

Annual Report and Action Plan

Company Name: **ZIMMERMANN WEAR PTY LIMITED**

Trading As: **ZIMMERMANN WEAR PTY LIMITED**

ABN: **13062643609**

About APCO

Australian Packaging Covenant Organisation (APCO) is a co-regulatory not-for-profit organisation leading the development of a circular economy for packaging in Australia. APCO's vision is a packaging value chain that collaborates to keep packaging materials out of landfill and retains the maximum value of the materials, energy and labour within the local economy.

Each year, APCO Brand Owner Members are required to submit an APCO Annual Report and an APCO Action Plan. This document is the Annual Report and Action Plan output for the organisation listed above. This document provides the overall performance level of the organisation, as well as any commitments they have made to work towards on their packaging sustainability journey. This document may also include additional information provided by the Member in their report.

Overall Performance **Advanced**

The chart below indicates the overall performance level of this organisation listed above in the 2025 APCO Annual Report. The organisation's reporting period was **July, 2023 - June, 2024**.

1 Getting Started 2 Good Progress 3 **Advanced** 4 Leading 5 Beyond Best Practice

Understanding APCO Annual Reporting performance levels:

- | | | |
|---|------------------------------|--|
| 1 | Getting Started: | You are at the start of your packaging sustainability journey. |
| 2 | Good Progress: | You have made some first steps on your packaging sustainability journey. |
| 3 | Advanced: | You have taken tangible action on your packaging sustainability journey. |
| 4 | Leading: | You have made significant progress on your packaging sustainability journey. |
| 5 | Beyond Best Practice: | You have received the highest performance level and have made significant progress on your packaging sustainability journey. |

Contact

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Additional Information

The information below indicates additional information that the organisation included in their APCO Annual Report.

Describe initiatives, processes or practices that you have implemented during your chosen reporting period that have improved packaging sustainability

Our customer-facing packaging features Forest Stewardship Council (FSC Mix) certified shopping bags and boxes and 100% recycled polypropylene garment covers.

Our e-commerce team has introduced a second packaging option for customers purchasing online. Customers who wish to receive less packaging can opt for the Eco-packaging option, which utilizes fewer packaging components. We use LDPE bags to protect our products during transport and storage. In the reporting period, we utilized 100% recycled LDPE for over 90% of the bags used and continued our soft plastic recycling program in our stores and offices to ensure that LDPE bags are recovered and diverted from landfill. Additionally, our hanger supplier continues to collect used hangers from our Australian stores to be cleaned and reused. Lastly, the outer canvas of our eyewear cases is made of 60% recycled preconsumer linen and cotton, and 40% virgin cotton. During the reporting period, we continued exploring opportunities to eliminate unnecessary plastic packaging. This includes removing plastic button bags on key product lines and trialing paper-based alternatives to polybags with the intention of phasing out polybags if the trials are successful.

Please use the space below to provide examples or case studies of exemplary packaging sustainability conducted by your organisation.

Zimmermann's IP-sensitive fabrics from past seasons are mechanically recycled and returned to their fiber state to be spun and woven into a canvas made of 60% recycled pre-consumer linen and cotton and 40% virgin cotton. We chose to recycle IP-sensitive fabrics that carry distinctive prints and patterns and are typically unsuitable for reuse as-is. The recycled material is utilized as the outer fabric of our eyewear packaging, and we are exploring additional uses within our packaging range.

APCO Action Plan Commitments

For each of the Packaging Sustainability Framework criteria listed below, a description is provided along with the commitments made by the organisation in their APCO Action Plan.

Criteria 1:

Governance & Strategy:

This criteria considers actions to integrate packaging sustainability into business strategies.

- Develop a strategy that includes goals (objectives) and targets for packaging sustainability that addresses the Sustainable Packaging Guidelines (SPGs) or equivalent.
- Include a commitment to achieving the 2025 National Packaging Targets in our strategy.
- Have our executive or board of directors review our strategy and have the strategy integrated within our business processes.

- Regularly communicate and promote packaging sustainability objectives and targets within our organisation.
- Regularly engage or communicate with our external stakeholders about the environmental impacts of our packaging.
- Actively participate in initiatives to promote packaging sustainability outside of our organisation.

Criteria 2:

Design & Procurement:

This criteria considers actions taken to ensure that sustainability principles are considered in the design or procurement of both new and existing packaging through use of the Sustainable Packaging Guidelines (SPGs).

- Review 99% of our packaging against the Sustainable Packaging Guidelines (or equivalent).
- Improve the accuracy of our data regarding reviews of packaging using the Sustainable Packaging Guidelines (or equivalent).
- Incorporate the Sustainable Packaging Guidelines (or equivalent) into procurement processes.
- Consider the following Sustainable Packaging Principles in our packaging reviews:
 - Design for recovery
 - Optimise material efficiency
 - Design to reduce product waste
 - Eliminate hazardous materials
 - Use of renewable materials
 - Use recycled materials
 - Design to minimise litter
 - Design for transport efficiency
 - Design for accessibility
 - Provide consumer information on environmental sustainability
- 25% of our packaging to be optimised for material efficiency.
- Improve the accuracy of our data regarding packaging material efficiency.

Criteria 3:

Recycled Content:

This criteria considers actions taken to increase or optimise the amount of recycled material used by your organisation.

- Develop a policy or procedure to buy products and/or packaging made from recycled materials.
- Use recycled content in:
 - Our products
 - Primary packaging that we use to sell our products
 - Secondary packaging that we use to sell our products
 - Other items which we purchase (e.g. office stationary and suppliers etc.)
- 51% of our packaging to be made using some level of recycled material

Criteria 4:

Recoverability:

This criteria considers actions taken to improve the recovery of packaging at end-of-life and increase use of reusable packaging.

- 84% of our packaging to be designed to have all packaging components be recoverable at end-of-life.
- Investigate opportunities to use reusable packaging.
- 16% of our packaging to have all packaging components that are reusable.

Criteria 5:

Disposal Labelling:

This criteria considers the extent to which packaging has been labelled to help consumers determine what to do with packaging at end-of-life.

- 51% of our packaging to have on-pack labelling to inform correct disposal.

Criteria 6:

On-site Waste:

This criteria considers progress in increasing the amount of on-site solid waste being diverted from landfill.

- Have recycling programs for the following materials:
 - Paper/cardboard
 - Soft plastics
 - Rigid plastics
 - Textiles
 - Glass
 - Metals
- Aim for 54% of our on-site waste to be diverted from landfill.

Criteria 7:

Problematic Materials:

This criteria considers the extent to which organisations are actively phasing out problematic and unnecessary single-use plastic packaging and preventing/reducing litter.

- Help reduce litter by:
 - In the reporting period, we continued promoting recycling in our stores and offices by offering multiple recycling streams including soft plastics. We focused on textile recycling through multiple initiatives.

