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.

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
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

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
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

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

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
Amcor Australasia

Amanda Fleming, Group General Manager HR
Amcor Australasia

Aspiring to new heights