

Annual Report and Action Plan

Company Name: **Tassal Operations Pty Ltd**

Trading As: **Tassal, De Costi Seafoods**

ABN: **38106324127**

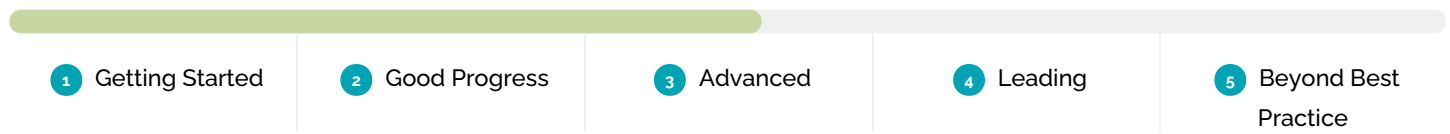
About APCO

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 **January, 2024 - December, 2024**.



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. |

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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

During the 2024 reporting period, Tassal continued its commitment to packaging sustainability through several impactful initiatives. Building on our prior success with moisture retention trays—which effectively eliminated soaker pads in the majority of pre-packed salmon products—we have further expanded their use to other seafood lines, including prawns, pending ongoing supplier evaluations and shelf-life assessments. We remain dedicated to phasing out single-use plastics, notably expanded polystyrene (EPS). In 2024, we introduced a new 10kg carton to replace 32,051 EPS boxes, significantly reducing plastic waste in our packaging operations since the launch of the 4 kg prawn carton in 2023. Finally, Regular updates to the Australasian Recycling Label (ARL) guided consumers in the proper disposal and recycling of our products, aligning closely with PREP tool assessments.

Describe any opportunities or constraints that affected performance within your chosen reporting period

During the 2024 reporting period, Tassal faced ongoing constraints and opportunities in advancing our packaging sustainability objectives. One significant challenge remains ensuring new, sustainable packaging alternatives are suitable for the demanding conditions of seafood processing—specifically, packaging must withstand moisture, oils, and refrigerated or frozen environments. This necessitates continued reliance on plastic liners and laminates, limiting the immediate feasibility of completely plastic-free packaging solutions.

Additionally, maintaining product shelf-life equivalent to traditional materials is essential to prevent increased food waste, further complicating our transition to more sustainable alternatives. The continued absence of a national soft plastics recycling program, following the collapse of REDcycle, also poses difficulties in providing consumers with clear, effective recycling pathways.

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

In 2024, Tassal continued to exemplify packaging sustainability by introducing a 10kg carton to replace expanded polystyrene (EPS) packaging in our seafood supply chain. This initiative significantly reduced single-use plastic waste, demonstrating innovation in the challenging seafood packaging environment. Additionally, our ongoing transition to moisture retention trays across product lines eliminated millions of soaker pads, greatly enhancing the sustainability of our packaging. Regular updates to our Australasian Recycling Labels (ARL) further supported consumers in correctly disposing of packaging, reinforcing broader recycling practices. These actions highlight Tassal's proactive commitment to sustainable packaging solutions.

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).

- 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
- 7% 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
 - Tertiary packaging that we use to sell our products
- 57% of our packaging to be made using some level of recycled material
- Improve the accuracy of our data regarding use of recycled materials.

Criteria 4:

Recoverability:

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

- 1% of our packaging to be designed to have all packaging components be recoverable at end-of-life.
- Improve the accuracy of our data regarding recoverability.
- Use PREP to assess the recyclability of our packaging through kerbside collection in Australia and/or New Zealand.
- Investigate opportunities to use reusable packaging.
- 1% of our packaging to have all packaging components that are reusable.
- Improve the accuracy of our data regarding reuse.

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.

- 46% of our packaging to have on-pack labelling to inform correct disposal.
- Improve the accuracy of our data regarding labelling.

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

- Aim for **88%** of our on-site waste to be diverted from landfill.
- Improve the accuracy of our data regarding on-site waste.

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:
 - Conducting regular clean ups
 - Participating in Business Clean Up Day
 - Sponsoring a clean up day
 - Delivering a litter education campaign
- Phase-out the following problematic and unnecessary single-use plastic items:
 - Expanded polystyrene (EPS) packaging for food and beverage service or retail fresh produce