these needs. In areas with very high water stress, Amcor sites have occasionally had to adjust their operations due to limited water availability during severe droughts. We include utility availability as a consideration in our Business Continuity Plans, which each site is required to maintain.

The risk of release of impacted water is addressed through EHS Standard requirements to manage all environmental risks. Typical mitigating measures include compliance with regulatory measures, use of secondary containment for hazardous substances to prevent impact to wastewater (including stormwater), preventive maintenance on bulk storage systems, and regular inspections.

During FY22, we updated our Environmental Management Standard to facilitate more robust risk mitigation. All sites perform annual self-assessments against Amcor's EHS Standards. Identified gaps are resolved through site compliance plans under the responsibility of site management. In addition, all sites are subject to internal EHS audits every three years. These audits are led by corporate-trained auditors who are independent of the respective sites and Business Groups.

Given the typical non-process nature of the majority of Amcor facility effluents, Amcor has not developed internal water quality standards beyond directly applicable local permit conditions. The majority of operating jurisdictions prescribe local discharge requirements, which all Amcor facilities are required to meet. Typical parameters applicable to regulated effluents include chemical oxygen demand, biological oxygen demand, total suspended solids, and hydrocarbons. In FY22, there were two instances of a breach of wastewater discharge requirements in our Amcor Flexibles North America

business (moderate exceedances of permitted limits for total suspended solids and copper). In addition, there was one instance of an expired storm water permit. In our Amcor Flexibles Europe, Middle East, and Africa business, two wastewater-related fines were incurred, totalling USD \$55,000 (one fine related to an accidental release of firefighting foam and one fine related to non-compliance with a past measurement frequency). The involved sites represented less than 1% of our total number of facilities.

TABLE 1: Water withdrawal (kL)

	All areas	Areas with water stress
Surface water	1,370,511	7,555
Groundwater	1,035,916	138,020
Seawater	N/A	N/A
Produced water	N/A	N/A
Third-party water	4,586,921	663,660
Total water withdrawal	6,993,348	809,235

TABLE 2: Water discharge (kL)

	All areas	Areas with water stress
Surface water	2,103,499	16,461
Groundwater	418,922	N/A
Seawater	N/A	N/A
Third-party water	2,808,370	530,386
Total water discharge	5,330,791	546,847

Note: All water Amcor uses is considered "freshwater." At 63% of our sites where we consume a material amount of water, we have discharge meters in place to track water consumption. Some sites where a material amount of water is not consumed do not have water discharge meters in place. At these sites, we estimate water discharge to be approximately equal to water withdrawal.

Our people and culture

Amcor is dedicated to attracting, developing, engaging, and retaining the best talent and strengthening our succession pipeline for the future. We believe we are stronger as a result of the diverse strengths, styles, nationalities, cultures, and experiences of our people. We are one global team in which everyone has a voice and can make a difference.

Talent attraction and engagement

Amcor aims for all of the approximately 44,000 employees across our global workforce to have the opportunity to contribute to business success and realize their full potential.

Our Business Groups focus on training and developing employees to meet the needs of the business while supporting their career aspirations. Providing the opportunity to grow, gain experience, and take ownership moves us closer to realizing our winning aspiration.

Recruiting top talent

A key priority of Amcor's Human Resources function is recruiting best-in-class talent to support our growth agenda.

Our recruiters around the world hear firsthand how job seekers value Amcor's ambitious goals and strong performance related to sustainability—in addition to our innovation capabilities and position as a global leader in the packaging industry. We believe this positioning will help us continue attracting the highest-caliber candidates to help build the future of packaging.

Through our social media and job seeker channels, we build brand awareness and showcase our sustainability and innovation capabilities to help engage and attract talented candidates. We also engage with a number of local learning institutions around the globe through partnership and investments, with an aim to develop a pipeline of future talent with unique capabilities that will help Amcor grow now, and in the future. One example of this is our partnership with Michigan State University to help the school further its high academic standards and modernize the School of Packaging facility, which we believe will also help Amcor attract graduates from one of the world's top university packaging programs. More information about this partnership is available on page 33 of this report.

Monitoring engagement

To ensure we are meeting the needs of our workforce, we have historically conducted Global Engagement Surveys (GES) every two years.

The FY22 Engagement Survey provided our employees an opportunity to give feedback on a range of topics to help us understand how they feel about Amcor as a place to work. It was a survey of 16 rating questions and two free text questions. The scale for the 16 rating questions was "strongly agree," "agree," "neither agree nor disagree," "disagree," and "strongly disagree." Most importantly, the feedback from this survey gave us information on how we can improve as a company and increase our ability to retain the top-tier talent we work so hard to attract.

All employees received an invitation to participate in the survey either through an email invitation or by accessing a link with a unique code. Participation was encouraged but not mandatory, and we achieved a 74% completion rate across Amcor—with granular engagement insights broken down by age group, gender, and management level.

Confidentiality remains a top priority for our Engagement Survey to ensure that our employees feel confident they can speak openly and honestly. No individual responses were able to be viewed by anyone at Amcor and a minimum of six responses was required to view survey results for any given demographic or team. Amcor does not share the results of our Engagement Survey publicly, but results were shared and reviewed internally at local, team, functional, business unit, and Business Group levels. Each team has identified engagement focus areas based on the survey results and will concentrate on incorporating feedback and implementing targeted new initiatives to increase employee engagement over the coming year.

The survey contained fewer questions than in previous years—consistent with our new approach of more frequent pulse surveys that are targeted to the needs of specific Business Groups, business units, functions, or teams. We believe this new era of engagement for Amcor will ensure we have open and regular communication through pulse survey topics that are of importance to our employees and will better position us to drive improved engagement throughout Amcor. We will continue to collect enterprise-wide data to understand trends and external benchmarking, but we will also embrace more frequent pulse surveys as a way to stay connected with our people.

Promoting diversity and inclusion

Amcor strongly values the diversity of our global workforce. Our ability to embrace diverse thoughts enables outperformance, because we know they provide us with a competitive advantage. We are at our best when we provide an inclusive environment in which our people thrive and unleash their full potential to fuel our growth and innovation.

At Amcor, we are committed to providing an inclusive environment that empowers us to achieve our full potential. In order to become THE leading global packaging company, we foster an environment where everyone feels encouraged to speak and inspired to listen.

We focus our diversity and inclusion efforts in three main areas: developing a culture of inclusion, more diverse representation in leadership, and continuing to provide education and awareness. Our Board of Directors receives an annual report on our progress toward these efforts.

Developing inclusive leaders: In FY22, Amcor rolled out unconscious bias training for leaders across all our Business Groups and Corporate Functions, with over 1,200 managers completing the training during the year. We believe that raising awareness on topics such as unconscious bias and inclusive leadership are key in achieving our aspirations. Our goal is to ultimately create a culture where voices are heard and recognized and people feel safe to contribute to discussions—all of which will lead to better-quality decisions and outcomes.

In addition, we conducted “Stand by Me” training in our Amcor Flexibles Latin America Business Group, focusing on how individuals can support or become involved when they see topics that are not aligned with Amcor’s diversity and inclusion goals. This program has a direct impact on building engagement and creating an equal and diverse environment where all employees can do their best and feel like they belong.

Learning from employee resource groups: Across our global operations, groups of employees have joined together in a range of employee-driven initiatives to build connections, share best practices, and contribute to a more diverse and inclusive workplace.

In our Amcor Flexibles Asia Pacific Business Group, we conducted a Women’s Mentoring Program, in which our female employees participated in a mentoring program focused on helping mentees achieve their individual career and leadership growth objectives. This program also helps enhance the coaching and leadership capabilities of mentor participants, making them more effective at developing others. The collective experience and insights gained from mentors and mentees alike help Amcor understand how we can further support our female leaders. This program aims to increase the representation of qualified female leaders by targeting hiring and growth opportunities, establishing a support network and community for female leaders, and developing focused interventions for female leaders undergoing key career transitions.

Ensuring our practices foster diverse talent: As we continue to progress in our diversity and inclusion strategy, a key focus area is our talent attraction practices. In FY22 we started by rolling out an inclusive hiring training to all HR Directors and Talent Acquisition Managers. The training covered a range of strategies to achieve inclusive and fair hiring processes that lead us to the best and most diverse talent. Some of our Business Groups are at more advanced stages and have already introduced hiring practices to promote more diverse representation. These include posting positions on diversity-focused career sites and requiring the inclusion of more diverse candidates in the interview process.

Amcor reports on gender diversity and wage disparity at our UK sites through our publicly available UK Gender Pay Narrative and our Australia sites through our Workplace Gender Equality Agency report. Our HR teams are currently working to develop systems for tracking and understanding pay practices.

While we continue to provide more transparency on our diversity and inclusion practices, we are limited by local legislation in certain regions of the world. Due to privacy laws in some countries, Amcor is not authorized to collect certain diversity metrics in those locations. Currently, Amcor collects and reports diversity metrics where privacy laws permit. We continue to assess ways to improve our diversity transparency practices. Select diversity metrics for our governance bodies are available in our annual Proxy Statement, while those available for our global workforce can be viewed in Exhibit 6 of the Appendix to this Sustainability Report.

Employee training and development

Amcor has developed a range of training and development programs to help our employees progress across all functions and experience levels. Our technical, functional, and leadership capability development programs help employees realize their career aspirations.

Some examples of these programs include:

- **Accelerated Career Development Program (ACDP):** The ACDP is one way we attract diverse, high-potential talent with proven track records to our commercial teams. Participants in this four-year program strengthen their capabilities by working in key roles at two different locations, where they focus on training, development, global project work, and mentoring. After completing the program, participants advance to fill a range of commercial roles around the globe. This strengthens the succession pipeline for leadership roles at Amcor while also developing business-relevant competencies to drive growth and gain new business opportunities.
- **Senior Leader Development Program (SLDP):** The SLDP is a global learning program focused on the professional development of high-potential successors currently in director-level roles at Amcor. The purpose of the program is to build and develop leadership capability among Amcor leaders, with a strong focus on experiential learning, intrinsic leadership and self-reflection, building effective networks across the leadership group to drive teamwork and collaboration, driving deeper understanding and capability around the Amcor Way, and providing Amcor executive leaders with exposure to top talent. The annual program covers two five-day face-to-face modules and two virtual masterclasses between the modules. The program pillars are intrinsic leadership, experiential learning, strategy, talent and values, and the Amcor Way.
- **Executive Development Program (EDP):** The EDP is a learning program focused on the personal and professional development of high-potential successors for executive roles within Amcor. The EDP was launched in 2017, with the annual program covering two four-day modules that take place in different locations throughout the year. The program aims to develop and align leaders in key areas of importance to Amcor—such as strategy and talent—to create differentiated leadership capability, provide our Global Management Team exposure to top talent, advance thinking on areas of opportunity for Amcor, and build effective networks across company leadership to drive sharing and collaboration. The EDP creates synergies across Amcor, drives higher alignment in strategy development and execution, supports a common

talent management approach, promotes the engagement and development of senior executives to drive the growth of the organization, and builds a talent pipeline of senior leaders to ensure sustainability for the future.

- **Lead to Outperform:** This global leadership program is offered to people managers and consists of two multi-day modules combined with virtual coaching calls and peer group activities. The program equips line managers with the knowledge and skills necessary to unleash outperformance in their employees according to Amcor's Values. Participants gain the knowledge, skills, and self-awareness needed to make a successful transition to line management. They learn the fundamentals of delegating work and adapting leadership styles situationally, while practicing skills such as delivering and receiving performance coaching and the ability to handle difficult conversations.
- **Manage to Outperform:** This leadership program is targeted toward individual contributors who lead indirectly. It helps employees to better build and motivate effective cross-functional project teams, manage stakeholders effectively, and enhance self-impact, presence, and personal brand by equipping participants with tips and techniques for building effective teams, implementing changes, and managing conflicts.
- **Manufacturing Leadership Development Program (MLDP):** The MLDP is focused on building a pipeline of future plant General Managers (GM). Participants engage in a three-year program in which they experience a Manufacturing Supervisor role, a Process Engineer role, and a Plant Leadership role, providing a unique learning opportunity with clear objectives to build the core competencies necessary for a Plant GM role. Throughout the program, participants receive 1:1 development and the opportunity to attend biannual forums to gain leadership visibility and expand their network. Focusing on the internal development of future leadership team members allows for reduced recruitment costs from turnover and reduces the risk of not having future succession options.
- **Enhanced Development and Growth in Engineering:** This training program is focused on creating a pipeline of Technical Managers. Participants engage in a two-year program performing two distinct roles. The first year is spent in a hybrid R&D position learning about Amcor's business, processes, and materials. Participants take on specific projects to engage with the facilities, with all participants starting together in a cohort and working side-by-side. After their first year, participants move to manufacturing plants to work as a Process Engineer

under the Technical Manager, helping them gain more specific technical knowledge. Upon graduation, they are considered a full-time Process Engineer with the same expectations as any other individual in that role. This program helps reduce recruitment costs, as participants in these roles are able to fill a number of open R&D, Engineering, and Technical Manager roles.

- **Leading for Success:** In response to feedback from an anonymous online survey conducted in August 2021, Amcor Specialty Cartons developed this entry-level training program to complement other Amcor Leadership Framework training programs. The program content reinforces strategic priorities and consists of four modules: Servant Leadership (enabler for Operations Plus), Performance Management & Feedback (Talent Development), Motivating & Engaging Others (Engagement), and Individual Development Planning. The program equips participants with the tools to build engagement, achieve stronger leadership capabilities, and develop management and coaching skills.
- **The John Murray Scholarship:** In memory of our respected colleague, John Murray, Amcor offers an annual scholarship program that is awarded to an Amcor colleague who best embodies the spirit of John's passion and commitment to Amcor. The scholarship recognizes qualities of curiosity, determination, and a desire to outperform. The winner receives a scholarship for an executive leadership program at a business school of their choice.

Amcor does not have a central tracking system for training or career development. Rather, each Business Group is charged with independently managing its initiatives. Training for corporate and management roles is more likely to be captured by HR tracking systems than training for team members at our manufacturing facilities, since site-level training is not currently captured in a centralized system.

Similarly, Amcor does not have a central tracking system for performance review data covering all employees. In FY22, we recorded approximately 9,300 performance reviews for employees in our HR tracking systems, which primarily capture metrics for corporate and management roles. We recorded 2,300 performance reviews for management-level employees, 7,000 for non-management level employees, 5,900 for employees who identify as male, and 3,400 for employees who identify as female. We also conduct annual performance reviews for all employees at our manufacturing sites, but as these are not captured by our central HR tracking systems, data on the actual number of reviews completed for this group is not available.

Career transitions

As employees transition out of Amcor, we offer assistance programs designed to facilitate continued employability and management of career endings resulting from retirement or termination of employment. The availability of these programs is dependent on local business practices and the employee meeting established eligibility requirements for receiving transition assistance support. For employees impacted by job elimination or termination and who are eligible to receive it, we offer support through a third-party resource that provides transition assistance such as resume-building, interview preparation, self-marketing, career coaching sessions, career aspirations review, and identification of potential job opportunities. Where applicable, we also work with third-party vendors to offer pre-retirement planning for employees approaching retirement, as well as working with them to support the gradual reduction of hours.

The Heart of Amcor: Ukraine Response

With the outbreak of the conflict in Ukraine, Amcor Specialty Cartons acted fast to help many Kharkiv-based colleagues and their immediate families relocate to safer parts of Ukraine or other European countries, offering employment opportunities to more than 20 Ukrainian colleagues and family members at other Amcor sites.

The key priorities of Amcor's crisis management plan were to protect colleagues and their families, while minimizing the impact on our business, customers, and suppliers. When the invasion began, night shift colleagues were immediately evacuated. Local and European regional HR teams reacted swiftly, working together to relocate staff and their families to safer regions in Ukraine and abroad and organizing essential assistance including accommodation. Amcor continues to support all relocated colleagues.

The team also managed to export finished goods and cylinders to Poland—an operation that required tremendous efforts from many colleagues in Amcor Specialty Cartons, including supply chain, logistics, procurement, and sales. Other Amcor Specialty Cartons plants across Europe increased their output to cover for the loss of production and ensure a seamless workflow for customers. The supply chain, initially disrupted by the war, was rebuilt and maintained in record time. Special measures such as remote working were introduced to ensure key plant departments such as finance, payroll, and maintenance continued to function.

Fostering a culture of ethics and integrity

Amcor recognizes the importance of honesty, integrity, and fairness in conducting our business. Good corporate governance and transparency are fundamental to achieving our vision of being the leading packaging solutions provider in every market in which we operate.

We are committed to increasing shareholder value in conjunction with fulfilling our responsibilities as a good corporate citizen. We believe that, in addition to abiding by the national laws in each country in which we operate, we must develop a culture that prioritizes conducting business in accordance with internationally accepted practices and procedures.

Policies

All directors, managers, and employees are expected to act with the utmost integrity and objectivity, striving always to enhance Amcor's reputation and performance. These core principles, which Amcor's Board of Directors and senior management are committed to upholding, are reflected in Amcor's global policies. All of our public policies, including those summarized below, can be accessed in the Investors section of our website.

- **Anti-Bribery and Corruption Policy:** This policy describes Amcor's zero-tolerance approach to bribery and corruption, provides information and guidance to recognize and deal with related issues, and outlines the steps Amcor takes to manage associated risks.
- **Code of Business Conduct and Ethics:** This policy, which is reviewed and signed by all Amcor employees, provides a framework for making ethical business decisions. It is written with regard to the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. The policy includes a set of detailed standards and guidance related to areas such as business integrity, labor practices, health and safety, legal compliance, conflicts of interest, risk management, and escalation of issues. Topics covered include non-discrimination, freedom from harassment, prohibition of child labor, and freedom of association. It is available in 23 languages in addition to English. While we do not conduct regular training that is solely focused on the Code of Business Conduct and Ethics Policy, we do conduct training on different aspects of it.
- **Fraud Prevention Policy:** This policy establishes the general principles and minimum requirements for managing fraud risks across Amcor.
- **Whistleblower Policy:** This policy states Amcor's approach to protection for and response to whistleblowers. It instructs employees to report wrongdoing through their direct line of management or the Amcor Whistleblower Service, which is available online and through a dedicated, multilingual hotline that operates 24 hours a day via an independent third-party service provider and may be submitted anonymously where permitted by law. All complaints received are referred to Amcor's Whistleblower Committee for investigation in collaboration with the relevant Business Group or internal audit function. Outcomes from each investigation are reported to the Board of Directors, but are not disclosed externally due to confidentiality protections.

Social audits

Amcor conducted 54 social and ethical site audits at the request of our customers in FY22. These were primarily Sedex Members Ethical Trade Audit (SMETA) audits, though they also included a number of audit modules developed by individual customers. The number of audits performed each year fluctuates due to audit schedules and customer demands. The number of audits in FY20 and FY21 dropped significantly due to fewer customer requests and restrictions to on-site visitors in response to the COVID-19 pandemic. In FY22, we saw these numbers start to grow again as more companies resumed business-as-usual operations.

Community impact

Amcor's community impact work is completed at the site level. All of our sites are active members of the communities in which they are located. Amcor sites regularly engage with and fund programs by local organizations focused on enhancing lives in their communities through mechanisms such as grants, donations, sponsorships, scholarships, and employee volunteering. We do not centrally track global metrics for these engagements.

About this report

Amcor's FY22 Sustainability Report dives deep into the topics we have determined to be most important through a robust materiality assessment process. These topics include our product sustainability, sourcing activities, operational footprint, safety practices, approach to developing talent, and how we foster ethics and integrity at Amcor.

We prepared our FY22 Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards: Core option and Sustainability Accounting Standards Board (SASB) Containers and Packaging Sustainability Accounting Standard version 2018.10. This is the 11th year we have reported in accordance with GRI and the third year we are reporting using the SASB standards. In October 2022, we also released our first TCFD Report written to the Taskforce on Climate-Related Financial Disclosures framework.

We release a Sustainability Report annually. Our most recent report before this one was released in November 2021. This and other historical reports may be accessed at <https://www.amcor.com/sustainability/reports>.

Scope of Information: Unless otherwise specified, the disclosures in this FY22 Sustainability Report cover Amcor plc operations and those of its consolidated entities from July 1, 2021 - June 30, 2022.

Assurance: Selected data has been reviewed for limited assurance by Intertek. Assured metrics are indicated in the GRI and SASB Content Indices. See the final page of this report for the Assurance Statement.

Contact us: Please direct any feedback or queries regarding Amcor's FY22 Sustainability Report to amcor.sustainability@amcor.com

Appendix

Exhibit 1: GRI Content Index

Exhibit 2: SASB Content Index

Exhibit 3: FY22 Materiality Assessment

Exhibit 4: GHG Emissions Calculations

Exhibit 5: List of Memberships

Exhibit 6: Workforce Data

Exhibit 7: Statement of External Assurance

Exhibit 1:

GRI Content Index

The document sources referenced in this content index include:

- | | | |
|--|--|--|
| - Amcor's FY22 Annual Report | - Amcor's FY22 Proxy Statement | - Amcor's FY22 Sustainability Report |
| - Amcor's FY22 Form 10-K | - Amcor's FY22 TCFD Report | - Amcor's public website |

All policies referenced can be found in the [Investors section](#) of Amcor's company website, under the Corporate Governance tab.

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 102: General Disclosures					
102-1	Name of the organization			Amcor plc	
102-2	Activities, brands, products, and services	Annual Report	6-7		
102-3	Location of headquarters	Sustainability Report	80		
102-4	Location of operations	Sustainability Report		Amcor has manufacturing operations in Argentina, Australia, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Denmark, Dominican Republic, El Salvador, Finland, France, Germany, India, Indonesia, Ireland, Italy, Kazakhstan, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Peru, Philippines, Poland, Portugal, Puerto Rico, Romania, Russia, Singapore, South Africa, South Korea, Spain, Switzerland, Thailand, Trinidad and Tobago, Turkey, Ukraine, United Kingdom, United States, and Venezuela.	
102-5	Ownership and legal form	Sustainability Report		Amcor plc (Amcor) is a publicly listed company with shares trading on the New York Stock Exchange (NYSE) under the ticker symbol "AMCR" and CHESS Depositary Interests trading on the Australian Securities Exchange (ASX) under the ticker symbol "AMC." Amcor also has Eurobonds listed on the Singapore Stock Exchange (SGX).	
102-6	Markets served	Annual Report	6		
102-7	Scale of the organization	Annual Report	16-17		
		Form 10-K	7		
102-8	Information on employees and other workers	Sustainability Report	75		
102-9	Supply chain	Sustainability Report	24-26		
102-10	Significant changes to the organization's size, structure, ownership, or supply chain	Form 10-K	7-9, 29-30		
		Annual Report	16-17		
102-11	Precautionary Principle or approach	Sustainability Report	38		
102-12	External initiatives	Sustainability Report	19-20		
102-13	Membership of associations	Sustainability Report	70-74		
102-14	Statement from senior decision-maker	Annual Report	4-5		
		Sustainability Report	4-5		
		Proxy Statement	2-3		

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 102: General Disclosures					
102-15	Key impacts, risks, and opportunities	Form 10-K Annual Report	13-23 11-12, 15-17		
102-16	Values, principles, standards, and norms of behavior	Code of Conduct and Ethics Policy			
102-17	Mechanisms for advice and concerns about ethics	Code of Conduct and Ethics Policy Whistleblower Policy			
102-18	Governance structure	Corporate Governance Guidelines			
102-19	Delegating authority	Delegated Authority Policy			
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Report	17-18		
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report Proxy Statement	65-68 19		
102-22	Composition of the highest governance body and its committees	Corporate Governance Guidelines Proxy Statement Amcor website: Amcor Board of Directors page		Summaries of the following committees may also be accessed in the Investors section of Amcor's website: Audit Committee, Compensation Committee, Executive Committee, Nominating and Corporate Governance Committee.	
102-23	Chair of the highest governance body	Amcor website: Amcor Board of Directors page			
102-24	Process for nominating and selecting the highest governance body	Corporate Governance Guidelines Nominating & Corporate Governance Committee Charter Proxy Statement			
102-25	Conflicts of interest	Corporate Governance Guidelines Nominating & Corporate Governance Committee Charter Proxy Statement			
102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy Statement Corporate Governance Guidelines TCFD Report Sustainability Report	17-18 3 17-18		
102-27	Collective knowledge of highest governance body	Corporate Governance Guidelines			
102-28	Evaluating the highest governance body's performance	Nominating & Corporate Governance Committee Charter Proxy Statement Corporate Governance Guidelines			

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 102: General Disclosures					
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Report	17-18		
		TCFD Report	3-5, 14		
		Proxy Statement	18		
102-30	Effectiveness of risk management process	Proxy Statement	17-18		
102-31	Review of economic, environmental, and social topics	Sustainability Report	17-18		
		Proxy Statement	18		
		TCFD Report	3		
102-32	Highest governance body's role in sustainability reporting	Sustainability Report	17-18		
102-33	Communicating critical concerns	Whistleblower Policy			
102-34	Nature and total number of critical concerns	Sustainability Report		In FY22, there were 96 whistleblower investigations completed. These included three incidents related to Accounting and Internal Controls, 13 to Bribery and Corruption, seven to Business Integrity, 14 to Labor Practices, 42 to Harassment and Discrimination, nine to Health, Safety, and Environment, and eight to Other Compliance Concerns. These numbers reflect only incidents reported through whistleblower mechanisms, and not matters that were reported solely to, and investigated solely by, human resources. This is the first year we are disclosing this metric, as transparency around governance becomes more material to our stakeholders. We will continue sharing progress in future reports as best practices in reporting evolve and we continue to hone our disclosure strategy.	
102-35	Remuneration policies	Proxy Statement	13, 23-29, 31-36		
102-36	Process for determining remuneration	Compensation Committee Charter			
		Proxy Statement	23-29		
102-37	Stakeholders' involvement in remuneration	Proxy Statement	42		
102-38	Annual total compensation ratio	Proxy Statement	37		
102-39	Percentage increase in annual total compensation ratio	Sustainability Report		From FY21 to FY22, the annual total compensation of Amcor's highest paid individual (the CEO) and the annual total compensation of Amcor's median employee (not including the CEO) both decreased. The ratio of the total decrease for the CEO to the total decrease for the median employee was 2.76 to 1. The data for this calculation is available in Amcor's 2022 Proxy Statement (page 37) and 2021 Proxy Statement (page 38).	
102-40	List of stakeholder groups	Sustainability Report	65		
102-41	Collective bargaining agreements	Form 10-K	10		
102-42	Identifying and selecting stakeholders	Sustainability Report	65		

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 102: General Disclosures					
102-43	Approach to stakeholder engagement	Proxy Statement Sustainability Report	19 65		
102-44	Key topics and concerns raised	Sustainability Report	66-68		
102-45	Entities included in the consolidated financial statements	Form 10-K			
102-46	Defining report content and topic boundaries	Sustainability Report		Unless otherwise specified, the disclosures in this FY22 Sustainability Report cover Amcor plc operations and those of its consolidated entities from July 1, 2021 - June 30, 2022. Disclosures related to GHG emissions, waste, and water cover all of Amcor's manufacturing facilities and exclude non-manufacturing sites, whose impacts have been determined to be immaterial to Amcor's overall environmental footprint.	
102-47	List of material topics	Sustainability Report	18		
102-48	Restatements of information	Sustainability Report		In FY22, Amcor switched to a new data reporting software. This resulted in changes to our emissions data back to our baseline year FY19 due to use of a more robust set of emissions factors. We are also now reporting Scope 2 market-based emissions using residual grid mix factors where available. Further details about emission factors can be found in the GHG Calculations exhibit of this Appendix. We also recalculated our production normalization factors according to this new baseline emissions data, resulting in changes to our emissions intensity values. Each year, we adjust our baseline year data for GHG emissions, waste, and water to include acquired sites. If the acquired site is able to provide data back to the FY19 baseline year for energy use, waste generated, raw material consumption, and water usage, this data is added to our environmental database. If acquired sites do not have existing data when integration begins, we wait until we have 12 months of data before the sites are integrated into our reporting. We use these 12 months of data to estimate historical data back to our FY19 baseline year.	
102-49	Changes in reporting	Sustainability Report	67-68		
102-50	Reporting period	Sustainability Report	55		
102-51	Date of most recent report	Sustainability Report	55		
102-52	Reporting cycle	Sustainability Report	55		
102-53	Contact point for questions regarding the report	Sustainability Report	55		
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report	55		
102-55	GRI Content Index	Sustainability Report	57-63		
102-56	External assurance	Sustainability Report		Selected data has been assured by Intertek Assuris as indicated in the GRI Content Index and SASB Content Index. See the final page of this report for the Statement of External Assurance.	

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 200: Economic Disclosures					
201-1	Direct economic value generated and distributed	Form 10-K	49-53		
201-2	Financial implications and other risks and opportunities due to climate change	Form 10-K TCFD Report	16-21 7-12		
201-3	Defined benefit plan obligations and other retirement plans	Form 10-K	39, 51-52, 60		
203-1	Infrastructure investments and services supported	Sustainability Report	30-32		
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics Policy Code of Ethics for Senior Financial Employees Supplier Code of Conduct Anti-Bribery and Corruption Policy Sustainability Report		53	
Section 300: Environmental Disclosures					
301-1	Materials used by weight or volume	Sustainability Report	22		Yes
301-2	Recycled input materials used	Sustainability Report	23		Yes
301-3	Reclaimed products and their packaging materials	Sustainability Report	28		
302-1	Energy consumption within the organization	Sustainability Report	42		Yes
303-1 (2018 Update)	Interactions with water as a shared resource	Sustainability Report	44-45		
303-2 (2018 Update)	Management of water discharge-related impacts	Sustainability Report	44-45		
303-3 (2018 Update)	Water withdrawal	Sustainability Report	46		Yes
303-4 (2018 Update)	Water discharge	Sustainability Report	46		Yes
303-5 (2018 Update)	Water consumption	Sustainability Report	45		Yes
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report	39		
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability Report	39		
305-1	Direct (Scope 1) GHG emissions	Sustainability Report	41-42		Yes
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report	41-42		Yes
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report	41-42		Yes

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 300: Environmental Disclosures					
305-4	GHG emissions intensity	Sustainability Report	41		Yes
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Sustainability Report	42		Yes
306-1 (2020 Update)	Waste generation and significant waste-related impacts	Sustainability Report	42-43		
306-2 (2020 Update)	Management of significant waste-related impacts	Sustainability Report	42-43		
306-3 (2020 Update)	Waste Generated	Sustainability Report	44		Yes
306-4 (2020 Update)	Waste diverted from disposal	Sustainability Report	44		Yes
306-5 (2020 Update)	Waste directed to disposal	Sustainability Report	44		Yes
307-1	Non-compliance with environmental laws and regulations	Sustainability Report	38, 44, 46		Yes
308-1	New suppliers that were screened using environmental criteria	Sustainability Report	25-26		Yes
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report	25-26		
Section 400: Social Disclosures					
401-1	New employee hires and employee turnover	Sustainability Report	75-76		
403-1 (2018 Update)	Occupational health and safety management system	Sustainability Report	36-37		
403-2 (2018 Update)	Hazard identification, risk assessment, and incident investigation	Sustainability Report	37-38		
403-3 (2018 Update)	Occupational health services	Sustainability Report	33-38		
403-4 (2018 Update)	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report	36-37		
403-5 (2018 Update)	Worker training on occupational health and safety	Sustainability Report	36-38		
403-7 (2018 Update)	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report	36-38		
403-8 (2018 Update)	Workers covered by an occupational health and safety management system	Sustainability Report	36-38		
403-9 (2018 Update)	Work-related injuries	Sustainability Report	37		Yes

GRI Standard	Disclosure Title	Document	Page	Disclosure or Additional Explanation	External Assurance
Section 400: Social Disclosures					
403-10 (2018 Update)	Worker-related ill health	Sustainability Report	37		Yes
404-1	Average hours of training per year per employee	Sustainability Report	51		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report	50-51		
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report	51		
405-1	Diversity of governance bodies and employees	Sustainability Report Proxy Statement	75-76 5		
405-2	Ratio of basic salary and remuneration of women to men	UK Gender Pay Gap Statement		Amcor has not completed a global analysis of this metric. We do report on the ratio of basic salary and remuneration of women to men as required by law in the United Kingdom and Australia.	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Modern Slavery and Human Trafficking Statement			
408-1	Operations and suppliers at significant risk for incidents of child labor	Modern Slavery and Human Trafficking Statement			
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labor	Modern Slavery and Human Trafficking Statement			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report	53		
412-2	Employee training on human rights policies or procedures	Sustainability Report	53		
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report	53		
414-1	New suppliers that were screened using social criteria	Sustainability Report	25-26		
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report	25-26		
415-1	Political contributions	Sustainability Report	34		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report	29		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report	30		
417-1	Requirements for product and service information and labeling	Sustainability Report		Amcor complies with the ISO 14000 series of environmental management standards—specifically, two sections that provide guidance on making environmental claims about products or services: ISO 14020 and ISO 14021. Our sustainability experts offer guidance to colleagues and customers to ensure any environmental claims align with these standards and are supported by data that is clear and robust.	

Exhibit 2:

SASB Content Index

SASB Topic	Disclosure Number	Disclosure Title	Page	Disclosure or Additional Explanation	External Assurance
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	42		Yes
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	40-42		
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: NOx, SOx, volatile organic compounds (VOCs), and particulate matter (PM)	42		Yes
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	42		Yes
Water Management	RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	45-46		Yes
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	44-45		
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	46		Yes
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	44		Yes
Product Safety	RT-CP-250a.1	Number of recalls issued, total units recalled	30		Yes
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	25, 37-38		Yes
Product Lifecycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	23-24		
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	28		
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	22-34		
Supply Chain Management	RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	22, 25		Yes
	RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	22, 25		Yes
Activity Metrics	RT-CP-000.A	Amount of production, by substrate		Many Amcor products are comprised of mixed substrates, which prohibits us from disclosing tons of production by distinct substrate. A good proxy for this metric is our purchase of raw materials on page 22, which indicates the mix and proportion of materials purchased annually for use in our products.	
	RT-CP-000.B	Percentage of production as (1) paper/wood, (2) glass, (3) metal, and (4) plastic	22		
	RT-CP-000.C	Number of employees	75		

Exhibit 3: FY22 Materiality Assessment

Amcor values our stakeholders and regularly engages with them to determine the environmental, social, and governance topics that are most relevant and timely.

Our stakeholders are those who have a direct relationship with, or are impacted by, our business. They include our workforce, customers, investors, suppliers, consumers, industry bodies, governments, NGOs, regulators, local communities, and the environment.

As part of Amcor's sustainability reporting process, we complete an annual materiality assessment to update our understanding of the topics most important to our stakeholders. By proactively engaging to understand their priorities and concerns, we stay informed about the issues that are most likely to present financial, operational, and reputational risks or opportunities for Amcor—now and in the future. This, in turn, helps us guide and evolve our sustainability strategy as appropriate.

Every three years, we conduct a full-scale materiality assessment that involves a more comprehensive combination of desktop research, interviews, and surveys to understand the perspectives and priorities of the stakeholders listed above. Our most recent full assessment was in FY20. During these assessments, quantitative and qualitative feedback from each stakeholder group is analyzed to develop a final list of material and highly material topics.

In between full-scale assessments, we follow an internal protocol for assessing and updating material topics. In FY22, we followed the updated GRI 3: Material Topics 2021 Standard guidance to determine material topics. Our process is also aligned with the principles of the AA1000 Stakeholder Engagement Standard.

The outcomes of each year's materiality assessment inform the content we include in our annual sustainability report and help guide our broader sustainability strategy. The relevant sections of this report describe how we respond operationally and strategically to the material and highly material topics identified through this process.

Step 1: Identification

We began our FY22 materiality assessment by considering the following sources to identify a range of potentially material topics:

- Questions and concerns raised by stakeholders during the year, including direct investor and customer inquiries
- Sustainability reports and materiality assessments released by peers, customers, and suppliers
- Internal and external communication activity over the past year
- External sustainability reporting standards (e.g. GRI, SASB, TCFD)
- External sustainability rating systems (e.g. CDP, DJSI, EcoVadis, MSCI)
- New studies and reports from NGO partners
- New and evolving regulatory activity
- Discussions and interactions on Amcor's social media channels and those of our peers and customers
- Materiality assessments from previous years

Step 2: Prioritization

After compiling a full list of potentially material topics, we analyze the sources listed above to establish a threshold of materiality based on frequency of mention, weighting in assessments, and breadth of coverage by stakeholders. Issues prioritized by stakeholders with greater operational involvement, who have a larger potential financial impact on Amcor, or who are most significantly impacted by Amcor receive a greater weighting than those prioritized by groups with a more distant relationship to the company.

Following this process, we determine a set of quantitative materiality scores that helps us prepare the final set of material topics. This approach enables us to consider the feedback and information needs of all stakeholder groups, while ensuring we are responsive to those with the greatest potential to impact our performance or to be impacted by our actions moving forward.

Step 3: Validation

We review the final list of topics prioritized as highly material with Amcor sustainability leaders and leadership for feedback and approval.

After the list has been approved, we map the highly material topics to the appropriate GRI Standard in accordance with GRI reporting guidance. We identify and report on the indicators within each relevant GRI Standard to ensure completeness of the report.

Final report copy is subsequently reviewed and approved by Amcor's executive leadership team prior to public release.

FY22 List of Material Topics

Issue	Description	GRI Disclosure
Innovation and Design for Sustainability	Developing innovative products with more sustainable characteristics	SASB RT-CP 410a.2
Raw Materials	Selecting raw materials that minimize environmental and social impact	GRI 301 SASB RT-CP-410a.1 SASB RT-CP-430a.1 SASB RT-CP-430a.2
Climate Change	Mitigating risks and pursuing opportunities related to the organizational impacts of climate change	TCFD
GHG Emissions	Reducing GHG emissions and air pollution across Amcor's value chain	GRI 305 SASB RT-CP-103a.1 SASB RT-CP-110a.1 SASB RT-CP-110a.2 SASB RT-CP-120a.1
Energy Management	Reducing energy use and investing in renewable energy	GRI 302
Water Management	Minimizing water use, managing water discharge quality, and protecting local water sources	GRI 303 SASB RT-CP-140a.1 SASB RT-CP-140a.2 SASB RT-CP-140a.3
Occupational Health and Safety	Championing workplace safety to achieve our ultimate goal of zero workplace injuries and drive responsible safety behavior amongst our employees	GRI 403 SASB RT-CP-250a.2
Diversity and Inclusion	Promoting and upholding diversity in the workplace and building a workforce that reflects the markets in which we operate and the makeup of society in general	GRI 405
Transparency	Ensuring reported information is accurate, balanced, clear, reliable, timely, and comparable to that of peers and our own past disclosures	GRI 101
Ethics and Integrity	Adhering to the highest standards of honesty and integrity and promoting a culture of ethical behavior at Amcor	GRI 102 GRI 205 GRI 408 GRI 409
Product Safety and Quality	Ensuring the safety and quality of Amcor's products throughout the value chain	GRI 416 SASB RT-CP-250a.2
Responsible Supply Chain	Minimizing the environmental and social impacts of our procurement practices and collaborating with suppliers to build demand for more sustainable materials and services	GRI 102 GRI 307 GRI 414

Issue	Description	GRI Disclosure
Post-Consumer Waste	Minimizing environmental contamination from post-consumer packaging by improving recyclability and helping build a more robust recycling infrastructure	SASB RT-CP-410a.3
Talent Attraction and Engagement	Attracting high-caliber employees and supporting their development, growth, and connection to Amcor	GRI 102 GRI 401 GRI 404
Operational Waste	Minimizing manufacturing waste and disposing of waste in the most responsible manner	GRI 306 SASB RT-CP-150a.1
Economic Performance	Contributing to the sustainable growth of Amcor	GRI 102 GRI 201
Corporate Governance	Promoting effective, transparent, and accountable corporate governance practices	GRI 102
Biodiversity and Deforestation	Sourcing materials and managing our operational footprint in a way that minimizes disturbances to natural habitats	GRI 304
Public Policy and Advocacy	Advocating for responsible packaging policy and regulations	GRI 415
Human Rights	Continuing to prohibit the use of child labor and forced or compulsory labor within our facilities and supply chain	GRI 408 GRI 409 GRI 413 GRI 414

We have made several changes to our list of material topics since our FY21 Sustainability Report, in line with discoveries made during our materiality assessment process:

- **Energy Management has been separated from GHG Emissions** as a standalone material topic. Amcor previously referenced energy consumption within our discussion of GHG emissions. However, in alignment with industry stakeholders (customers, peers, suppliers) broadly discussing energy as its own topic separate from GHG emissions, we acknowledge its relevance as a standalone topic this year. Energy management presents a distinct set of business and sustainability considerations that will continue growing in importance as the world pursues a low-carbon future and energy sourcing decisions grow more strategically alongside operational capabilities.
- **Biodiversity and Deforestation has become a material topic.** Over the past year, there has been a significant increase in stakeholder concern related to biodiversity challenges such as deforestation and pollution and their impacts on ecosystems, societies, and economies around the world. The 2021 addition of biodiversity and deforestation questions to CDP and DJSI questionnaires, as well as the growth in direct inquiries related to these topics from stakeholders, underscore the emergence of biodiversity as a material topic for Amcor.

- **Transparency has become a material topic** in response to increasing investor, customer, and rating index requests and emerging regulatory requirements for the disclosure of environmental, social, and governance (ESG) performance. Transparency is commonly referenced as a material topic across the packaging value chain, indicating a shift in the perception of ESG reporting from nice-to-have to business imperative. There is also notable growth in demand for transparency on ESG topics that have not historically been included in financial and sustainability reporting, as well as a strong universal push for corporations to align their reporting with existing industry ESG disclosure standards including GRI, SASB, TCFD, and CDP.
- **Corporate Governance has become a material topic** in response to increasing stakeholder requests—notably from the investor community—for disclosures related to areas such as ethics and compliance, board diversity, executive compensation, grievance mechanisms, and the alignment of incentives with the achievement of sustainability goals. This area is clearly emerging as one of importance to stakeholders who seek to ensure company governance is aligned with responsible business practices that will enable long-term success in a global business setting increasingly impacted by environmental and social concerns.

- **Several topics that were previously considered standalone topics have been incorporated as sub-categories under broader topics.** This is generally in response to the way such items are broadly discussed and categorized across stakeholders.
 - Executive Compensation has been categorized under Corporate Governance
 - Public Perception of Plastics has been categorized under Public Policy and Advocacy
 - Customer Collaboration has been categorized under Innovation and Design for Sustainability
 - Labor Relations has been categorized under Talent Attraction and Engagement
 - Consumer Education has been categorized under Post-Consumer Waste
 - Community Impact has been categorized under Economic Performance

Exhibit 4: GHG Emissions Calculations

For Scope 1, 2 & 3 emissions, CO₂ is the predominant gas included in the calculation, as it is from combustion of fuels. Our emission factors also include small amounts of CH₄ and N₂O. In FY22 Amcor's biogenic CO₂ emissions were 8,752 metric tons CO₂e.

Scope 1 and 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Emission factors are maintained and regularly updated by the third-party sustainability reporting software we utilize. Global Scope 1 emission factors for fuel combustion are from the Department for Business, Energy and Industrial Strategy 2021 Government GHG Conversion Factors for Company Reporting. Country-specific factors are sourced locally where available. Australian emissions factors are based on the National Greenhouse Accounts Factors 2021. New Zealand factors are sourced from the Ministry for the Environment 2020 guide, Measuring Emissions: A guide for organisations. USA factors are sourced from the 2021 EPA GHG Emission Factors Hub. Switzerland factors are sourced from Switzerland's Greenhouse Gas Inventory 1990-2020 National Inventory Report. Canada factors are sourced from the Environment Canada National Inventory Report 2021. Brazil factors are sourced from the 2022 Programa Brasileiro GHG Protocol. India factors are sourced from the 2010 Indian Network for Climate Change Assessment.

Scope 2 emission factors for most countries are sourced from the Revised IPCC Guidelines for National Greenhouse Gas Inventories: Reference Manual. For Australia, Scope 2 emissions factors are sourced from the National Greenhouse Accounts Factors 2020 at a state level. For the U.S., Scope 2 emission factors are sourced from the EPA eGRID2020 tool at a subregional grid level. UK factors are sourced from the Department for Business, Energy and Industrial Strategy 2021 Government GHG Conversion Factors for Company Reporting. Brazil factors are sourced from the Ministry of Science and Technology of Brazil. Canada factors are sourced from the Environment Canada National Inventory Report 2021. Residual mix factors are sourced from AIB European Residual Mixes 2021 and are used for Scope 2 market-based reporting where available. Scope 2 GHG emissions are calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Note: This data reflects market-based Scope 2 emissions, which we use to calculate our EnviroAction results.

Amcor calculates Scope 3 GHG emissions in accordance with the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Scope 3 GHG emissions are defined as all other indirect emissions that occur in a company's value chain. The GHG Protocol Standard includes 15 categories of Scope 3 GHG emissions that organizations are required to report. Material categories for Scope 3 GHG emissions reporting are determined using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Our Scope 3 emissions are estimated using information from our suppliers, consultants, and conversion factors sourced from publicly available databases contained within our life cycle analysis software. Amcor has assessed each of the categories and reports on the following Scope 3 GHG emission categories:

- Purchased goods and services
- Fuel and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations

The following categories have been assessed as either immaterial with regard to our emissions calculations, not applicable to our business, or not currently quantifiable with a robust methodology. The latter constraint applies primarily to downstream emissions and emission savings, such as the use of sold products.

- Capital goods
- Business travel
- Employee commuting
- Upstream leased assets
- Processing of sold products
- Downstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises
- Investments

Emissions are consolidated from entities over which Amcor has operational control. We are impacted by carbon tax and emissions trading schemes around the world, such as the Climate Change Agreements program in the UK and the official environmental programs in Switzerland. We also pay carbon taxes in any countries where they are applicable. We do not use emission offsets to meet our reduction targets, as we prefer to focus our resources on initiatives to directly reduce our operational emissions.

Exhibit 5

List of Memberships

Organization	Membership Status	Geographic Reach
4evergreen Fiber-based packaging value chain stakeholders focused on design for recycling and increasing fiber-based packaging in a circular economy	Member, Member of Steering Committee	Europe
ABIPET Brazilian PET industry association	Associate	Brazil
ABIPLAST Brazilian plastic industry association	Member	Brazil
ABRE Brazilian packaging association	Member	Global
Acoplasticos Association of Colombian companies in the plastics industry	Member	Colombia
AIM-Progress Forum of manufacturing companies to promote responsible sourcing practices	Member	Global
Alliance to End Plastic Waste Collaborative organization working to eliminate plastic waste globally	Member, Board Member, Workstream Member	Global
Aluminium Stewardship Initiative (ASI) Global, multi-stakeholder, non-profit standards setting and certification organization for the aluminum value chain	Member	Global
American Beverage Association (ABA) Organization representing non-alcoholic beverage manufacturers in the United States	Member	USA
American Chemistry Council Industry association for chemical companies	Member	USA
American Society for Quality Global membership organization providing training, professional certifications, and knowledge to the quality community	Member	USA
ANIPAC Mexican Plastic Industry Association	Member	Mexico
ANZPAC Plastics Pact Australia-New Zealand Pacific Islands Plastics Pact initiative focused on local implementation of the New Plastics Economy Global Commitment	Founding Member, Advisory Council Member	ANZPAC
APIGRAF Associação Portuguesa das Indústrias Gráficas e Transformadoras do Papel	Member	Portugal
Apiplast Peruvian plastic industry association	Member	Peru
Asia Pacific Medical Technology Association (APACMed) Regional industry association in APAC's medical device industry	Associate Member	Malaysia
Association of Malaysian Medical Industries (AMMI) National industry association in Malaysia's medical device industry	Member	Malaysia
Association of Plastic Recyclers (APR) Trade association of plastic recyclers	Affiliate member, Representative on the Technical Committee	USA
Australian Packaging Covenant Organization that partners with government and industry to reduce the harmful impact of packaging on the Australian environment	Member	Australia
AVIPLA Venezuelan plastic industry association	Member, Director	Venezuela
Bombay Chamber of Commerce & Industry Non-profit focused on development in Bombay	Member	India

British Plastics Federation Leading trade association for the UK Plastic Industry	Member	UK
CAIP Argentinian plastic industry association	Member, 2018 Director	Argentina
CAVENVASE Venezuelan packaging industry association	Member Director	Venezuela
CEFLEX Consortium of flexible packaging value chain stakeholders working to increase recycling of flexible packaging	Member, Chair of Steering Committee	Europe
CENEM Chilean packaging industry association	Member	Chile
China Association for Medical Devices Industry National industry association in China's medical device industry	Member	China
China Canned Food Association – Committee of High Barrier Flexible Packaging National industry association in China's canning industry	Member	China
China Meat Association – Professional Committee of Packaging National industry association in China's meat industry	Standing Council Member	China
China National Pharmaceutical Packaging Association Membership association focused on technical exchanges, legal research, and establishing industry regulations and standards	Standing Council Member	China
China Oral Care Industry Association National industry association in China's oral care industry	Council Member	China
China Plastics Processing Industry Association – Professional Committee of Laminated Film Industry organization of China's plastics processing industry	Council Member	China
Circular Plastics Alliance (CPA) Initiative aiming to boost the EU market for recycled plastics to 10 million metric tons by 2025	Member	Europe
Confederation of Indian Industry Industry group focused on creating an environment conducive to the development of India	Member	India
Consumer Goods Forum Collaboration between retailers and manufacturers of consumer goods for better business	Member, Workstream members	Global
Crop Protection Industry Association National industry association in China's chemical industry	Member	China
China Dairy Industry Association National industry association in China's dairy industry	Member	China
Cospatox Consortium for study of toxicology of packaging for cosmetic and personal care applications	Member	Europe
Delterra Environmental nonprofit on a mission to redesign human systems for the good of people and the planet	Member, Argentina Recycling Program Member	Argentina
Earthwatch Environmental organization focused on education and research	Member	Global
Ecoplas Argentinean professional organization focused on plastics and the environment	Member, 2019 Director	Argentina
EFE Flexible packaging organization in Spain	Member, President	Spain
Elipso Professional association representing plastic and flexible packaging manufacturers in France	Member	France
Ellen MacArthur Foundation - New Plastics Economy Initiative to build momentum for a circular economy	Core Member, Leadership role in Project Barrier	Global

Essenscia Belgian federation of the chemical and life sciences industry	Member	Belgium
European Aluminium Foil Association (Alufoil)/Flexible Packaging Europe Association of companies engaged in alufoil rolling and rewinding	Member, Vice-Chair of Flexible Packaging Europe Sustainability Committees	Europe
European Carton Makers Association Carton industry business association	Member	Europe
European Organization for Packaging and the Environment (EUROOPEN) Industry organization presenting the opinion of the packaging supply chain in Europe on packaging and the environment	Member	Europe
European Plastics Converters (EuPC) European Plastics Converters. Industry group for plastic converters in Europe	Member	Europe
European Chemical Industry Council (Cefic) Main European trade association for the chemical industry	Member	Europe
Federation of India Export Organisations Non-profit group of Indian organizations engaged in export promotion	Member	India
Flexible Packaging Association (FPA) Association of manufacturers of flexible packaging and material or equipment suppliers to the industry	Member	USA
Flexible Packaging Europe Industry group for flexible packaging in Europe	Member	Europe
German Aluminium Association / Gesamtverband der aluminiumindustrie Association of aluminum companies that produce raw aluminum or aluminum products	Member	Germany
German Aluminium Packaging Recycling Association (DAVR) Association promoting and advocating recycling of aluminum packaging in Germany	Board Member	Germany
GIFLEX Italian flexible packaging association	Member	Italy
Great Barrier Reef Foundation Organization working to protect and preserve the Great Barrier Reef	Member	Australia
Graphispack National association of graph, pack & retail	Member	Spain
Healthcare Compliance Packaging Council Not-for-profit trade association to promote benefits of unit dose packaging	Member	USA
Healthcare Plastics Recycling Council Member organization focused on projects to boost plastics recycling in clinical settings of hospitals	Member	Europe, USA
Igora Interest group for the collection and recycling of aluminum-based packaging	Board Member	Switzerland
International Packaging Institute (IPI) Competence center for packaging	Member	Global
International Society of Beverage Technologists (ISBT) Society of beverage industry professionals driving beverage industry standards	Member	Global
Instituto Argentino del Envase Organization focused on packaging industry development in Argentina	Member	Argentina
IVLV Industry Association for Food Technology and Packaging	Board Member	Germany
Malaysian Rubber Glove Manufacturers Association (MARGMA) Non-profit industry association in Malaysia's rubber glove manufacturing industry	Associate Member	Malaysia
Materials Recovery for the Future (MRFF) Collaboration of companies committed to advancing recycling of flexible packaging	Steering Committee Member	USA
Minderoo Foundation Philanthropic organization	Member	Global
National Association for PET Container Resources (NAPCOR) Trade association for PET plastic packaging industry	Member	USA

Packaging Council of New Zealand Packaging industry group	Member	New Zealand
Packaging Family Packaging industry group	Member	China
Packaging SA Packaging Council of South Africa	Member	South Africa
Philippine Alliance for Recycling and Materials Sustainability (PARMS) Alliance to develop and implement a holistic and comprehensive program to increase resource recovery and reduce landfill dependence toward zero waste	Member	Philippines
Polyolefin Circular Economy Platform (PCEP) Organization focused on developing a circular economy for polyolefins	Member	Europe
Pet Sustainability Coalition (PSC) Nonprofit organization accelerating sustainability in the pet industry	Member	USA
Plastics Industry Association Membership association representing every segment of the plastics supply chain	Member, Executive Board Member, Processor Council Board Member	Global
Plastics Pact Chile National initiative focused on local implementation of the New Plastics Economy Global Commitment	Member	Chile
Plastics Recycling Corporation of California California-based organization focused on increasing recycling rates and ensuring stable end-use markets for plastic PET beverage containers	Member, Chair	USA
Plastivida Brazilian plastic industry association to promote benefits of plastics	Member	Brazil
Positive Organizations Consortium Learning and networking cooperative at the University of Michigan, designed to enhance business effectiveness and sustainability of positive organizational change	Member	Global
Product Sustainability Roundtable Network of sustainability leaders focused on product sustainability	Member	Global
Provincial Pharmaceutical Packaging Association Industry-based, non-profit social organization focused on pharmaceutical packaging and accessories	Council Member	China
Recicla Pe! Peruvian NGO promoting a circular economy through education and awareness	Member	Peru
Reciduca Non-profit organization with a mission to support young people to finish their secondary studies, expand employment opportunities, and promote environmental care	Founding Member	Argentina
RecyClass Initiative aiming to help the plastics value chain find the correct way to approach and evaluate the design for recycling of packaging products, with the goal of improving their recyclability	Platinum Member, Advisory Board Member	Europe
Rede pela Circularidade do Plástico Brazilian plastic industry association to promote a circular economy for plastic	Member	Brazil
Smithers PIRA Packaging, paper, and print industry supply chains research group	Member	Global
SNI National society of the Peruvian manufacturing industry	Member	Peru
South African Plastics Pact Initiative focused on local implementation of the New Plastics Economy Global Commitment	Member	South Africa
Sterilization Packaging Manufacturers Council (SPMC) Body developing test methods and guidance documents for flexible sterilization packaging of medical devices	Member	USA
Sustainable Packaging Coalition (SPC) Industry working group dedicated to a more robust environmental vision for packaging	Member	USA, Europe

The Packaging Forum Member-based organization working to make all packaging in New Zealand reusable, recyclable, or compostable by 2025	Member	New Zealand
The Recycling Partnership Group of organizations focused on increasing access to curbside recycling and improving participation in recycling programs	Member, Board Member, Chair, Film & Flexibles Coalition Member	USA
Trash Free Seas Alliance (TFSA) Ocean Conservancy's group for industry, science, and conservation leaders who share a common goal for a healthy ocean free of trash	Member	Global
US Plastics Pact Initiative focused on local implementation of the New Plastics Economy Initiative Global Commitment	Founding Member, Advisory Council Member	USA
World Economic Forum (WEF) International NGO	Member	Global
WWF Organization focused on global environmental conservation	ReSource: Plastic Member	Global

Exhibit 6: Workforce Data

Note: Due to fluctuations in workforce throughout the course of the year, all figures below should be considered approximations as of June 30, 2022.

Table 1: Amcor's Workforce

Total Workforce		44,000
Workforce by age group		
Under 30 years old		16%
30-50 years old		54.5%
Over 50 years old		29.5%
Workforce by gender		
Male		78%
Female		22%
Workforce by region		
North America		30%
Latin America		20%
Europe		30%
Asia-Pacific		20%

Table 2: New Hires

Total New Hires		7,000
New hires by age group		
Under 30 years old		43%
30-50 years old		46%
Over 50 years old		11%
New hires by gender		
Male		73%
Female		27%
New hires by region		
North America		35%
Latin America		27%
Europe		24%
Asia-Pacific		14%

Table 3: Turnover

Total Turnover		8,500
Turnover by age group		
Under 30 years old		32%
30-50 years old		48%
Over 50 years old		20%
Turnover by gender		
Male		76%
Female		24%
Turnover by region		

North America	45%
Latin America	19%
Europe	20%
Asia-Pacific	16%

Table 4: Female Representation in Management Roles

Female representation in all management positions (Levels 2-5)	33%
Junior management positions (Level 5)	36%
Middle management positions (Level 4)	28%
Top management positions (Level 2 & 3)	18%

Table 5: Workforce Racial Diversity (U.S. only)

Total headcount in U.S. workforce	12,100
Asian	4%
Black or African American	8%
Hispanic or Latino	11%
White	73%
Indigenous or Native	1%
Two or more races	1%
Other/not disclosed	2%

Exhibit 7: Statement of External Assurance



Independent Limited Assurance Statement to Amcor Group on their Sustainability Report FY2022

To the Management of Amcor Group GmbH, USA

Introduction

Intertek Health Sciences Inc. ("Intertek") was engaged by Amcor Group GmbH ("Amcor") to provide an independent limited assurance on its Sustainability Report for FY2022 ("the Report"). The scope of the Report comprises the reporting periods of FY2022 i.e. 1st July 2021 to 30th June 2022. The Report is prepared by Amcor based on Global Reporting Initiative (GRI) Standards 'in-accordance – core' option for sustainability reporting and SASB-Resource Transformation Sector's-Containers and Packaging Sustainability Accounting Standard. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of Amcor's Sustainability Report FY2022.

Responsibilities

The management of Amcor is solely responsible for the development the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of Amcor, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The Assurance has been provided for selected sustainability performance disclosures presented by Amcor in its Report. The assurance boundary included data and information for the operations of Amcor i.e. Amcor Flexibles Asia Pacific, Amcor Flexibles Europe, Middle East and Africa, Amcor Flexibles Latin America, Amcor Flexibles North America, Amcor Rigid Packaging, Amcor Specialty Cartons and the Amcor Corporate Office in accordance with GRI and SASB Standards. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:



Exhibit 7: Statement of External Assurance (continued)

Disclosures	GRI Reference	SASB Reference
Materials	301:1-2 (2016)	RT-CP-410a
Energy	302:1 (2016)	RT-CP-130a,
Water	303:3-5 (2018)	RT-CP-140a
Emissions	305:1-4, 7 (2016)	RT-CP-110a
Waste	306:3-5 (2020)	RT-CP-150a
Environmental Compliance	307:1 (2016)	-
Supplier Environmental Assessment	308:1 (2016)	-
Occupational Health & Safety	403:9-10 (2018)	-
Customer Health & Safety	416:2 (2016)	RT-CP-250a

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review with regard to the reporting and supporting records for the fiscal year 2022. Our assurance task was planned and carried out during Sep-Nov 2022. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the GRI and SASB standards;
- Review of processes and systems used to gather and consolidate data;
- Examined and reviewed documents, data and other information made available digitally;
- Conducted interviews with key personnel responsible for data management;
- Assessment of appropriateness of various assumptions, estimations and thresholds used by Amcor for data analysis;
- Review of sustainability disclosures on sample basis for the duration from 1st July 2021 to 30th June 2022 for Amcor was carried out remotely;
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed;

Conclusions

Intertek reviewed selected sustainability disclosures provided by Amcor in its Report. Based on the data and information provided by Amcor, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of sustainability disclosures and is in accordance with the GRI and SASB Standards to the best of our knowledge.



Exhibit 7: Statement of External Assurance (continued)

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 45,000 people. The Intertek assurance team included Certified Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek Health Sciences Inc.

Sumit Chowdhury

Technical Manager-Sustainability
Intertek Assuris

Beth Mielbrecht

Project Director
Intertek Assuris

7th November 2022

No member of the verification team (stated above) has a business relationship with Amcor stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.





Amcor plc

UK Establishment Address:

83 Tower Road North, Warmley, Bristol,
England, BS30 8XP, United Kingdom

UK Overseas Company Number:
BR020803

Registered Office:

3rd Floor, 44 Esplanade, St Helier,
JE4 9WG, Jersey, Channel Islands

Jersey Registered Company Number:
126984, Australian Registered Body
Number (ARBN): 630 385 278

www.amcor.com