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FELLOWES (AUSTRALIA) PTY LTD - SUSTAINABLE PACKAGING POLICY

Fellowes (Australia) Pty Ltd is a signatory to the Australian Packaging Covenant, having become a signatory to the original National Packaging Covenant on July 27, 2007.

For all Fellowes products where the Australian organisation has control and/or influence over the design of the packaging, we commit to using The Sustainable Packaging Guidelines as the basis for making our packaging decisions. This commitment applies to both Consumer (B2C) and Business (B2B) packaging.

Our commitment to using the Sustainable Packaging Guidelines is consistent with Fellowes Inc Corporate Sustainability Policy to reduce all forms of waste whether in terms of materials, time or effort, to reduce packaging and to use sustainable materials where practicable

Under this policy, we will:

- Apply the Sustainable Packaging Guidelines to all new packaging
- Review all existing product packaging to ensure it is:
 - 'Fit for Purpose' to ensure product integrity at all points in the supply chain
 - Optimised to make efficient use of resources to reduce its environmental impact while maintaining product quality and safety.
 - Include the use of Low Environmental Impact materials where possible.
 - Designed to maximise its recovery and recyclability.
- Conduct periodic audits on our products to monitor our progress against our sustainability objectives and to review the packaging against the latest environmentally sustainable materials available.

Zach Pote
Managing Director
Fellowes (Australia) P/L

Effective Date: October 1, 2019