



Amcor Australasia

Amanda Fleming, Group General Manager HR
Amcor Australasia

Aspiring to new heights

Key Messages

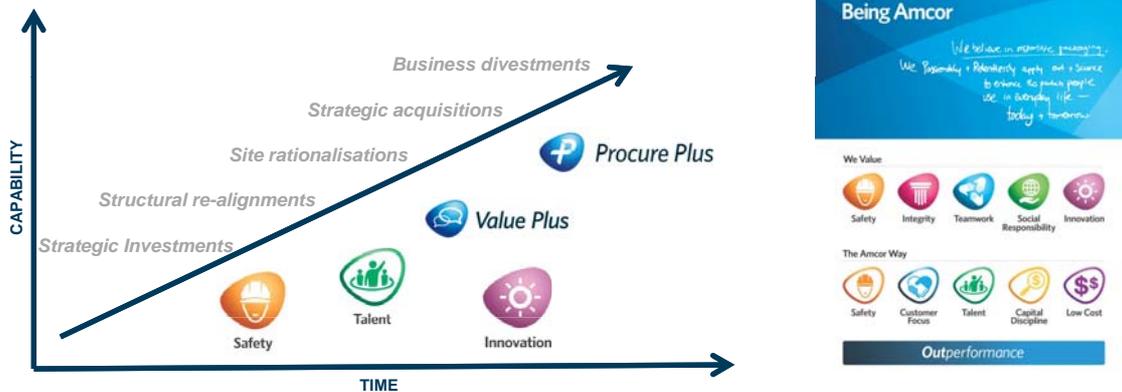
- A focused portfolio complemented by “The Amcor Way”
- Building a new Amcor Australasia
 - Embedding a customer-centric approach - *Value Plus*
 - Elevating the pursuit of Procurement Excellence - *Procure Plus*
 - Building a performance culture to deliver business outcomes – *Talent*



Underpinned by an Outperformance culture



Focused portfolio complemented by The Amcor Way



Amcor Australasia's focused portfolio is now complemented by enhanced core capabilities.



3

Value Plus

- Global leader, well embedded within Australasia
- “After Safety, it’s Customer, Customer, Customer”
- Capability and professional development
 - 300+ co-workers trained in world best practice marketing
- Innovate for competitive advantage – customer backed
- Sales force outperformance culture
 - Formal assessment programs
 - Performance management/outcomes

Getting rewarded for improving the customer value proposition



4

Procure Plus

- Procurement excellence a critical enabler
- Target lowest possible total cost of ownership - offset unavoidable increases with strategic procurement capabilities
- Procure Plus elevated to sit alongside Value Plus as a global priority
 - **Procurement excellence:** build a world-class procurement capability in a consistent way across Amcor
 - **Financial impact:** deliver higher and more sustainable returns for Amcor, driven by an Outperformance culture
- Australasian pilot for global Amcor Procure Plus model

World-class procurement is the next stage in building capabilities



Amcor's global program to achieve procurement excellence.
There's more to procurement than simply buying cheaply.

amcor ProcurePlus

5

Talent – Building a performance culture at B9

- World class paper machine - step change in required capabilities and performance culture
- Extensive recruitment and selection process
 - Ability and Psychometric tests for every co-worker
 - Dependability Safety Instrument (DSI)
 - <10 operators from legacy mills met new standard
- 12-month intensive training and development program
 - Internationally accredited pulp and paper trainer
 - A flexible, agile, responsive culture

Every co-worker plays a critical role – talent is taken seriously right down to the shop floor



6

Talent – Building a performance culture at B9

- Creating a unique, but consistent culture
 - Being Amcor – Core Values and The Amcor Way
 - 5 co-worker-initiated Cultural Characteristics
- An outstanding team of passionate, high-performing co-workers from around the world

B9

Cultural Characteristics

Learning & Development
Ownership, Accountability, Engagement
Proactivity, Planning, Preparation
Caring & Respect
Passion & Pride

The best people, making the best paper on the best machine
Talent programs deliver business outcomes



7

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8



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