

FY 2023/2024

# Our Journey towards Sustainable Packaging



Start

Strengthening The Core,  
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# Our Purpose



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At SATS, packaging forms an integral part of our business. From food solutions to gateway services, we identify and use packaging materials to provide the highest standards of food safety and product protection. Within aviation, we consistently select lightweight substrates to reduce our carbon footprint while up in air, however the materials chosen may not be the 'most sustainable' when you consider end-of-life, particularly as existing aircraft cabin waste regulations place further restrictions on acceptable waste management practices.

With this mandate, we embark on **Our Journey towards Sustainable Packaging** to transform our packaging to be Fit for Purpose & Designed For Circularity. We will adopt a circular economy approach to tackle waste production and redesign our packaging, in a bid to achieve our goal of 100% sustainable packaging by 2030.

This document captures an overview for:

Our packaging vision, commitments and pledge

"The Golden Rules" to guide current and future packaging design

"Negative list" to explain materials to be removed and its timeline







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## Our Vision

Transform our packaging to either circulate materials, enable end-of-life recycling, chemical composting or proper disposal, thus contributing to a better future.





# Introduce 100% sustainable food packaging by 2030



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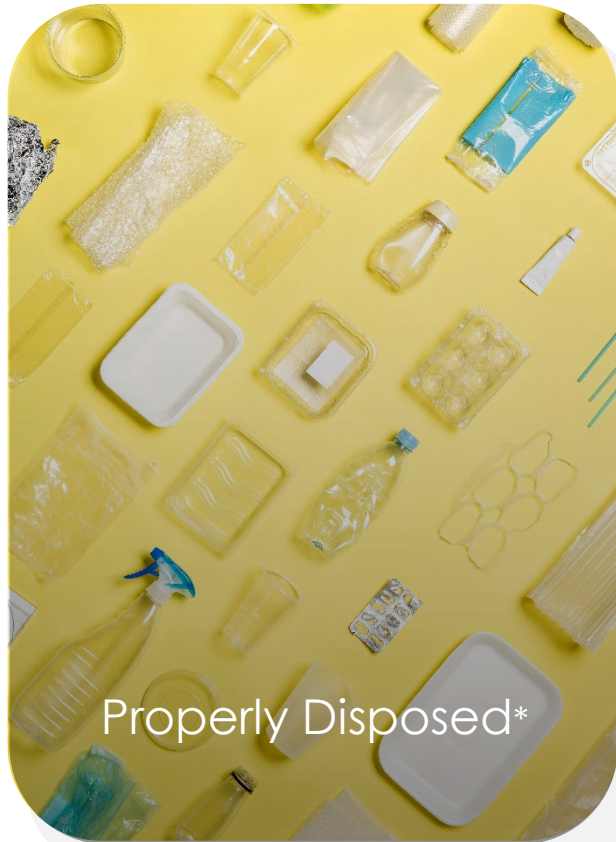
Our packaging materials will be



Reusable



Recyclable Ready



Properly Disposed\*

\* Enabling pack waste to be feedstock for example; industrial composting, chemical recycling (i.e.: pyrolysis), upcycling, conversion into energy or fertilisers.



SATS Digital Sustainability Report



# Our Commitments



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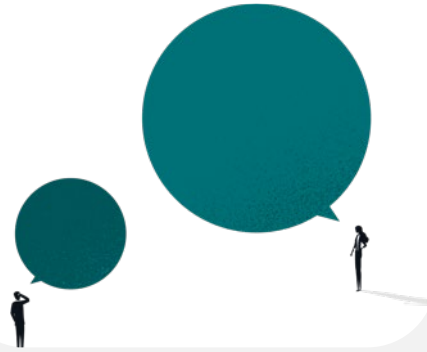
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## Discover

Our packaging will be designed to meet the needs of our customers and consumers and its end users. We will seek to understand the way in which our packaging may be handled and managed at the end of life in each market we operate. We will explore and research materials to find sustainable options and take inspiration from industry experts.



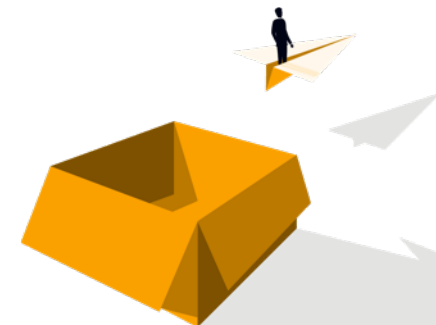
## Develop

We will reduce the carbon footprint of our packaging, considering the full life cycle to limit environmental impact while meeting the functional requirements of our products.



## Deploy

We will choose to use recyclable, industrially compostable and/or reusable materials depending on the end-of-life facilities available and legislation in place.



## Deliver

We are committed to working with the industry, regulatory and government bodies to advocate for sustainable packaging solutions across the value chain. We aspire to proactively support our customers and advocate consumer behaviours towards adopting sustainable packaging solutions that are mutually beneficial for the society and the environment.







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# Our Pledge

1

**TO IMPROVE SUSTAINABILITY**

performance wherever possible without compromising product quality, safety & shelf life



2

**TO ELIMINATE PACKAGING** that is not necessary or brings no value to the product



3

**TO MINIMISE THE USE OF FOSSIL FUEL BASED PLASTIC PACKAGING**

where functionality allows and seek out new materials to meet our functional requirements



4

**TO AVOID THE USE OF FILMS MADE FROM MIXED PLASTICS** as much as possible



5

**TO ELIMINATE EXCESS HEADSPACE** in rigid and flexible packs



6

**TO USE MONO MATERIALS** whenever possible in order to increase the value of recycled materials



7

**TO MAXIMISE RECYCLED CONTENT** of plastics and paper



8

**TO INCREASE THE CIRCULARITY** of B2B packaging



9

**TO EDUCATE THE CONSUMER THROUGH COMMUNICATION** about best practice behaviour and end-of-life requirements



10

**TO UNDERSTAND LOCAL MARKET WASTE DISPOSAL** and recycling infrastructure. Using knowledge of government regulations, customers, consumer habits, and recycling capabilities when assessing pack material choices





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Our Golden Rules

Chapter 1: Plastic

Chapter 2: Paper



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# Our Golden Rules



## Chapter 1 Plastic



## Chapter 2 Paper





# Chapter 1.1: Flexible Plastic Packaging

## Sachets, films, stand up & flat pouches, collation bags

1

**MONO: PET, PE, PP FILMS**  
should be the first choice as they are recyclable

2

**GAS & WATER VAPOUR BARRIER**  
coatings should not exceed more than 5% of the total material structure

3

**MULTI-LAYER FILMS**  
such as PET/LDPE are not recyclable, so they should be avoided

4

**SHRINK FILM**  
should be avoided if possible for primary packs or replaced by alternatives such as paper wrap

5

**COLOURED FILMS**  
should be avoided as natural or clear films are more easily recyclable

6

**BIO BASED FILMS**  
will be considered only when the receiving market has proven plastic recycling infrastructure

7

**SELF ADHESIVE LABELS**  
if required should be made from the same material as the film



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Chapter 1: Plastic

Chapter 1.1: Flexible Plastic Packaging

Chapter 1.2: Rigid Plastic Packaging

Chapter 2: Paper



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Click to: **Chapter 1.2: Rigid Plastic Packaging**

# Chapter 1.2: Rigid Plastic Packaging



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Chapter 1: Plastic

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Chapter 1.2: Rigid Plastic Packaging

Chapter 2: Paper



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1

**PP, C-PET or r-PET** mono materials must be used

2

**NATURAL, TRANSPARENT COLOURS** must be used, as they are more easily recycled

3

**POST CONSUMER RECYCLATE** should be maximised in the production of containers

4

**COLOURED TRAYS & POTS** should be avoided as natural or clear ones are more easily recyclable

5

**BLACK TRAYS & POTS** are undetectable to NIR (near infra-red) and must be avoided

6

**TRAY FILLER** should be avoided as much as possible. To be used only for the intention of food integrity and shelf life.

7

**CLOSURES, LINERS & INSERTS** must be made from materials compatible with the main body of the packaging

8

**BIO PLASTICS** can be considered where technically possible, if responsibly sourced and only when the receiving market has proven plastic recycling infrastructure

9

**LABELS** should be made of the same material as the pot: PET, PP, PE, C-PET containers, trays and film

10

**PETG USE TO BE LIMITED** until recycling infrastructure accepts PETG as a non-contaminant



# Chapter 2: Paper, Carton board & Moulded Pulp Packaging



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Chapter 1: Plastic

Chapter 2: Paper



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## RECYCLING INFRASTRUCTURE

ensures that packaging waste can be sorted in its receiving market

1

## NO RECYCLING INFRASTRUCTURE

ensure the pack is compostable, or can degrade fast in the environment

2

## PACK FORMAT OPTIMISATION

to reduce food residue within the pack and educate to remove before disposal

3

**PAPER AND CARTON BOARD** must be sourced from FSC or PEFC accredited suppliers

4

**FOIL STAMPING** of metallic colours should not exceed 30% of the total carton or paper weight

5

## PLASTIC COATED/LINED PAPER AND BOARD

should be replaced with water-based barrier coatings

6

## MOULDED PULP

Film liners or barrier coatings must not exceed 5% of total packaging structure

7

## PLASTIC STRETCH or SHRINK SLEEVES

should be phased out due to contamination of the recycling process

8

## REDUCE INK COVERAGE

and colours to 5 to reduce cost, limit waste and improve recyclability

9

## PLASTIC CONTAINER LABELS

must be polyolefin based to ensure full recyclability

10

**WATER BASED INKS, ADHESIVES AND VARNISHES** must be used on all cartons

11

## COATED & LAMINATED PAPER & BOARD

seek to maximised the ratio of fibre versus plastic content

12

## RE-PULPABILITY OF FIBRE

ensure that waste fibre can be re-pulped and ease the removal of any plastic liners

13







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# The Negative list

Eliminate Our Use of These Plastic & Additive Materials TODAY



Oxo-degradable plastics and bio-degradable additives



PVC, PVdC



Polystyrene  
OPS and EPS



Polyamide  
PA (Nylon)



Poly-fluorinated  
alkyl substances  
PFAS



Oxygen  
Scavengers in  
PET and rPET

2022

2023

2023

2024

2024

2024

Above is an industry journey that we want to replicate as part of leading the transformation since it is not regulated as law in every jurisdiction today.

Click to: **Glossary of Terms**



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# Glossary of Terms

## Slide 4 Our Purpose

**Circularity of design** – this is the process of designing packaging so that it has a secondary use after the contents are consumed, or can be recycled into new packaging or new products

## Slide 6 Introduce 100% sustainable food packaging by 2030

**Reusable** – The packaging has a secondary use after our consumer has used it

**Recyclable** – Where local recycling takes place, our packaging should be suitable for recycling

**Industrially Compostable** – Where available, our packaging can be collected and converted into compost in a controlled heat, moisture and pressure environment that meets international standards

## Slide 8 Our Pledge

**4. TO AVOID THE USE OF FILMS MADE FROM MIXED PLASTICS** - Flexible films and rigid containers that are made from multiple layers of different types of plastics. These can't be easily separated in the recycling chain

**5. TO ELIMINATE EXCESS HEADSPACE**- The space between the top of the product (solid or liquid) and the top of the packaging

**6. TO USE MONO MATERIALS** – Packs that are made from only one type of plastic, making them easier to recycle

**8. TO INCREASE THE CIRCULARITY** of B2B packaging.

Where packaging passes directly from business to business not business to consumer, it can be returned to SATS to be used again

## Slide 10 Chapter 1: Flexible Plastic Packaging

**2. GAS & WATER VAPOUR BARRIER** – The weight of a coating should not exceed 5% of the total item weight. At this level, the coating does not contaminate recycling work streams

**3. MULTI-LAYER FILMS** – Plastic films that are constructed of different types of plastics are not recyclable

**4. SHRINK FILM** – A film that contract when heat is applied to it

**6. BIO BASED FILMS** – Films that are made from plant-based materials not oil

## Slide 11 Chapter 1.1: Rigid Plastic Packaging

**1. PP, C-PET or r-PET mono materials.** Trays or pots that are made from a single type of plastic making recycling easier

**2. POST CONSUMER RECYCLATE** - Plastic raw material that has been previously used by a consumer before being recycled

**5. BLACK TRAYS & POTS** Black coloured trays are undetectable when near infra read separation techniques are used

**8. BIO PLASTICS** – Trays or pots thermoformed, or injection moulded from plant based not oil based material. SATS requirement for high temperature resistance means that we cannot consider these materials as they do not have the necessary performance attributes

### 10. PETG USE TO BE LIMITED

PET Glycol is recyclable but much current recycling infrastructure does not accept PETG as its brittleness is seen as a contaminant when the recycle is used to produce carbonated soft drinks.

## Slide 12 Chapter 2: Paper, Carton board & Moulded Pulp Packaging

### 4. FSC or PEFC accredited suppliers

The not-for-profit Forest Stewardship Council or Programme for the Endorsement of Forest Certification. Both promote responsible management of the world's forests via timber certification

### 6. PLASTIC COATED/LINED PAPER AND BOARD

Water-based oxygen and water vapour barrier coatings are available and match the performance levels achieved by plastic film-based applications

**7. MOULDED PULP** – Trays manufactured from plant fibres not plastics. Materials include sugar cane, beet, soft wood and bamboo

**8. PLASTIC STRETCH or SHRINK SLEEVES** – They contaminate the paper and board recycling process as they are not easily separated from the items they decorate

**10. PLASTIC SELF ADHESIVE LABELS** – They need to be less than 5% of the total item weight to avoid contaminating the recycling stream

**12. COATED & LAMINATED PAPER & BOARD** – ideally the fibre content of the packaging item should be 95+% to avoid contaminating paper and board recycle





**sats**

# Strengthening the Core, Expanding our Horizons

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