

Sustainability is the capability to equitably meet the vital human needs of the present without compromising the ability of future generations to meet their own needs by preserving and protecting the environments ecosystems and natural resources. The concept of sustainability is, therefore, a condition in which human use of natural resources required for the continuation of life is in balance with nature's ability to replenish them.

We, at Kong's recognise and support practices for protecting the environment and therefore, committed to promoting sustainability in all our activities of our business by reducing waste and help our staff, customers, suppliers and service providers to do the same. We encourage our staff to become fully aware of our Sustainability Policy and do their part in supporting, implementing and improving it as they go about their individual day to day tasks.

It is Kong's policy to: -

- **Recycle as much waste material as possible.**
- **Minimise waste going to landfill as much as possible.**
- **Eliminate wastefulness, thus becoming more efficient.**
- **Raise sustainability awareness in our staff, suppliers, customers and service providers through our business operations and training.**

To this end, we have embedded in our activities, brands and products the following: -

- Recycle cardboard, wooden pallets and metal scrap
- Re-use cardboard boxes to the optimum and minimise them being damaged in our work practices
- Where additional boxes are required, only purchase second hand and not new
- Only use packaging material needed and therefore, eliminate excesses such as tape, shrink wrap, corrugated, cornices, etc
- Compact the packing to the maximum to eliminate waste and reduce costs
- Review product packaging to investigate options to reduce and minimise the packaging of our products without compromising its presentation
- Labelled our products packaging with the Mobius Loop  to encourage recycling at the users end thus engaging consumers.
- Minimise our use of paper and other office and warehouse consumables (eg) double siding all paper used; sending invoices by email; and identify other opportunities to reduce waste
- Arranged for the reuse or recycling of office waste including paper, computer supplies and redundant equipment
- Reduced energy consumption by converting lighting to LED's
- Installed time sensors to turn off warehouse lighting in areas that isn't being used
- Use kitchen utensils that can be washed and re-used instead of using paper or disposable alternatives
- Introduced re-usable shopping bags to help our customers do away with plastic bags

As brand owners and members of the Australian Packaging Covenant Organisation (APCO); Kong's is required to adopt the Sustainable Packaging Guidelines (SPG's) in the packaging of our products and also within our business inhouse by recycling more and wasting less. In addition, complying with the Annual Reporting requirement against the company's Action Plan and to contribute financially to the Covenant by paying the annual fee.

We are therefore, committed to continually improve the integration of sustainability into our working environment and business processes.

Our aim is to play a proactive role in contributing to achieving sustainability where we have influence and seek the help of all our staff members to achieving our goal. Everyone plays a vital role.

And as such, we are committed to accountability and transparency in our sustainability performance and therefore, determined that this commitment is fully integrated in our activities throughout the company.

Chief Administration Officer