



## Amcor Australasia

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Amcor Australasia

# Aspiring to new heights

## Key Messages

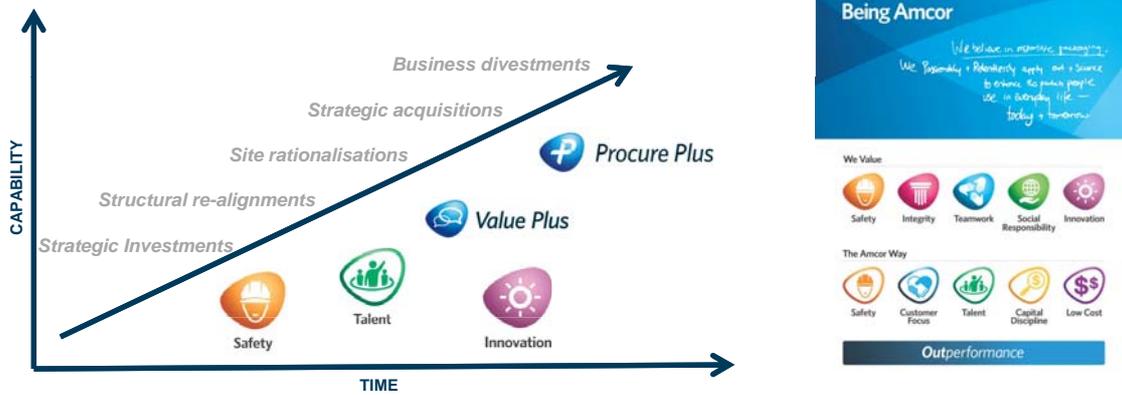
- A focused portfolio complemented by “The Amcor Way”
- Building a new Amcor Australasia
  - Embedding a customer-centric approach - *Value Plus*
  - Elevating the pursuit of Procurement Excellence - *Procure Plus*
  - Building a performance culture to deliver business outcomes – *Talent*



Underpinned by an Outperformance culture



## Focused portfolio complemented by The Amcor Way



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



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## 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



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## 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.*

Sourcing Optimization	Expanded Product Scope	Value Price Realization	Sourcing Innovation	Sales Volume Realization
Accounts Payable Optimization	Inventory Optimization	Purchase Price Realization	Self-Service	Waste Reduction
Vendor Onboarding	Vendor Management	Alternative Sourcing	Contract Management	Usage Optimization

amcor ProcurePlus

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## 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



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## 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



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