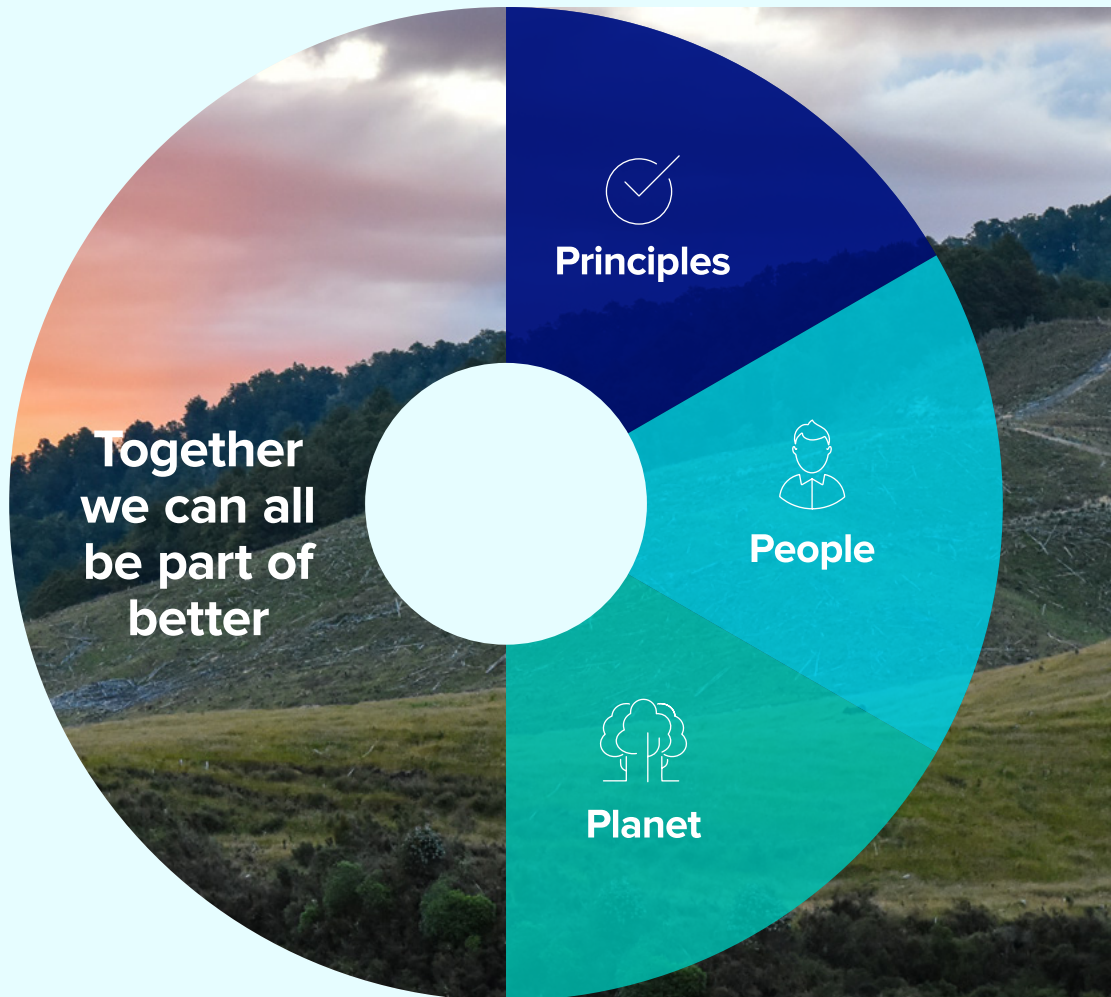


# Visy Sustainability Framework



Principles 	People 	Planet 
<b>Partners for a better world</b> Governance, risk management and compliance Customer experience Product development and innovation Operational excellence	<b>High-performing teams inspired by possibility</b> Occupational health and safety Talent attraction and retention Employee engagement and retention Skills of the future Diversity and inclusion	<b>Driving the packaging circular economy</b> Circularity Sustainable packaging: Recycled content and recyclability
<b>Responsible supply chains</b> Human rights and ethical sourcing Biodiversity and sustainable fibre sourcing Supplier greenhouse gas emissions	<b>At home in local communities</b> Philanthropy Local economic contribution Community engagement	<b>Actively minimising our own impacts</b> Greenhouse gas emissions Water management Waste management and landfill avoidance Product lifecycle impacts Climate resilience Environmental compliance