



**JICKSON CORPORATION PTE LTD**



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**PACIFIC PACKAGING (FAR EAST) PTE LTD**

# SUSTAINABILITY 2025

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Overview of our focus  
on sustainability in distribution and  
manufacturing



**Email Address:** [marketing@pacific-jickson.com](mailto:marketing@pacific-jickson.com)



**Website:** [www.lacys.sg](http://www.lacys.sg) // [www.jickson.com](http://www.jickson.com)

At Pacific Packaging, sustainability is at the heart of our business philosophy. As a leading manufacturer of packaging solutions, we understand our responsibility to reduce environmental impact while supporting the needs of our customers and communities.

Through targeted initiatives — from upgrading machinery for energy efficiency to developing eco-friendly products — we are embedding sustainability into every level of our operations. This program represents our drive to do better, not just for today, but for generations to come. We believe that sustainable progress is achieved through continuous improvement, collaboration, and shared responsibility. This program reflects our dedication to continuous improvement, transparency, and collaboration as we navigate the path toward a greener tomorrow.

## 3 Core Pillars



### **Environmental Responsibility**

As a key player in the packaging industry, we recognize the environmental challenges posed by material use, energy consumption, and waste generation.

Our Environmental Responsibility initiatives address these challenges head-on through practical, measurable, and forward-thinking actions.

### **Operational Excellence**

Operational Excellence is central to our sustainability journey.

Our drive to optimize every aspect of our operations — from production efficiency equipment upgrades to workforce engagement and quality control — with the goal of reducing environmental impact while delivering superior value to our customers.

### **Social Advocacy**

We believe that sustainability extends to creating a positive impact on people and communities.

Through our Social Advocacy efforts, we aim to foster inclusion and empower our workforce with the tools and knowledge to contribute meaningfully to a more sustainable future.



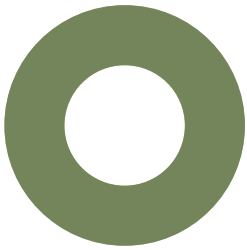
## Leveraging Modern Technology

We are actively modernizing our production lines with energy-efficient machinery to reduce electricity usage and lower greenhouse emissions. These upgrades not only improve operational performance but also align with our long-term goal of achieving a more sustainable energy profile.



## Resource Management

We have implemented strict internal waste management protocols aimed at minimizing production waste, encouraging material reuse, and increasing recycling rates. From process optimization to employee training, every step is taken to ensure resources are used wisely and waste is kept to a minimum.



## Raw Material Care

Whenever possible, we prioritize the use of recyclable, biodegradable, or responsibly sourced materials in our products — particularly in our food-grade packaging and household ranges. Our raw material suppliers are carefully vetted for their environmental practices, helping us maintain a responsible supply chain.



***Our New Energy-Efficient  
ROTOMAC Processing Machine***

Operational Excellence at Pacific Packaging is more than just efficiency — it's about building a smarter, cleaner, and more resilient business. As part of our sustainability program, we are transforming the way we operate by investing in modern infrastructure, optimizing workflows, and empowering our people.

Every improvement we make is aimed at reducing waste, conserving resources, and delivering consistent, high-quality solutions to our customers.

By integrating sustainability into our day-to-day operations — from our new energy-efficient warehouse to state-of-the-art machinery and data-driven practices — we are creating a foundation for long-term, responsible growth.

## Lean Manufacturing Practices

Our team adopts lean manufacturing principles to eliminate waste, streamline workflows, and continuously improve operational performance. By minimizing overproduction, excess inventory, and material scrap, we reduce both cost and environmental impact.

## Quality Control

Through real-time monitoring, digital systems, and strict quality control protocols, we ensure high output with minimal defects. This reduces rework and resource wastage, supporting both our business goals and sustainability targets.

## Energy-Efficient Manufacturing Facility

We have added a newer, consolidated warehouse designed with energy efficiency in mind. This upgraded facility reduces our overall energy consumption through better airflow, energy-saving lighting systems, and optimized equipment layout.

## Data Driven Decision Making

We utilize key performance indicators (KPIs) and data analytics to track energy use, waste output, and overall efficiency, allowing us to make informed decisions and continuously refine our operations.

# Social Advocacy



## **Inclusive Work Culture**

Our workplace policies promote diversity, respect, and equal opportunity. We believe a safe and inclusive work environment not only enhances productivity but also strengthens our company's ethical foundation. Our recent relocation to a larger, more comfortable facility reflects this commitment to worker well-being.

## **Employee Empowerment & Education**

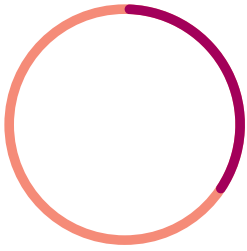
We actively invest in the growth and well-being of our team. Staff at all levels are encouraged to participate in accredited sustainability programs such as Sustainability 101 and Eco-Ambassador by reputable local institutions enabling them to become champions of change within the organization and communities.

## **Community Engagement**

We support local community initiatives, environmental campaigns, and awareness events. Whether through partnerships with local schools, support for green education, we are committed to playing an active role in shaping a more sustainable society.

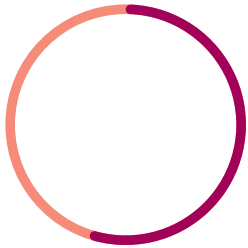
## **Advocacy for Industry-Wide Change**

As an established player in the packaging industry, Pacific Packaging (Far East) advocates for broader adoption of sustainable practices across the supply chain. Through dialogue, collaboration, and leadership in trade events like FHA 2025, we seek to influence positive change at scale.



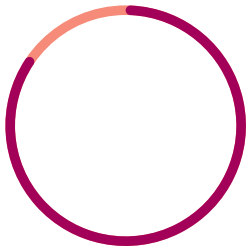
## Balancing Cost

Balancing cost of sustainable materials, technology upgrades, and certifications with customer expectations and being competitive. Sustainable options often come with higher initial costs, especially in raw materials and R&D. Maintaining competitiveness while staying committed to sustainability is a tricky prospect in today's price-sensitive market..



## Resource Management

Shifting away from legacy machinery and outdated infrastructure has required significant investment in time, training, and resources. Integrating newer, energy-efficient systems while ensuring uninterrupted production has been a complex, phased process.



## Resource Optimization

While we have made strides in reducing material waste, optimizing usage, and increasing recycling, the packaging industry continues to face systemic challenges — especially in sourcing truly circular materials and dealing with post-consumer waste. Creating a closed-loop system that is both economically viable and scalable remains an ongoing goal.

*Sustainability may be complex, but inaction is not an option. Progress is achieved through consistent, measurable steps.*

We recognize that transitioning to more sustainable practices in the packaging industry is not something that happens overnight. It is a time-consuming and complex process — one that involves rethinking long-established materials, retooling operations, retraining teams, and reshaping supply chains.

However, we also understand that meaningful change takes time. We are committed to making steady, responsible progress — even if the steps are gradual — because the long-term impact is worth the investment. Sustainability is not a finish line, but a continuous journey that requires patience, persistence, and purpose.



## Product Innovation



With growing market demand for eco-conscious alternatives and rapid advancements in sustainable technologies, Pacific Packaging (Far East) is proud to introduce a new chapter in LACY'S Kitchen Solutions — ecoLACY'S.

The ecoLACY'S range features Biodegradable Gloves and Cling Film, available in both retail and food service packs, offering a more sustainable alternative for everyday disposables widely used across the food service, hospitality, and healthcare sectors. Designed to reduce environmental impact without compromising on performance, these products reflect our commitment to practical sustainability — helping businesses make greener choices with confidence.

## Partnerships

Klöckner Pentaplast (kp), a global leader in high-performance films and packaging, has made significant strides in sustainability through its focus on recyclable materials, reducing carbon emissions, and incorporating post-consumer recycled content into its products.



kp has achieved a Gold EcoVadis rating, placing it among the top 3% of companies in its sector for sustainability performance.

As part of our shared commitment to responsible packaging, Pacific Packaging (Far East) is proud to be the exclusive distributor of kp products in Singapore, introducing innovative, sustainable solutions to the regional market — empowering our customers with packaging that protects both product and planet.



Nordic Paper utilizes locally sourced renewable raw materials from sustainably managed forests. It is also part of a circular, bio-based economy, processing renewable fibers into recyclable paper products that can replace fossil-based alternatives. - with a focus on reducing its environmental footprint by committing to a 50% reduction in greenhouse gas emissions from fossil sources by 2030

Pacific Packaging (Far East) Pte Ltd partners with Nordic Paper as a trusted supplier, reinforcing its commitment to responsible sourcing and sustainability. This collaboration brings together Nordic Paper's Scandinavian expertise in environmentally conscious paper production with Pacific Packaging's strong regional presence and distribution capabilities across Asia. The relationship is built on shared values of quality, reliability, and environmental stewardship.



At Pacific Packaging (Far East), we are fully aware of the environmental responsibilities that come with operating in the packaging industry. As global expectations around sustainability continue to rise, we believe it is not only our duty—but our strategic imperative—to lead with integrity, innovation, and foresight.

We have made significant progress in embedding sustainability into our operations, from adopting energy-efficient infrastructure to optimizing production processes for reduced waste and emissions. These actions reflect our belief that operational excellence and environmental responsibility must go hand in hand.

Looking ahead, our focus remains on accelerating the transition to more sustainable business practices across every facet of our organisation. We are investing in talent development, new technologies, and systems that will future-proof our capabilities and align with both regulatory shifts and customer expectations.

Sustainability is not a destination—it is a continuous journey. As an established player in the regional packaging landscape, Pacific Packaging (Far East) is committed to setting the benchmark for responsible industry leadership and contributing meaningfully to a more sustainable future for all.



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# Our Sustainability TimeLine

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## 2020-2023

- Audit Initiation of Carbon footprint, energy consumption, and waste
- Initial Recycling Program implemented for plastic and paper waste.
- Reduction in Single-Use Plastics across internal operations.
- Began exploring sustainable suppliers for raw materials.

## 2024

- Certifications (Superbrand 2024 milestone with a sustainability angle GEM Bronze Award under SMF/A\*STAR/ESG sustainability program.)
- Relocated to upgraded, consolidated facility for better energy efficiency and worker well-being.
- Reduction in packaging material usage by 15% across key product lines.

## 2025-2026

- New biodegradable and recyclable product lines launched..
- Packaging redesigns for key clients (e.g., Walkers) to minimize waste
- Supplier code of conduct introduced with ESG criteria.for key clients
- Introduction of Fleet modernization program (Hybrid/Electric delivery vehicles).
- Installation of solar panels to power part of operations.

## 2027-2028

- Zero waste to landfill from production sites goal achieved
- 50% of all products to be recyclable, biodegradable, or reusable.
- Collaborative initiatives with clients to reduce downstream packaging waste.
- Closed-loop packaging solutions introduced for major customers.
- Life Cycle Assessments (LCA) conducted on top-selling products.

## 2029-2030

- Pacific Packaging (Far East) achieves Net Zero Carbon operations.
- All clients offered carbon-neutral packaging options.
- Sustainability embedded into all R&D, purchasing, and operations
- Digital traceability systems to track raw materials and packaging lifecycle.