

Environmental Sustainability Policy

Purpose

This Sustainability Policy sets out Unipak's approach to understanding, managing and improving the environmental impacts associated with its products, operations and value chain. It guides relevant business decisions, supports long-term business resilience and provides a framework for practical, evidence-based continual improvement.

Context

Unipak is a New Zealand-owned and operated supplier of food packaging, personal protection and consumable products. Food packaging and personal protection products perform important food safety, hygiene, storage and handling functions. Unipak recognises that these benefits should be balanced with environmental impacts associated with sourcing, distribution, use and end-of-life.

Unipak's environmental approach is built around three focus areas:

Responsible Products and Transparent Information

- Supply fit-for-purpose recyclable and certified compostable packaging options, and reusable products where relevant.
- Provide accurate product-level material, certification and disposal guidance.

Use Resources Responsibly

- Prevent waste, prioritise reuse and improve recycling and resource efficiency.
- Improve warehousing, freight and material handling where practical.

Responsible Sourcing, Participation and Improvement

- Consider environmental factors in product and supplier decisions.
- Engage employees, suppliers and customers in practical improvement.

Scope

This Policy applies to all Unipak employees, contractors and business operations. It also guides Unipak's engagement with suppliers, service providers, freight partners and customers where Unipak can reasonably influence environmental outcomes.



Policy detail

Responsible products and transparent information

Unipak recognises that no single packaging material is environmentally preferable in every application. Product performance, food safety, resource use, credible certification, available collection and processing infrastructure, supply reliability, customer requirements and commercial practicality must all be considered across the product life cycle. Actual reuse, recycling and composting outcomes also depend on correct disposal and suitable local infrastructure.

Unipak will, where practical:

- ❖ continue to provide a range of packaging and personal protection products that include recyclable, reusable and certified compostable options where appropriate;
- ❖ consider relevant impacts across sourcing, distribution, use and end-of-life when assessing product options, while maintaining fitness for purpose and food safety;
- ❖ seek reliable information about product composition and relevant environmental certifications to support informed sourcing decisions and provide accurate information to customers.
- ❖ provide clear information about materials, certifications, reuse, recycling or composting options, and relevant limitations;
- ❖ encourage customers to confirm local acceptance with councils, waste providers or composting facilities;
- ❖ take a cautious approach where environmental outcomes are uncertain and communicate material limitations; and
- ❖ ensure environmental claims are accurate, specific, current and supported by evidence.

Reduce our operational impact

Unipak will apply the waste hierarchy by seeking to prevent and reduce waste and pollution before reuse, recycling or disposal.

Unipak will, where practical:

- ❖ reduce unnecessary operational and transit packaging, printing and resource consumption;
- ❖ minimise damage, obsolete inventory and avoidable disposal, and consider reuse or donation before disposal;
- ❖ maintain separation and recovery systems for cardboard and suitable LDPE pallet wrap, and assess additional recycling streams;
- ❖ provide suitable bins, labelling and employee guidance to improve waste separation and reduce contamination;
- ❖ use electricity, water and operational resources efficiently and, where available, use collected rainwater for suitable non-potable purposes;
- ❖ improve inventory management, stock movement, equipment uses and freight efficiency, including electric materials-handling equipment where operationally suitable;
- ❖ manage operational waste and any hazardous materials in accordance with applicable requirements and relevant supplier instructions; and
- ❖ progressively improve its understanding of material greenhouse-gas emission sources and bases any emissions targets or public claims on recognised methods and reliable evidence.

Responsible sourcing and collaboration

Environmental considerations will be assessed alongside product and food safety, quality, functionality, ethical and regulatory requirements, continuity of supply, service, price and commercial competitiveness.

Unipak will, where practical:

- ❖ seek information from suppliers about product composition, origin, certification, environmental performance and applicable food-contact, product-safety and chemical requirements;
- ❖ encourage suppliers to comply with applicable requirements, reduce unnecessary packaging and improve resource and waste management;
- ❖ investigate fit-for-purpose recyclable, reusable or compostable alternatives and collaborate with suppliers to improve material use and end-of-life outcomes over time;
- ❖ request evidence to support environmental claims and review those claims when products or disposal infrastructure change;
- ❖ work with customers, service providers and relevant industry participants to share knowledge and improve practical environmental outcomes; and
- ❖ comply with applicable New Zealand environmental legislation, waste requirements and product restrictions.

Awareness, participation and reporting

Management is responsible for overseeing this Policy, assigning responsibility for priority actions, considering significant environmental risks and opportunities, and reviewing performance. Unipak will communicate this Policy and provide role-appropriate guidance or training where practical.

Employees and contractors are expected to:

- ❖ follow Unipak waste, recycling and environmental procedures;
- ❖ use materials and resources responsibly;
- ❖ report environmental concerns, non-compliance or potentially inaccurate product claims to their manager or another appropriate member of management; and
- ❖ contribute practical ideas for improvement.

Governance and transparency

Unipak's Leadership Team is responsible for approving and overseeing this Policy. Management is responsible for its implementation, for integrating environmental considerations into relevant business decisions, and for reporting material progress through the Environmental Action Plan.

An Environmental Action Plan will be maintained and reviewed at least annually and may include measurable indicators where reliable data is available. Any public reporting will accurately reflect the evidence, methodology, boundaries and limitations applying to the information reported.

This Policy will be reviewed at least every two years, or earlier if there is a significant change to Unipak's operations, applicable legislation, environmental commitments, product ranges, available disposal infrastructure or recognised guidance. It will be made available to employees and may be published for customers and other stakeholders.

Document owner	Approval authority	Version	Effective date	Next review
Management	Leadership Team	Version 1.0	17 th August 2026	17 th August 2027