

Beyond Obligation

Petco Annual Review
2024



petco
Leading Producer Responsibility.

Beyond Obligation: A Mid-term Review of Performance in Mandatory EPR

As we pause to reflect midway through the five-year introductory phase of mandatory Extended Producer Responsibility (EPR) regulation, South Africa has certainly seen an intentional shift towards sustainability.

What hasn't changed is Petco's commitment to consistently meeting collection and recycling targets year on year. After two decades as one of the country's pioneering producer responsibility organisations, we continue to apply our proven approach to building a sustainable packaging future.

But that doesn't mean that we are merely going through the motions when it comes to meeting our members' legislated obligations. Our aim has always been to add value, turning those obligations into opportunities, and growing our membership, products represented, national partnerships, and results.

Our operating model has, for example, seen us grow the collection for recycling of post-consumer PET bottles and jars from 16% of those placed on market at inception to nearly 76% of what our members place on the market today. We will continue to raise the bar and do much more for all our identified products – entrenching our position in leading producer responsibility.

Petco Annual Review

2024

Contents

Beyond Obligation: A Mid-term Review of Performance in Mandatory EPR	2
CEO and Chair Review	4
Looking Ahead	8
2024 Highlights	10
Maintaining a Sustainable Value Chain	13
Products placed on the market	14
Unlocking collection of identified products	15
Enabling recycling of post-consumer packaging	27
Developing end-use markets	29
Upholding Data Integrity	32
Financial Report	34
Honouring our People	35

List of Abbreviations

ARO	- African Reclaimers Organisation
DFFE	- Department of Forestry, Fisheries and the Environment
EPR	- Extended Producer Responsibility
LBP	- Liquid board packaging
PET	- Polyethylene terephthalate
POM	- Placed on market
PPE	- Personal protective equipment
PRO	- Producer Responsibility Organisation
rPET	- Recycled polyethylene terephthalate
SAWPRS	- South African Waste Picker Registration System
SMMEs	- Small, medium and micro enterprises



CEO and Chair Review

The true measure of an effective Producer Responsibility Organisation (PRO) is the tonnage of post-consumer packaging diverted from landfill and the environment for recycling.



Excelling in Year 3 of mandatory EPR

Building on Petco's long-term record of success, Year 3 of mandatory Extended Producer Responsibility (EPR) saw our efforts once again deliver excellent results.

In 2024, Petco met the collection and recycling targets for 99% of the tonnage of identified products for which we administer EPR schemes, under Section 18 of the National Environmental Management: Waste Act.

Over and above these audited results, we also helped to meet the individual targets of our brand owner members, which in some cases were more stringent than the regulated ones.

Our achievements are, in part, the result of holding ourselves to a high international standard, to better support our members. We are always working

towards global best practice by staying informed and engaged through our memberships, alliances and partnerships. These insights help us prepare for the impact of a challenging, changing global context, and cushion our members and recycling partners against the effects.

Petco's team has grown significantly this year, with our new squad of buy-back centre liaison officers and regional recycling officers being our boots on the ground and driving collections countrywide. The appointment of a full-time financial and compliance manager has also furthered our quest to support our members in complying with the regulatory requirements.

Well done and thank you to our entire team for continuing to demonstrate performance against legislated metrics, while adding value to our members.

Reporting with integrity

Reporting with integrity, honesty and accuracy has been a foundational element of Petco's hard-won reputation since inception in 2004. In the mandatory EPR environment, where we are accountable for meeting legislated targets on behalf of our members, our data integrity remains critical.

Over the past year, we have focused on putting systems and processes in place to ensure that we gather high-quality, granular data and report to government and our members in a timely fashion with complete confidence in our audited figures. These systems also enable more secure data practices, to maintain trust and protect the confidential information of our members and recycling partners.

While our governance and data are sound, we continue to work on incremental improvements to better serve our members, stakeholders and the circular economy aims of our country.

Validating our sustainable model

One of the noteworthy outcomes, midway through the five-year introductory period for mandatory EPR, is the validation of the Petco model in building sustainable value chains for the post-consumer packaging types that we represent.

Drawing on our learnings from over two decades of facilitating the collection and recycling of polyethylene terephthalate (PET) bottles and jars, we applied these principles to liquid board packaging (LBP) - with significant growth achieved in only the second year of administering this scheme.

We have attended to the end-use markets, created value for collectors and buy-back centres, encouraged the development of recycling capacity and capability, and worked to unlock the feedstock through enabling collection. This balanced approach will stand Petco in good stead for continued success and resilience in the years to come.

Building recycling infrastructure and capacity

Creating an enabling environment for investment is one of the most significant outcomes of EPR as an economic instrument for waste management so far. In a major boost for the South African recycling infrastructure landscape, two key capacity investments came on stream this year.

Longstanding Petco partner Extrupet increased its food-grade PET capacity with the opening of the first facility of its kind for the Western Cape, while a new Petco partner, ALPLA Recycling, came on board, launching its food-grade PET facility in Ballito and bringing a bottle-to-bottle solution to KwaZulu-Natal for the first time.

These investments, worth a combined R1.5 billion, strengthen South Africa's position as a circular economy leader in Africa and the world, and ensure the availability of sufficient food-grade rPET for local producers to meet their recycled content targets, which are increasing year on year.



Working with the government

The year under review ushered in a Government of National Unity and a corresponding change in the leadership of the Department of Forestry, Fisheries and the Environment (DFFE), reinforcing the role of the national Waste Management Bureau in monitoring the implementation of the EPR regulations.

In the midst of both global uncertainty and domestic flux in the political landscape, Petco continues to enjoy a constructive working relationship with the public sector.

As mandatory EPR is still a new and changing environment for producers, PROs and the regulating authorities alike, its practical roll-out remains an ongoing journey with challenges along the way. Based on our experience, we have shared our views on how to address the loopholes in the current regulations and submitted comments on tightening up the registration criteria for PROs as well as the proposed amendments to the regulations gazetted in November 2024.

'Leading Producer Responsibility' is an ethos we take very seriously, and we remain committed to working with all tiers of government, especially municipalities, to introduce separation-at-source initiatives, educate the public about collection and recycling, catalyse capital investment in recycling infrastructure, and move the needle towards a sustainable circular economy for South Africa.



Valuing the work behind EPR

Our EPR model relies on cost-reflective and enabling EPR fees. Petco's fees are determined according to the body of work needed for us to achieve our targets. Unfortunately, delays in the approval of annual EPR fees by the DFFE create uncertainty, making financial planning difficult for producers and PROs.

However, we are grateful to our Board and members for understanding the value and scale of our work and adopting our 2024 fee (concurred by the DFFE in 2025), as they have every year for the last 20 years.

Integrating the informal sector

One of the EPR obligations that many PROs are grappling with is the payment of the waste picker service fee, which aims to compensate waste pickers for their time in addition to the value of the materials they sell.

Since 2021, Petco and our members have spent significant time and resources, investigating and implementing trading systems and cashless payment solutions, which also provide a permanent record of transactions between the buy-back centre and waste picker. Unfortunately, the informal nature of the sector, where many people do not have access to a smartphone or bank account, presents many complex payment obstacles.

Work is continuing on this front, together with waste picker associations - Petco has assisted with the provision of equipment and cards for the

roll-out of cashless payment systems and is committed to working with other partners across the value chain, including other PROs and the Paper & Packaging PRO Alliance, to ensure the functionality of the South African Waste Picker Registration System and effect auditable payments.

Petco's operating model remains one of holistic support across the entire value chain, including training, equipment, PPE and financial support, which has grown the value and trade in post-consumer PET bottles and LBP, and significantly increased the earning potential of waste pickers.

Leading the change

Since Petco's inception in 2004, we have navigated strongly through global turbulence and domestic change, and the introduction of mandatory EPR.

As CEO and Board Chair, we are both immensely proud to have been instrumental in this journey from the very beginning. This will be the last annual review for both of us, as we have retired from our respective professional careers as at the start of 2025.

In September, Petco started a six-month, planned leadership transition process to introduce our new CEO designate and ensure a strategic and seamless handover. The next period will be led by Telly Chauke who has nearly two decades of experience in the sustainability and governance space.

We would like to offer a special word of thanks to Cheri Scholtz for her leadership over the last twenty years. Our CEO since 2006, Cheri retired from Petco effective 28 February 2025.

Cheri's passionate leadership, industry knowledge, professionalism and attention to detail has earned respect and been instrumental in Petco's success.

“It is with pride and a full heart that I reflect on the incredible journey I have been on, developing and leading an amazing team.

Together, we built a sustainable value chain that grew the collection and recycling of post-consumer PET bottles from 10 000 tonnes to 90 000 tonnes, created income opportunities, 'closed the loop' to enable bottles to become bottles again, and then applied this approach to liquid board packaging from 2023.

Throughout this journey, it is the people who have impacted me the most: from humble waste pickers providing an invaluable service in this value chain, to the CEOs of the big brands who fund and support this work, as well as the professionals, creatives, international experts, advisors, academics, NGOs, government, the dedicated recyclers who deliver the results, and the committed Petco team who go well beyond the call of duty. Thank you all – it's been such a privilege to work alongside you all.

I'm confident that the Petco team with Telly at the helm will continue to lead extended producer responsibility in South Africa in the future.”

Cheri Scholtz,
CEO Petco





A heartfelt thank you to Greg Morse for his dedication as Petco Board member. Greg has served on our Board on several occasions since inception, and we wish him well on the next steps in his journey.

“It has been an honour, having served on the Board for two decades and as Chairperson in recent years, to lead a PRO that is invested in its members and in promoting that products placed on the market achieve the highest standard of recyclability and compliance with our regulatory framework.”

Greg Morse,
Chairperson Petco

Looking Ahead

2024 marks the central year of the introductory phase of mandatory EPR and presents a prime opportunity to take stock of our progress. We must consider how to amplify the successes of Petco's 20-year model, and also look to the next phase of EPR.



Taking stock

When it comes to effective producer responsibility, the producer's chief interest is to fulfil their legislated obligation. For the producer responsibility organisation, this is where the obligation begins – and where opportunity exists.

While government has created an enabling regulatory environment, it has yet to fully exercise its responsibility when it comes to actioning infrastructural and sector support, job creation, enterprise development, and the like.

There is a real opportunity for PROs to act as implementing agents on behalf of both producers and government to meet their respective aims. More than just meeting recycling targets, EPR can be leveraged to help meet the Sustainable Development Goals at a global scale as well as the National Development Plan goals such as empowering women, strengthening SMMEs, and bolstering the informal economy to create jobs at scale at the bottom end of the value chain.

Global headwinds

Headwinds are expected in the sector, and are a function of both global market dynamics, the domestic trade, fiscal policy and EPR regime; as well as the models applied by PROs in supporting the recycling value chain.

The global commodities markets are driven by geopolitics and the economic policies of powerful nation states. The rise in protectionist policies in the United States of America and the European Union, instability in the Middle East, and the Russia-Ukraine war have had a significant impact not only on the price of commodities like oil and gas, but also on the global logistics value chain.

The US's secession of support for clean energy and the lowering of fossil energy costs will undoubtedly continue to drive down the price of virgin PET resin. In the EU, the suite of protectionist-inspired sustainability policies will affect the trade environment for EU imports, driving up prices of South-African produced rPET. This may be positive for domestic absorption in our local market if coupled with higher legislated recycled content targets for local packaging. Opportunity lies in positively influencing the DFFE to raise mandatory recycled content for locally produced packaging, and Petco will continue to advocate towards that outcome.

These global factors will widen the gap between what the recycler can afford to produce, and the support Petco can provide. In future, we will have to leverage alternative income streams to close that gap. Currently, the implementation of EPR is funded entirely by producers but if government were to co-fund it, alongside the participation of development partners, PROs could work on behalf of government to influence municipal capital investment towards the recycling economy.

Addressing problem packaging

Petco's model for supporting all elements of the collection and recycling value chain is tried and tested and has been the cornerstone of successfully growing the recycling economy and catalysing increased collection of our identified products.

There are however problematic products that continue to present economic challenges to recyclers, such as PVC and biodegradable packaging, which often end up in bales of PET as they are not easily identifiable and do not yet have sustainable collection and recycling models.

These products, when they enter the PET recycling system for instance, contaminate entire batches – resulting in losses, eroding the investments that recyclers and brand owners have made – and potentially lessening the impact of existing EPR models.

Petco will continue to advocate for increased collection and recycling targets for these materials, and improved identifiability. For all products, claims of recyclability and the use of recycled content should be standardised and consistently applied.

South Africa must navigate to a future where the policy environment is inhibiting to problem packaging. We need to disincentivise its use and incentivise the use of good packaging design to create a market-wide shift in the long term.

Building an inclusive circular economy

Building a just and inclusive circular economy requires foresight and an understanding of the development landscape. Waste pickers are increasingly organising and advocating for inclusivity, which continues to shape Petco's approach.

Therefore, it will be important to work with both waste pickers and government to clearly define roles and responsibilities. A structured approach is needed to keep PROs on track and focused on the primary goal of EPR – meeting targets.

Of course, changing lives is an important outcome of this work. It is our belief that Petco and other PROs should have a coordinated agenda, co-creating solutions that better the lives of waste pickers and facilitate enterprise development, while ramping up collection of identified products.

Growing partnerships

Beyond our obligation to meet targets, the EPR regulations require PROs to work with municipalities and provide support for infrastructure development. Petco believes our role is to partner with municipalities to discharge their duty, so that producers can meet their obligations and investment can thrive.

As EPR targets and obligations become more demanding, the administrative burden around audits and reporting will increase accordingly. Because there is a cap on the portion of administrative spending allowed, it is going to cost PROs more to meet these demands. Leveraging partnerships with like-minded institutions, such as research institutions and interest groups, will become important as we seek to meet shared goals without over-extending PROs financially.

Ultimately, growth is our driving force – growing our footprint, our technical abilities and capacity. We aim to be ambitious not only in executing our existing mandate but in growing that mandate to add more value to our members.

“To build a sustainable value chain, our vision should also shift beyond capacitating players to remain where they are. We should be creating a pipeline of growth – right up to supporting emerging industrialists to participate meaningfully in the value chain. Our Petco Empowerment Fund is one such mechanism for creating upward mobility and scaling up our developmental impact.”

Telly Chauke
Chief Executive Officer Designate



2024 Highlights

Membership

29 representing most PET beverage bottles and LBP cartons in SA
members

100% of members in good standing

Value chain support

R70 million

injected into the collection and recycling value chain

R470.5 million

Trade value of post-consumer packaging purchased by Petco recyclers

New collections team deployed:

9 buy-back centre liaison officers

5 regional recycling officers

Infrastructure and equipment

R4.5 million

in equipment and infrastructure support

47 small businesses supported

347 work opportunities sustained

3,824

waste pickers trading with supported buy-back centres

59 municipal partnerships

7 districts • 7 metros • 45 local

Communications and awareness



> 6.3 million reached by Petco content on various media platforms

6.1 million views of our *Unpack* docuseries

> 4,700 consumers engaged via mall activations

Petco's consumer and collector newsletters were read 230 815 times

Petco's stakeholder newsletter was opened 10 141 times by our members, and business and government reps

Separation at source

468

colour-coded bins delivered to 5 municipalities



Informal sector integration

R1.36 million

spent on waste picker-related activities

500 colour-coded bins

for African Reclaimers Organisation's Bordeaux project

Skills development

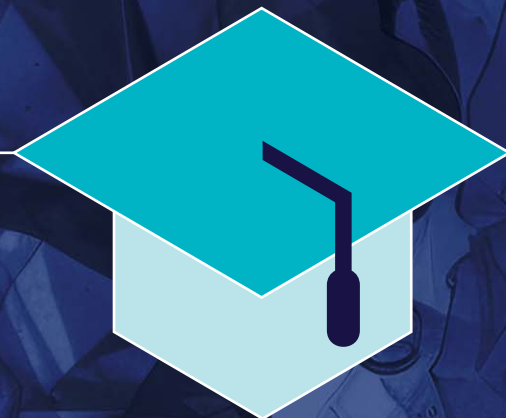
4,737

beneficiaries trained nationwide

- 5 accredited business courses
- 56 recycling workshops

R225 000 educational spend on learnerships and bursaries

- 7 beneficiaries



Environmental benefits

>29,000 tonnes

of recycled PET enabled for use in packaging

PET food-grade output capacity increased by 50,000 tonnes



>200% increase in LBP collection and recycling rates

- 26% collection rate • 24% recycling rate

76% collection rate and 70% recycling rate

- for PET bottles and jars

Targets met for 99%

- of the tonnage of identified products

> 340,000 tonnes of carbon emissions* alleviated

- = sequestration of $\pm 15,600$ hectares of spekboom
- *associated with virgin material production



Sustainable Development Goals

In driving a circular economy, Petco plays a key role as a sustainable development actor and partner. Our work is purpose-driven and aligns with several of the United Nations' Sustainable Development Goals (SDGs).

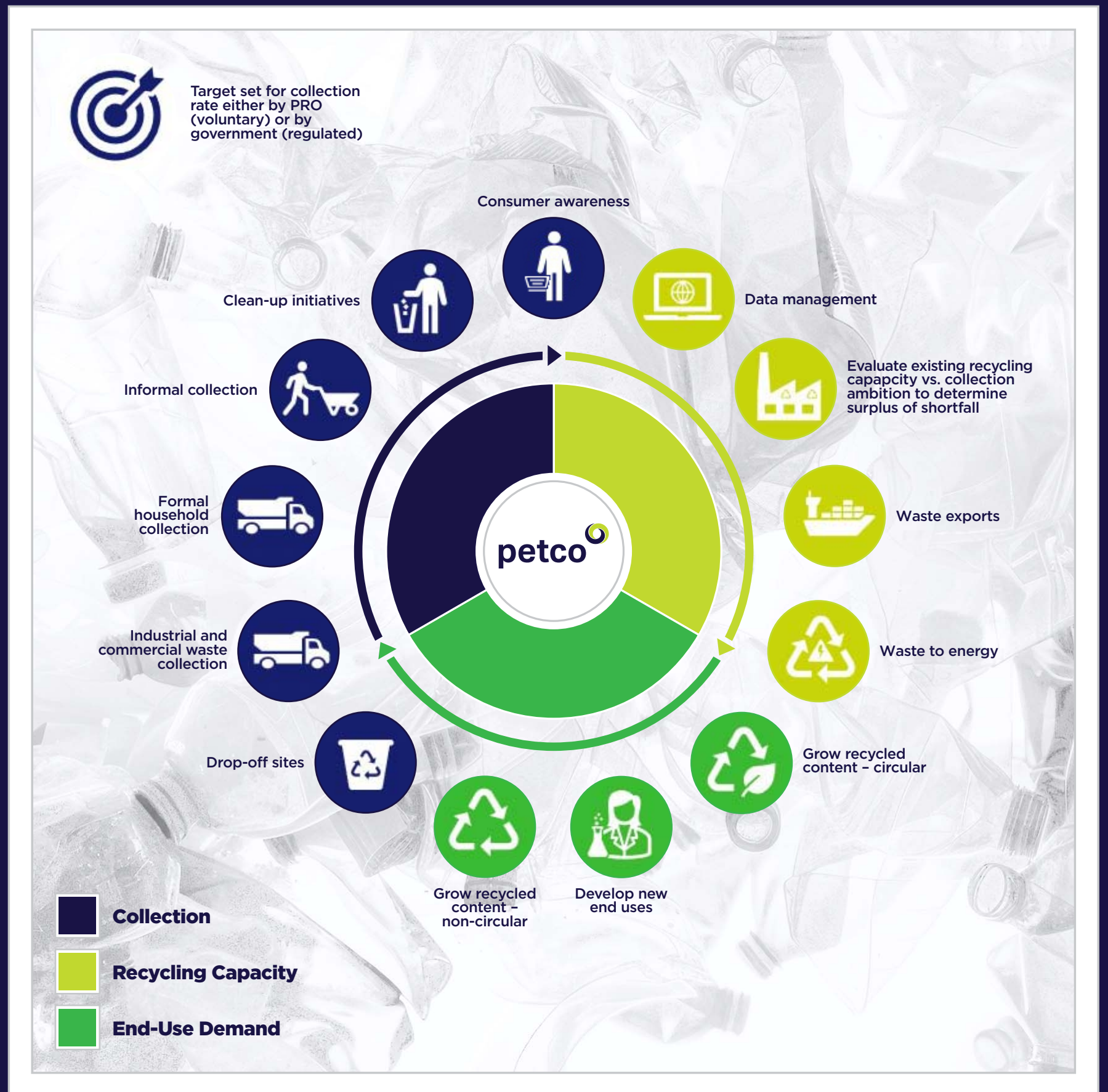


* The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.
Please visit:
www.un.org/sustainabledevelopment

Maintaining a Sustainable Value Chain

Developing a sustainable value chain is key to the longevity of successful EPR schemes and entails balancing collection ability, recycling capacity and access to end-use markets.

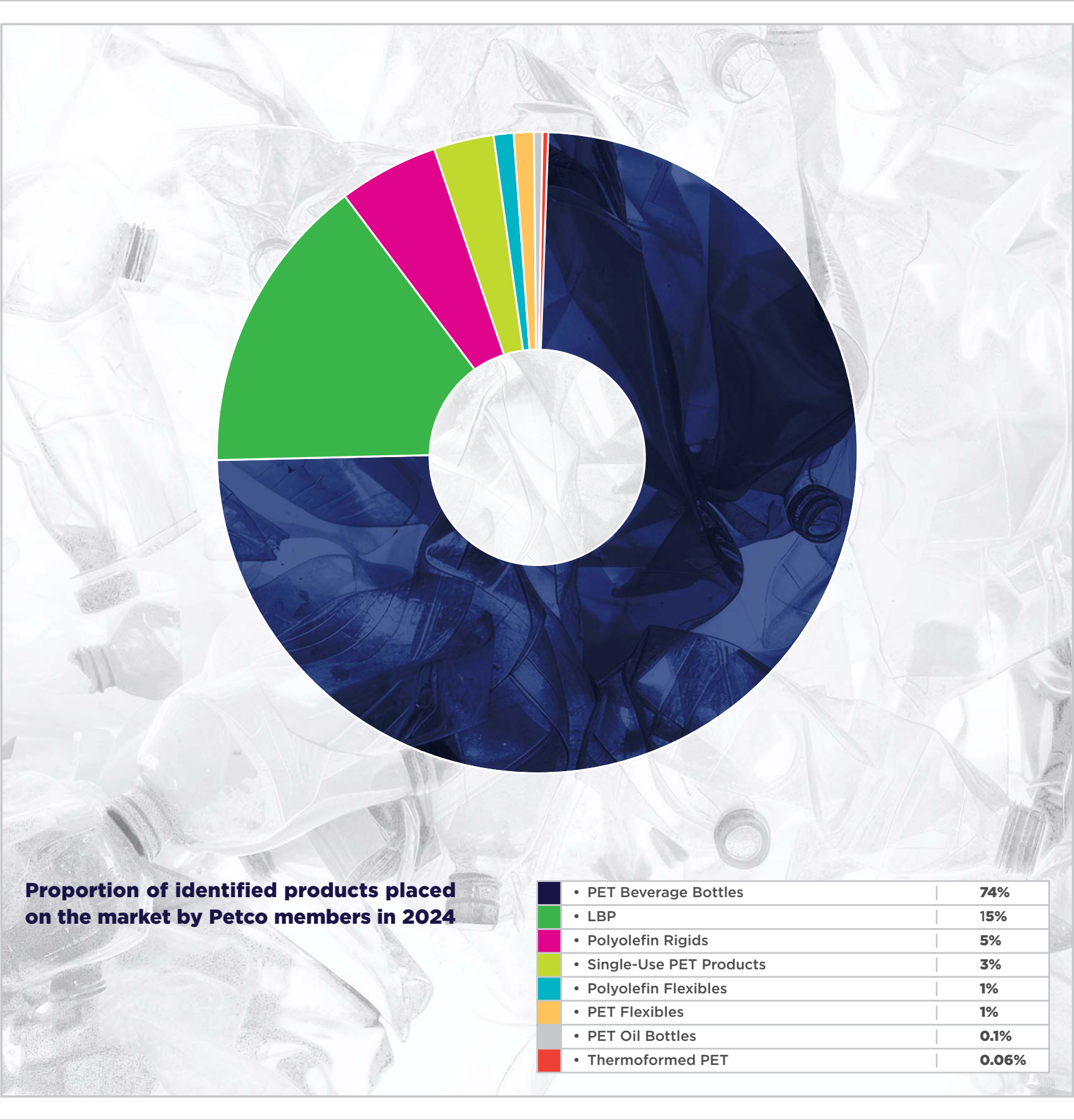
In the following sections, we explore how Petco maintained and built the post-consumer collection and recycling value chain in South Africa in 2024.



Products placed on the market

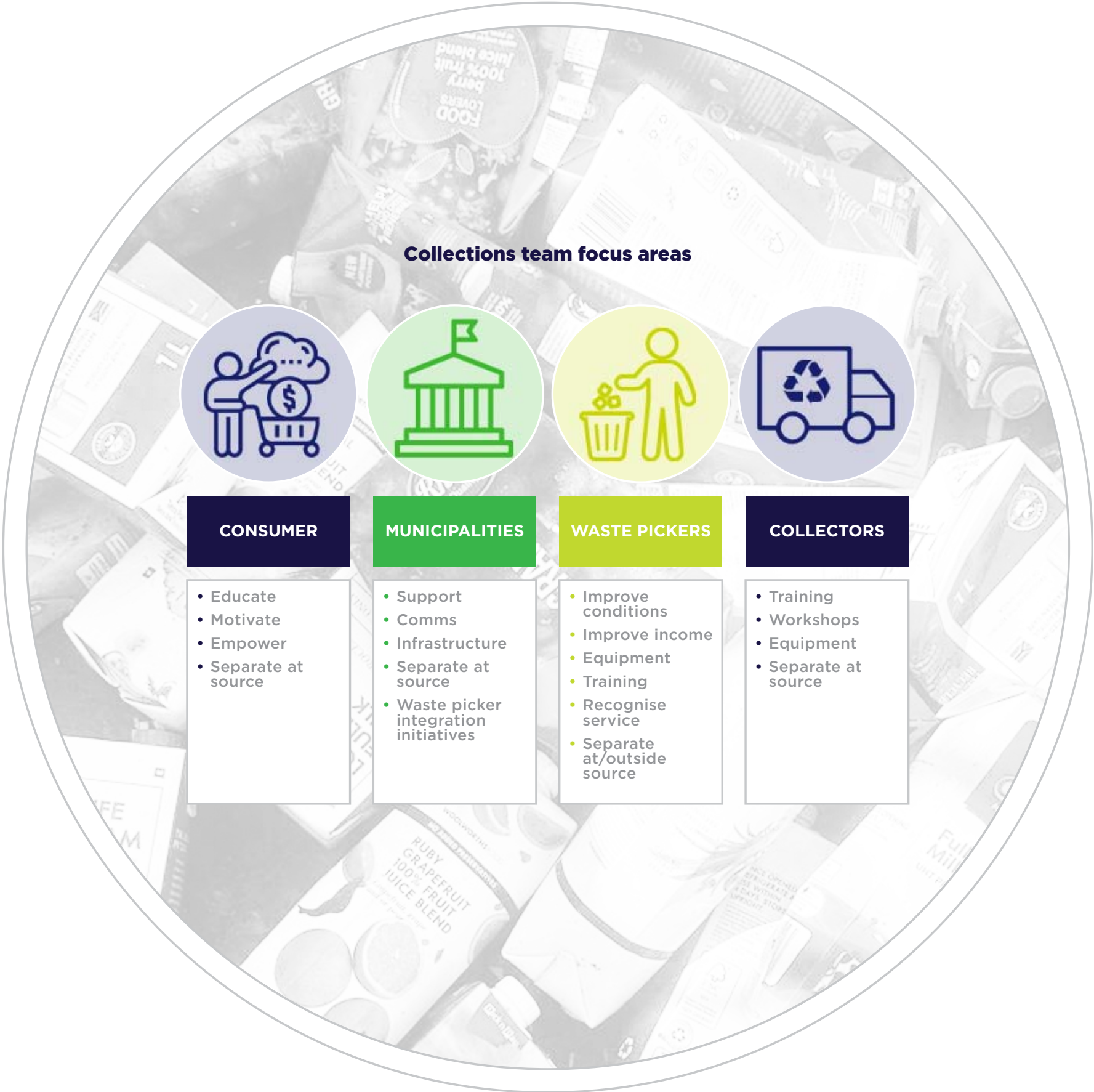
PET beverage bottles make up the most significant proportion (74%) of the identified products placed on the market (by weight) by Petco members. Following the introduction of the LBP EPR scheme in 2023, LBP currently constitutes the second largest product category (15%).

Petco collection and recycling targets for 2024 were determined by the Year 3 legislated EPR targets for the paper and packaging sector and were based on the tonnage of identified products placed on the South African market by Petco members.



Unlocking collection of identified products

To unlock collection of identified products along the value chain, Petco implemented a range of initiatives aimed at four core audiences.

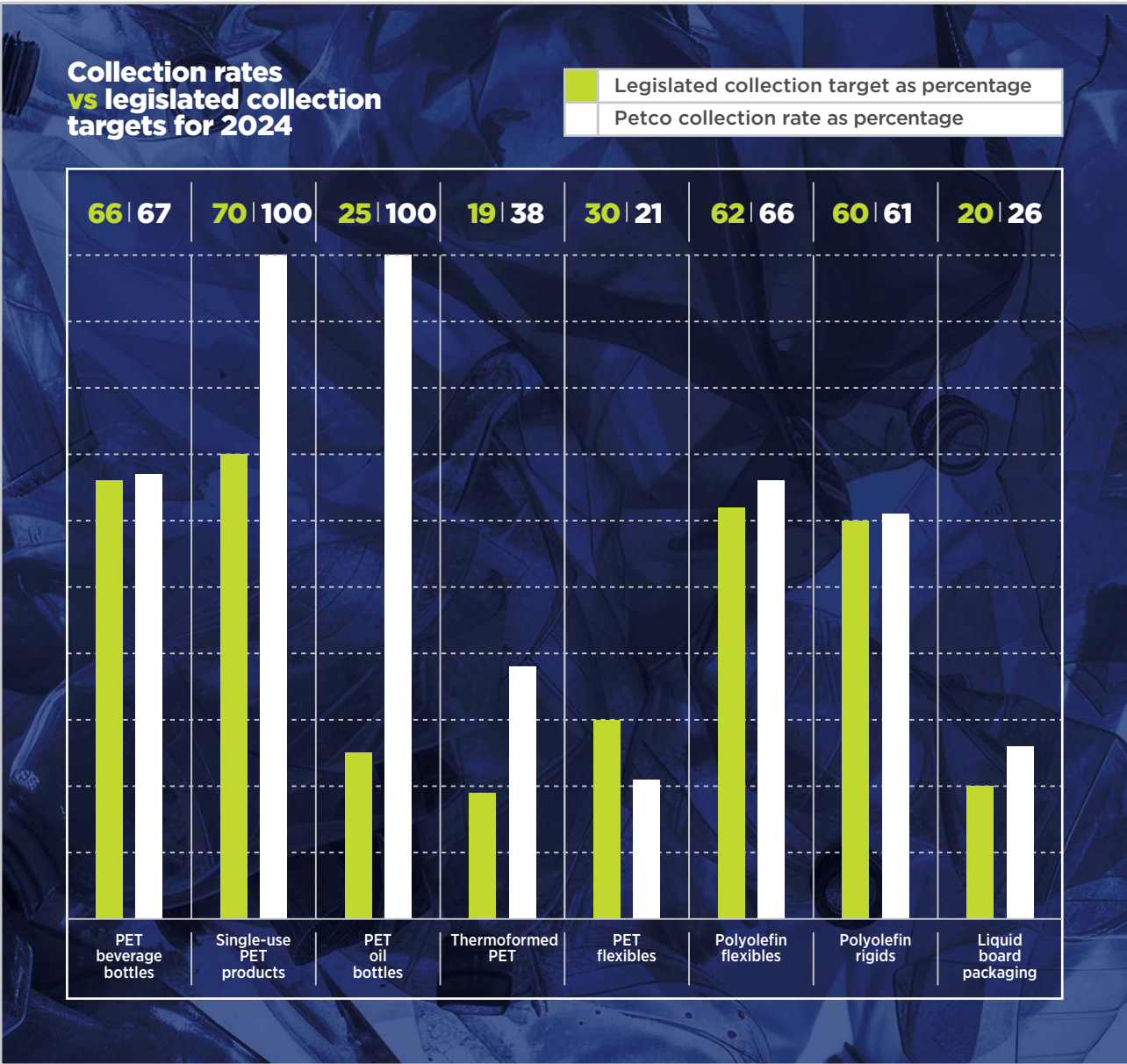


Post-consumer packaging diverted from landfill

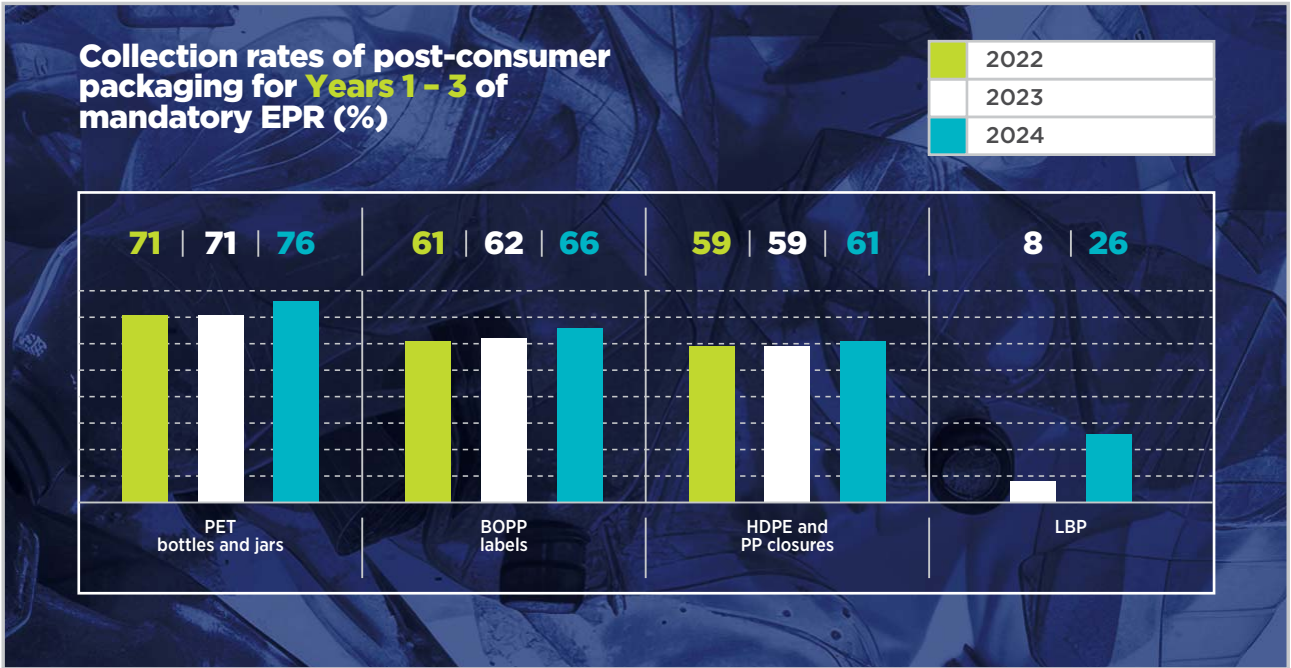
As a result of our collection efforts, in Year 3 of mandatory EPR, Petco has met the legislated collection target for 99% of the tonnage of identified products placed on the market by our members.

Since the implementation of mandatory EPR, Petco has successfully met the annual collection targets for PET bottles and jars, BOPP labels, and HDPE and PP closures, and increased these rates year on year.

Petco also reached 80% of the legislated LBP collection target in 2023, in our very first year of administering a scheme for LBP, and made significant progress to exceed the target by 6% in 2024.



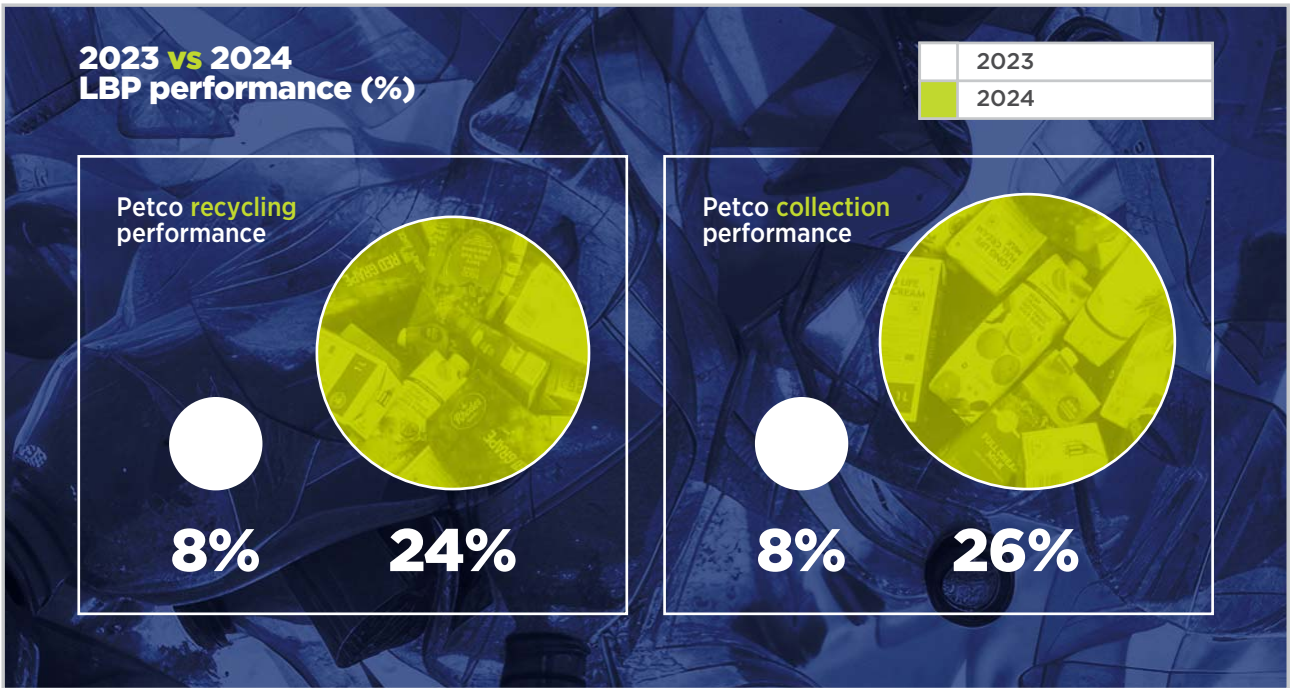
Over three years, Petco successfully enabled the diversion of 273 412 tonnes of post-consumer packaging from municipal landfills.



Successfully embedding the LBP scheme

The year 2024 marked a significant milestone for LBP collection and recycling. The strategy that was applied created a roadmap to sustainably unlock its collection across South Africa's nine provinces, establishing structured, community-

engaged, and environmentally impactful recycling programmes, and building both partnerships and supporting infrastructure. **The result: Petco collected three times more LBP volume in 2024 compared to 2023.**



Key to this success were the 212 LBP activations we conducted at buy-back centres countrywide to meet, inform and incentivise waste pickers.

Success story: One woman building a sustainable future for LBP

Meet Cecelia Mutsi – a passionate advocate for sustainability and waste management who took on the challenge of collecting LBP in 2024. As director of Camte Recycling, she is committed to growing her volumes by purchasing LBP from a group of women working at landfill sites around Virginia in the Free State.

Early challenges and progress

At the beginning of the year, Cecilia set her goal of collecting LBP material until, like other well-known materials, it reached the stability stage. The initial months were slow, with limited community participation and low collection volumes. However, Cecilia remained steadfast in her efforts, engaging with locals, businesses, and waste pickers to raise awareness about the value of LBP.

The turning point

On 26 August, Cecilia achieved a significant milestone when Camte Recycling hosted the launch of an initiative to collect and recycle used LBP beverage cartons in collaboration with Lejweleputswa District Municipality. This initiative resulted in a significant increase in LBP collection volumes. Petco handed over 300 bulk bags to assist with storage and transport of collected material and, on the launch day alone, 545 kilograms of LBP was collected.

Cecelia spearheaded further awareness campaigns, educating the public on the importance of recycling cartons and providing incentives for waste pickers. With improved logistics and expanded infrastructure, the buy-back centre saw a substantial surge in LBP material. Another LBP event was held on 25 October, when 2,148 kilograms was collected.

Impact and achievements

Since launching the LBP initiatives in the area, the buy-back centre has experienced exponential growth. Cecilia's leadership has been instrumental in fostering a culture of recycling, creating employment opportunities for 11 people, and promoting environmental sustainability. Her key achievements include:

- A significant increase in post-consumer LBP material collection.
- Increased community engagement and participation in waste management programmes.
- Economic empowerment of waste pickers through structured incentives.
- Stronger partnerships with environmental organisations and local municipalities.

Cecelia said working closely with Petco, our provincial buy-back centre liaison officer, and the district municipality significantly contributed to her LBP success.

Future outlook

She is committed to expanding the buy-back centre's operations and driving its impact by introducing new recycling streams, improving processing capabilities, and advocating for more robust waste management policies.

Cecelia's journey as a woman leader in the waste sector is a testament to the power of persistence and innovation. Through strategic partnerships and community engagement, she has transformed a struggling initiative into a thriving recycling hub, which is set to play a key role in sustainability efforts in the area.



Supporting small businesses

Petco recognises that SMMEs form the backbone of the value chain and are the gateway to unlocking greater tonnages of better quality, post-consumer recyclables. Petco, often in partnership with municipalities and/or corporate entities, offers equipment and training support to capacitate these businesses to grow and thrive.

In 2024, 47 small businesses, three municipalities and one school benefited from Petco infrastructure and equipment support.

Introducing an automated online application for project support

Moving the project support application process from a hard copy submission to an automated and digitised online platform marks a strategic advancement for Petco.

The automated process streamlines the selection criteria and improves operational efficiency. It also promotes consistency, accuracy, and sound record management. Significantly, it assists in furthering Petco's compliance with DFFE audit requirements. Creating a digital paper trail enhances transparency around the assessment and approvals process, particularly for requests exceeding the R100,000 threshold, which Petco's newly formed value chain committee evaluates for project approvals.

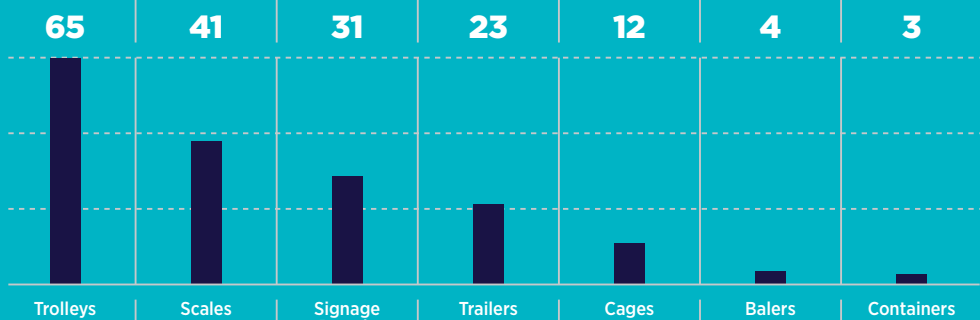
Total number of infrastructure projects supported

51

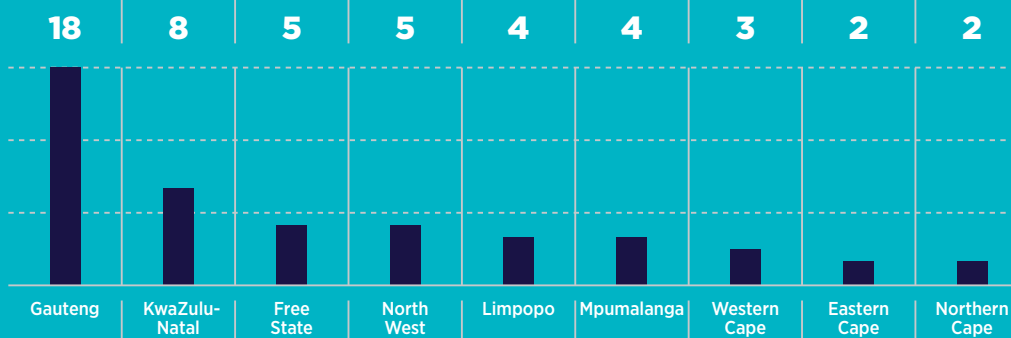
Total amount spent

R4,59M

Quantity of equipment by type of equipment



Number of supported BBCs by province



Helping to sustain the livelihoods of:

Female-Owned Businesses

19



Male-Owned Businesses

29



Employees

347



Waste Pickers

3,824



Success story: Cleaning up Jozi while creating income opportunities

Registered in 2018, TK Recycling is an established buy-back centre operating in Judith's Paarl, Johannesburg. This Gauteng-based SMME is owned and managed by black woman entrepreneur Mary Maphula, who has a keen interest in waste management and recycling.

TK Recycling employs seven people to collect and sort a variety of recyclables, such as plastics, paper (including LBP), glass, and cans. It purchases recyclables from companies, waste pickers, and landfill sites in Devland, with collection areas encompassing Soweto, Alexandra, Actonville, and Johannesburg.

With Petco's help, TK Recycling has grown its PET collection volumes from 14 to over 25 tonnes per month.

Petco supported TK Recycling with:

- **Site signage**
Strategically installed outside the premises, the signage makes it easier for customers to find and engage.
- **Personal protective equipment**
To ensure staff safety while they carry out their work.
- **A 6-metre trailer**
This enables the handling of bigger loads and streamlines logistics.
- **An H15 baling machine:**
This has dramatically increased processing capacity and operational efficiency.

Mary says:

“Your sponsorship has had a tremendous impact on our business, enabling us to grow and operate more efficiently while continuing to serve our customers and community with excellence. Your belief in our mission has not only strengthened our ability to operate effectively but has also given us the confidence to expand. We are thrilled to share that we are growing and will soon be opening our second branch, a milestone we could not have reached without your invaluable support.

Thank you once again for being a true partner in sustainability. We look forward to continuing this journey together and making an even bigger positive impact.”



Skills development

Knowledge is power – and some 4,570 people were empowered by attending the 56 recycling awareness workshops hosted by Petco in 2024.

These workshops form the first tier of the overall training programme for collectors, covering types of recyclable packaging, correct methods for identifying and sorting recyclables, effective collection, separation, and recycling techniques, as well as the environmental and socio-economic impacts of their work. Guidance is also shared on how to start and/or grow a sustainable business.

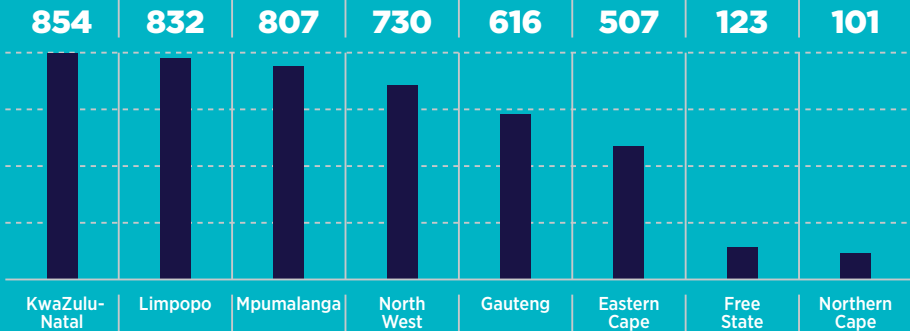
Taking it to the next level, the five accredited business training sessions gave collection business owners the tools to manage their finances, implement action plans, mobilise resources and improve their quality systems, time management and productivity.

Building more sustainable and productive businesses helps Petco expand its reach and unlock collections of identified products.

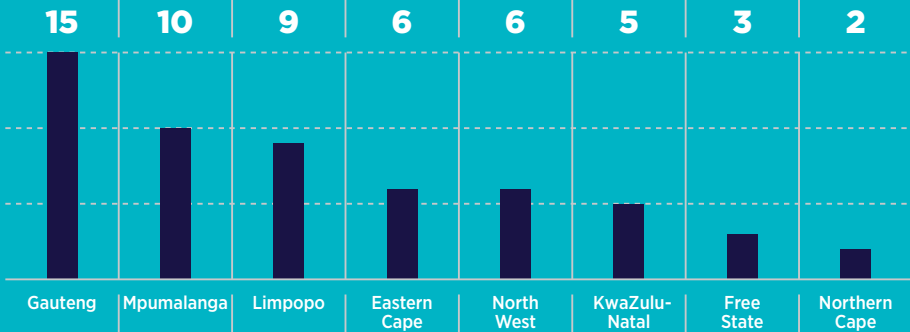
Total number of collector recycling workshops
56

Total number of attendees
4,570

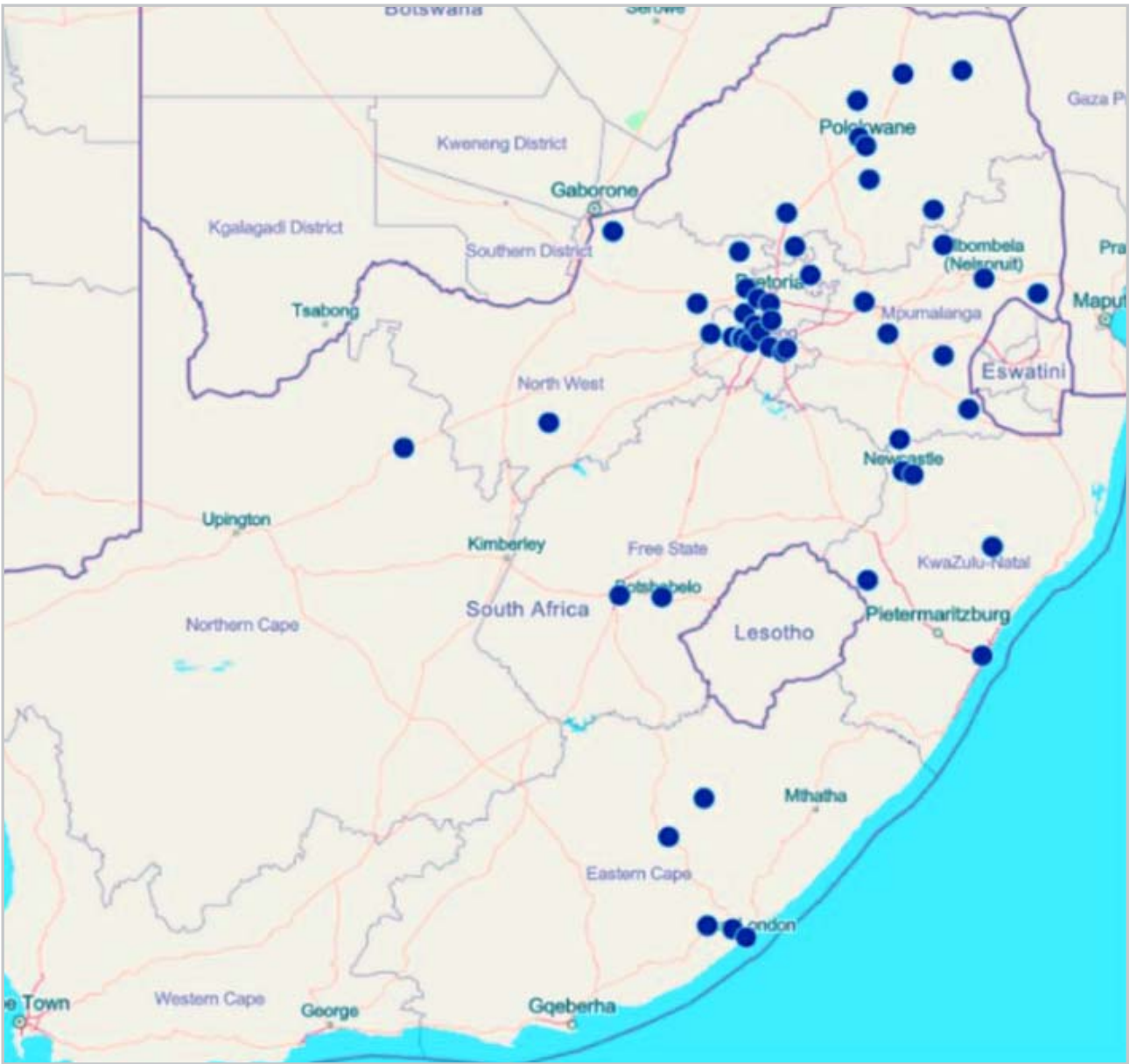
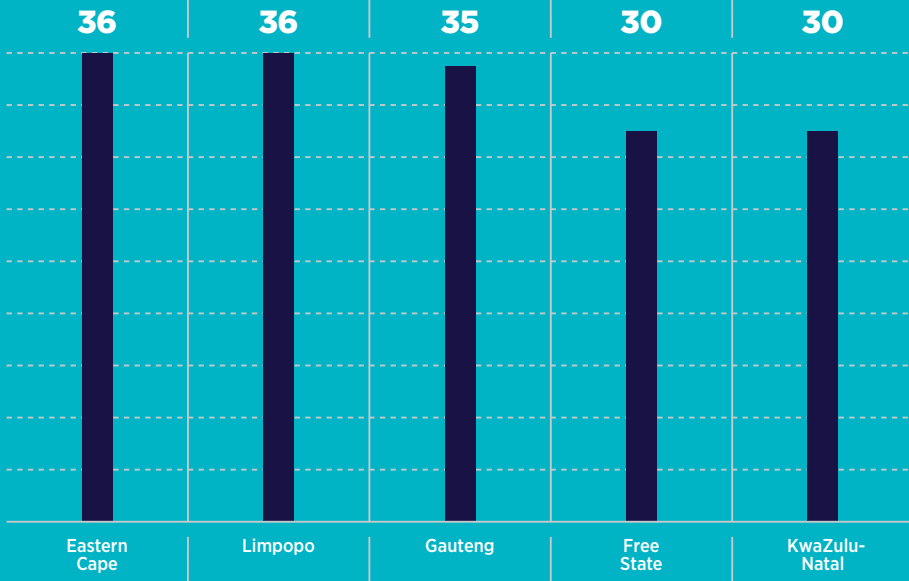
Number of collector recycling workshop attendees by province



Number of collector recycling workshops conducted by province



167
aspiring recycling entrepreneurs received accredited business training



Working with municipalities

We continued our drive to strengthen public-private partnerships by working closely with all spheres of government – from national to local municipal level. This included supporting separation-at-source projects and raising awareness through workshops and training for municipal officials, SMMEs, cooperatives, and waste pickers.

By encouraging the implementation of waste picker projects, we helped to divert waste from landfills, increase kerbside collections, and enhance the availability of infrastructure for collection, sorting, and storage.

Municipal engagements are a key part of the Petco model. They are not only a legislated requirement, but also help to scale and maintain sustainable initiatives.

59 municipalities (total):

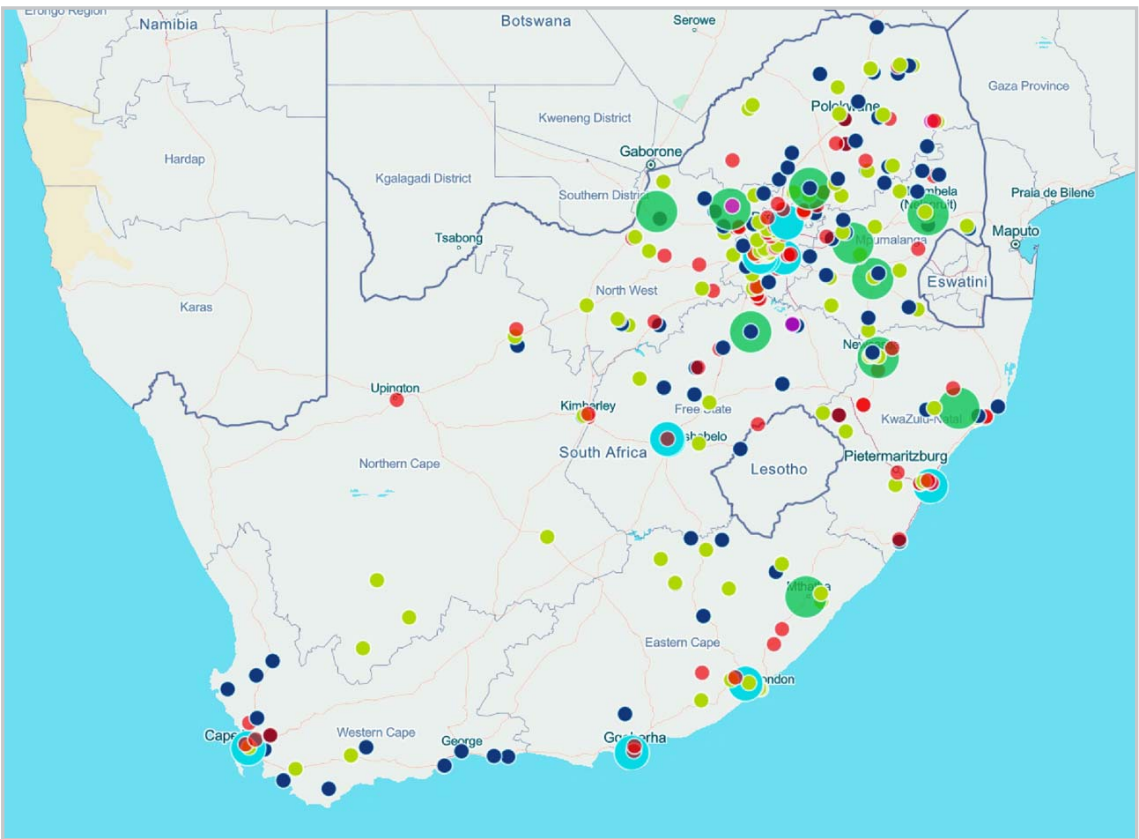


9 provinces

Additionally, five municipalities in four provinces received 468 colour-coded bins for their separation-at-source initiatives.

Progress across the mandatory EPR period

Over the first three years of mandatory EPR, Petco has invested in infrastructure and skills development, in partnership with municipalities, across South Africa.



• Infrastructure projects supported	249
• Collector recycling workshops	173
• Accredited business training sessions	11
• Local municipal collaborations / engagements	115
• District municipal collaborations / engagements	12
• Metro municipal collaborations / engagements	15

Informal sector integration

Guided by the waste picker integration guidelines, and aligned with the EPR regulations, Petco supported various individuals and waste picker projects by providing training, infrastructure and equipment as well as paying the waste picker service fee and investing in the necessary infrastructure to facilitate this payment.

Supporting waste picker integration

Petco supported the African Reclaimers Organisation (ARO) with 500 colour-coded bins for their separation-at-source project in the northern Johannesburg suburb of Bordeaux. The project encouraged residents to separate recyclable packaging from their general household waste, with the recyclable materials collected by reclaimers working in the area. This initiative is an excellent example of efficient separation at the source, where reclaimers are integrated into the formal collection system.

Petco spent R1.3 million on equipment, PPE, trading systems and projects to help waste pickers earn a livelihood safely, efficiently and with dignity.

Waste picker service fee

During the mandatory EPR period, Petco has invested extensive financial and human resources to enable the payment of the waste picker service fee.

In 2021, in a project funded by The Coca-Cola Foundation, Petco partnered with BanQu to introduce their trading system at buy-back centres. The system accurately records and tracks recycling transactions with waste pickers while providing a real-time business management tool. The goal was to use the trade data captured on the platform to enable the payment of the waste picker service fee.

In 2022, Petco partnered with Lariat Technologies to increase our access to electronically captured transactions between buy-back centres and waste pickers, which will support the further roll-out of the waste picker service fee.

Through these partnerships, Petco has access to trading information across a network of buy-back centres and over 14,000 waste pickers to enable payment of the waste picker service fee.

In addition to supporting the implementation of trading systems, Petco also reviewed and trialled several payment solutions, including 6DOT50, Amplo Play, Shoprite Money Market and Cellbux.

Petco has spent over R5.3 million since 2021 on procuring systems, registrations and cashless payment solutions for buy-back centres and waste pickers. Further amounts were spent on the payment of the waste picker service fee and registration drives, employing personnel who conducted the waste picker integration activities, creating awareness among waste pickers about service fee payments, and conducting surveys to get feedback about payments made to date.

The South African Waste Picker Registration System (SAWPRS) was introduced to register waste pickers and provide a secure, auditable, and well-governed registry of all waste pickers in South Africa. It was hoped that the BanQu and Lariat trading platforms would integrate with SAWPRS to enable the large-scale payment of the waste picker service fee. However, due to various challenges, this has not yet materialised.

Through the trialling of various trading systems and payment solutions, Petco has gathered valuable learnings which will be used to inform and scale up the payment of the waste picker service fee going forward.

Waste picker service fee: Outreach project

In December 2024, Petco collaborated with research partner, Aquila Environmental, to conduct fieldwork at selected BanQu buy-back centres to create awareness among waste pickers about service fee payments and get feedback about payments made to date.

This research entailed:

- Developing educational materials.
- Engaging with four buy-back centres in Mpumalanga, Limpopo, Gauteng and the Eastern Cape.
- Connecting with the waste pickers who visit these buy-back centres.

Fieldworkers were appointed, with one stationed at each buy-back centre for five days. The fieldworkers surveyed 368 waste pickers, providing Petco with valuable on-the-ground insights that will help structure a more effective approach to cashless payments.

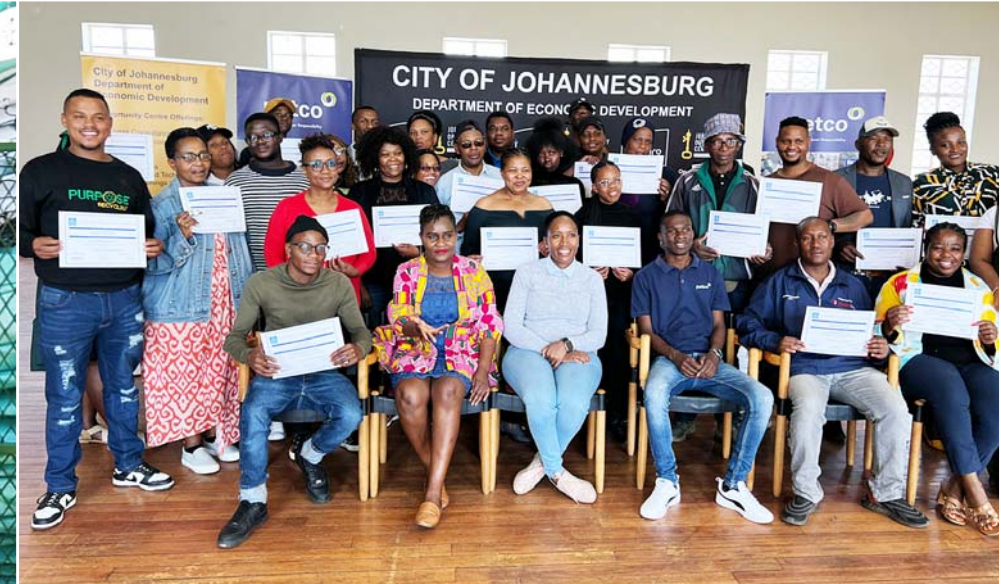


Success story: Co-op working with purpose to clean up Eldorado Park

Purpose Recycling is a co-operative run by eight like-minded community members who wanted to clean up the streets of Eldorado Park, Gauteng. It is spearheaded by local entrepreneurs Shannon Shaun Boer and Audry Caster, and operates from a municipal garden site, reclaiming waste from households, worship centres, businesses and schools.

Part of a community that endures high unemployment, Purpose Recycling offers hope to fellow residents by helping them focus on environmental stewardship while earning a living. In October, Petco, in partnership with the City of Johannesburg, provided Purpose Recycling with accredited business training to improve its record-keeping and operational efficiencies. Petco followed this up with equipment support in the form of an industrial platform scale for weighing recyclables, 100 bulk bags to enhance sorting and storage, and personal protective equipment (PPE) to ensure safety, dignity and professionalism.

“One of the benefits of having PPE is that schools and the community can recognise us and allow us to collect recyclables.”
says Shannon.



Expanding our national presence and adding capacity to the sector

A pivotal focus in 2024 was resourcing and growing our presence on the ground in every province. A group of 10 young and energetic graduates was appointed as buy-back centre liaison officers to enhance the collection and recycling of LBP countrywide.

Their strategic role is to strengthen and improve coordination throughout the value chain, address regional collection challenges, and foster local solutions. These officers serve as key contact points, linking buy-back centres, waste pickers, municipal authorities, and industry stakeholders.

Additionally, five regional recycling officers were appointed to focus on increasing volumes of other identified products in every province to deliver significant environmental, social and economic benefits.

Going beyond being a PRO: bursaries, learnerships and internships

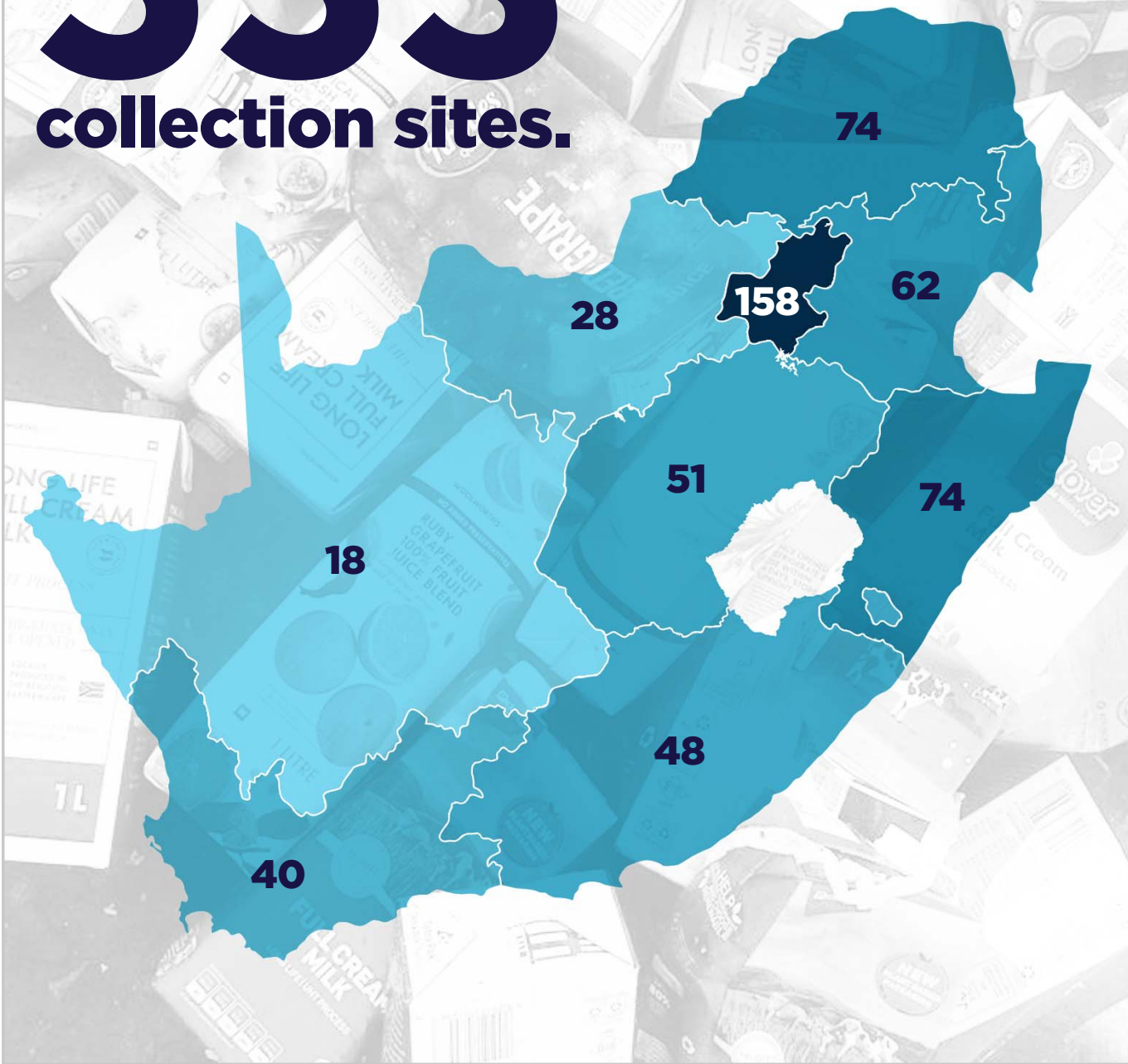
Investing in learnerships, bursaries, and internships has made a significant contribution to skills development, transformation, and economic empowerment across diverse demographic groups. Upskilling individuals from previously disadvantaged backgrounds, including women, youth, and persons with disabilities, facilitates greater inclusion and representation in various industries.

These sponsorships enhance employability and career opportunities for beneficiaries and have contributed to a more skilled workforce in South Africa. The internship programme, particularly the partnership with Safripol under the YES 4 Youth Programme, has played a crucial role in providing work experience and long-term employment opportunities, with four interns successfully absorbed into permanent positions at Petco.

In 2024, R225,000 was allocated to learnerships and bursaries for seven learners.

During the mandatory EPR period, approximately R600,000 has been invested in bursaries and learnerships, benefiting more than 21 students from previously disadvantaged backgrounds.

Together,
the buy-back
centre liaison
team supports
553
collection sites.



Success story:
Neo Tsiu –
Bursary recipient
with multiple
distinctions

PGDip Sustainable Development (Stellenbosch)

“I am incredibly grateful for the Petco bursary I received, as it came when I had no other financial support for my studies. The funding allowed me to focus entirely on completing my Postgraduate Diploma in Sustainable Development. While it did not cover my full tuition, it provided crucial relief, enabling me to continue my studies without overwhelming financial burdens and stress.”



Encouraging consumer
behavioural change

Petco has a dedicated programme of work aimed at creating awareness about recycling with consumers and thereby encouraging their participation therein. Central to the successful roll-out of EPR is the key role that consumers have in separating their recyclable materials from their general waste. A summary of the highlights from Petco’s consumer awareness activities for 2024 is presented below:

Raising awareness about the collection and recycling of packaging and EPR:

- Our media coverage reached over 6.3 million people – an audience that includes consumers, business and government representatives, and people carrying out projects on the ground. They learned about the work we do, the value of recycling, and how to separate and collect recyclable packaging.
- Audiences engaged with Petco content on LinkedIn, growing this platform to 8,885 followers, which has grown organically and incrementally with 65,000+ content views.
- Launched a WhatsApp channel in May to share updates, recycling tips and resources.
- *Unpack* docuseries explaining complex collection and recycling topics in simple terms and busting common myths garnered over 6.1 million views across various digital platforms.

Providing access to resources to support the collection and recycling value chain:

- Shared practical information about where, who, how to start collecting recyclable packaging.
- Petco’s consumer and stakeholder newsletters, *The Round Up* and *The Circular*, enjoyed high open rates of 35% and 54% (increasing by 2% and 15% since last year), with over 36,000 subscribers.
- WhatsApp Business had 40,000+ interactions, answering common questions from consumers and collectors.

Building an engaged community:

- Strong and growing presence on Facebook (66,000 followers) with high engagement (high content engagement of 1.1K, where others typically have 266).
- Conversations focus on recycling participation, training, and equipment support.

Encouraging public participation:

- Sponsored clean-ups, bags, collateral, and attended events and exhibitions.
- Hosted webinars on building sustainable recycling practices.
- Attended key exhibitions and engaged stakeholders, including government officials.
- Mall activations reached more than 4,700 consumers.
- Petco gained over 5,000+ additional newsletter sign-ups.

Connecting and educating

Unpack Docuseries

In September, during Clean Up and Recycle Week, Petco launched *Unpack* – a docuseries to address common recycling misconceptions and showcase our work. Through interviews with key stakeholders and our team, we highlighted how a strong recycling culture can benefit South Africa. The series performed exceptionally well, with over 3 million views on YouTube, helping to increase awareness of Petco’s role as a thought leader in the sector.

You can view the docuseries by clicking [here](#).

Petco Awards

The annual Petco Awards celebrates individuals, businesses, and organisations making a difference in collection, recycling, and waste minimisation. We recognised nine winners across six categories, awarding each recipient R30,000 worth of support, along with industry exposure. This initiative helped highlight best practices in recycling and strengthened our connections with key players in the sector.

A year of impact

Coast-2-Coast clean-up campaign

Petco supported Save-a-Fishie's Zoe Prinsloo on her clean-up journey that removed 3.6 tonnes of litter from our country's beaches and rivers. Engaging with her growing social media audience of environmentally conscious South Africans helped Petco promote awareness of plastic waste and encourage anti-littering behaviour.



Plant the Seed educational video

Petco co-sponsored this video on PET plastic recycling, which explained what PET is, why recycling is important, and how to get involved, to a broader audience interested in sustainability. We also provided technical input into two additional videos in the series.



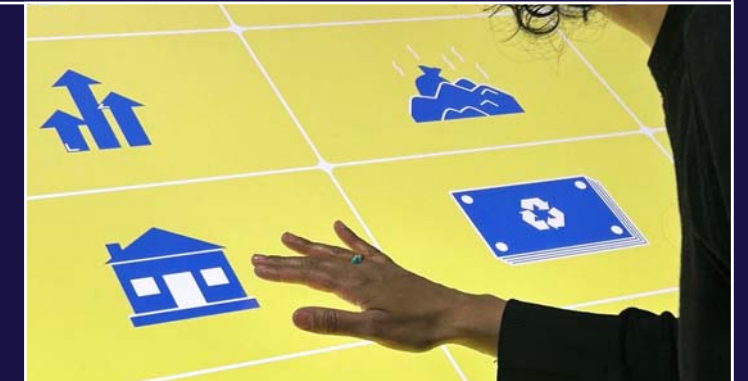
Youth Skills Day

Petco hosted an event in Johannesburg introducing young people to career and business opportunities in the collection and recycling sector to inspire future skills development and job creation.



Reasons to Recycle mall activation

During Recycling Month, Petco ran 'Reasons to Recycle', a consumer-focused activation at eight malls in Cape Town and Johannesburg. Brand ambassadors used interactive displays to engage and reward shoppers, answer common recycling questions, and share the benefits of recycling.



International Solid Waste Association World Congress

Petco exhibited at the ISWA World Congress, connecting with government and industry stakeholders. We also showcased the advancements in PET recycling, escorting the Deputy-Minister of the DFFE on a visit to Extrupet's new bottle-to-bottle facility in Cape Town.



My Cape Town Market

Petco promoted separation at source at this City of Cape Town event, sponsoring the collection, safety vests for staff, and on-site signage guiding marketgoers to separate recyclables. Of the 554 kilograms of recyclable packaging collected, 185.5 kilograms was PET bottles.



Growing consumer reach in mandatory EPR

Petco media reach: 2022 - 2024



Broadcast	Online	Print
1 795 200	71 763 952	32 442 610
30 402 408	28 697 986	4 139 098
393 373 769	9 900 245	2 059 542

The table shows a dramatic shift in Petco’s media reach from 2022 to 2024. While online and print reach declined, broadcast reach increased from 30 million in 2023 to over 393 million in 2024. This includes Petco mentions in media coverage of the PRO Alliance.

These results, which span all earned (not paid for) media coverage, highlight the growing impact of broadcast media, such as radio and TV, in amplifying Petco’s messaging and public awareness efforts.

Social media growth (followers/subscribers) 2022 - 2024



f	in	ig	yt	en
63 770	7 627	2 912	1 797	30 549
65 614	8 234	3 033	1 930	36 794
65 979	8 878	3 120	2 210	45 672

Petco’s social media and newsletter subscriber growth from 2022 to 2024 demonstrates the success of our digital communication efforts and that our messages continue to resonate with audiences. While our strategy prioritises meaningful engagement over follower counts, we have still seen steady growth across all platforms.

Facebook remains our strongest channel, with nearly 66,000 followers, alongside encouraging increases on LinkedIn and YouTube. Notably, our newsletter subscriber base grew from 30,549 in 2022 to 45,672 in 2024 – despite the bi-annual removal of inactive subscribers – highlighting the value stakeholders place on our content.

YouTube Statistics

Over the past three years, we made a strategic decision to prioritise video content across our digital platforms – and the results clearly demonstrate the impact of that focus. From 2022 to 2024, total video views skyrocketed from just over 850,000 to an impressive 6.2 million, reflecting a more than sevenfold increase. Watch time grew even more significantly, jumping from 29,600 hours in 2022 to 236,400 hours in 2024 – an eightfold rise that signals not just broader reach, but deeper engagement.

This sustained viewer interest is further supported by the steady growth in subscriber numbers, which nearly doubled over the period. These upward trends affirm that video has become a powerful tool for audience connection, education, and brand visibility.

Visit our YouTube channel [here](#).

YouTube views 2022



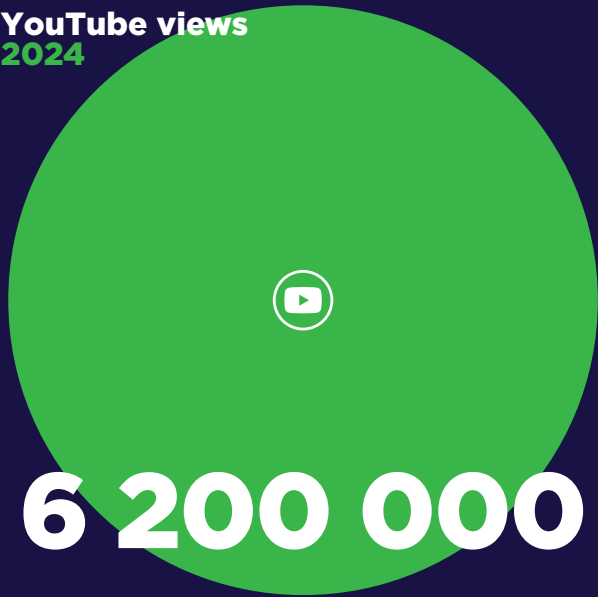
853 500

YouTube views 2023



3 200 000

YouTube views 2024



6 200 000

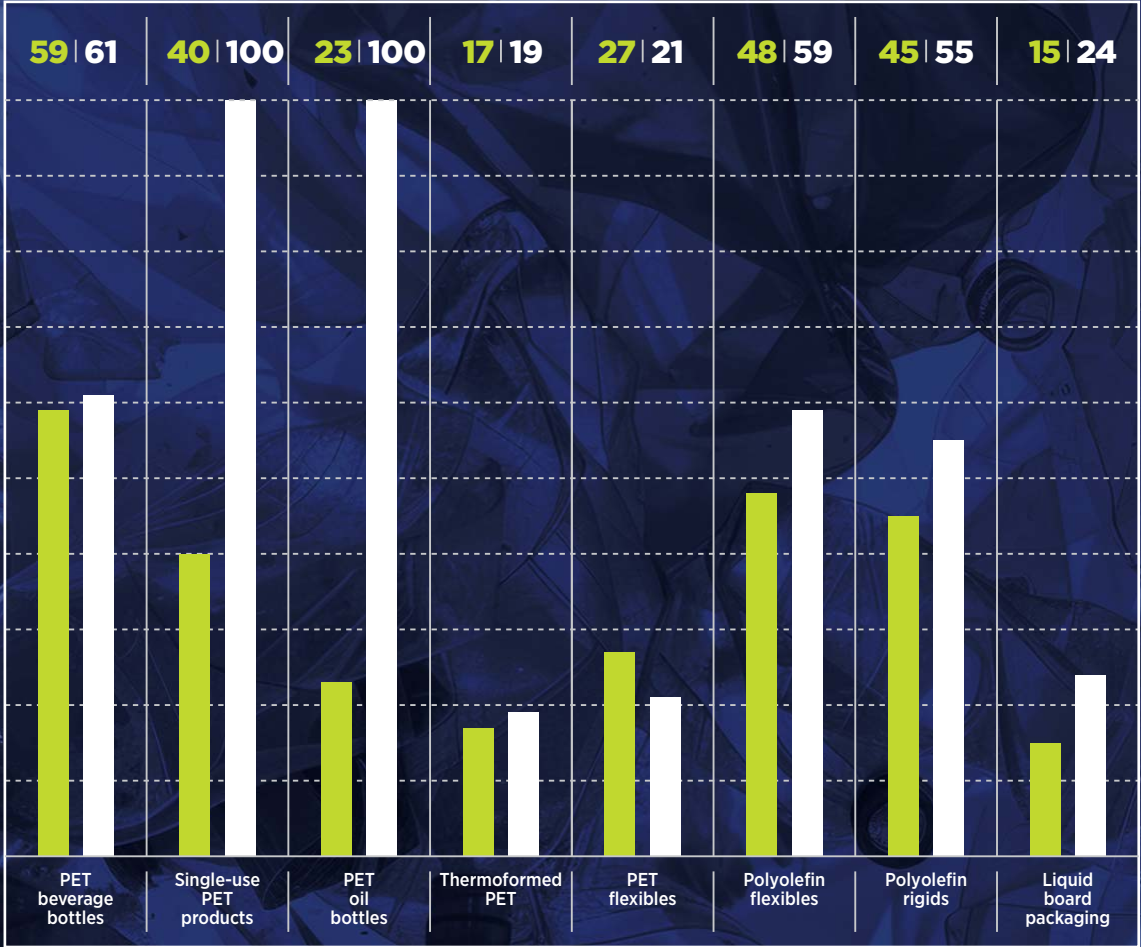
Enabling recycling of post-consumer packaging

Meeting the legislated recycling targets

In Year 3 of mandatory EPR, Petco achieved the legislated recycling targets for 99% of the tonnage of identified products registered with us.

Over the course of the mandatory EPR period, 255 529 tonnes of Petco identified products went into raw materials for new markets.

Recycling rates vs legislated recycling targets for 2024



■ Legislated recycling target as percentage
■ Petco recycling rate as percentage



Growth in PET recycling capacity

Recycling capacity for PET bottles and jars within Petco's contracted recyclers remained relatively consistent within the first two years of the mandatory EPR period, before undergoing significant growth in 2024.

In the year under review, Extrupet launched a new R300 million food-grade line in their Cape Town facility which brings an additional output capacity of 15,000 tonnes of food-grade PET.

Likewise, Petco member ALPLA entered the South African PET recycling market, investing 60 million

euros in a new plant in KwaZulu-Natal. After one-and-a-half years of construction, the opening of the plant was announced on 31 October. From 2025, the Ballito plant will produce up to 35,000 tonnes of recycled PET (rPET) per year.

These significant investments increase the PET food-grade output capacity by 50,000 tonnes, allowing for the conversion of even more post-consumer plastic waste into high-quality, food-grade rPET, thereby ensuring that Petco members and the broader PET sector have the ability to meet their legislated requirements.

Financial injection to the collection and recycling value chain

Financial support

The Petco model is based on balanced attention to all aspects of the value chain, including analysis of price drivers and healthy competition at both a collector and recycler level.

R70 million was injected into the collection and recycling value chain as financial support to our contracted recyclers. Partnering with recyclers by offering them contractual security helps them drive capacity improvements and investments in end-use markets. Furthermore, the financial support allows recyclers to invest downstream of the value chain by improving the street value of post-consumer packaging.

In 2024, Petco's contracted recycling partners purchased post-consumer packaging materials to the trade value of approximately R470.5 million.

To date, under mandatory EPR, Petco has contributed a total of R192 million in financial support and our contracted recycling partners have purchased approximately R1.4 billion in post-consumer packaging.

Increasing the street value of LBP

Petco has steadily increased the trade value of LBP since January 2023, when we began administering an EPR scheme for it. This was made possible through financial support to our LBP recycling partner to increase the gate price paid.

Higher material prices incentivise collectors by increasing their earnings. This impact is evident in the 18% increase in the LBP collection rate from 2023 to 2024. Petco remains committed to improving the street value of LBP, ensuring that more collectors view it as a valuable resource worth collecting.

Changing demand for PET

The low PET gate price, which had been evident throughout 2023, continued into the summer of 2024, but began rising again in March as competition for local bottles increased due to additional rPET capacity of Extrupet in Cape Town, and ALPLA in Ballito.

Although rising prices benefit collectors by increasing their income, they pose challenges for recyclers and packaging producers. As the price of their feedstock climbs, recyclers face tighter profit margins threatening the sustainability of their businesses and forcing them to increase the price of recycled material. This, in turn, increases raw material costs for producers incorporating recycled PET into their packaging.

In 2024, rPET resin was at a 20% to 30% premium to virgin PET, which can result in an increased reluctance to pay the price for rPET despite legislative requirements, as seen in the European markets.

The true cost of poor packaging design

The market for recycled material depends on the confidence in the technical integrity of the recycled material. To achieve good quality recycled material, it is imperative that the feedstock is also of good quality. Without a demand for recycled material, there is reduced economic stimulus throughout the value chain which could result in its collapse. Ultimately, producers will not be able to meet their collection, recycling, and recycled content targets.

When packaging is not designed for recycling, it can have a number of severe impacts:

- Increased recycling costs associated with additional labour costs for manually sorting non-recyclable packaging, and its transport and disposal.
- Lower prices for material with lower end-use market value, impacting the livelihoods of those who operate in the collection value chain. A clear example of this is the varied price of green, amber, and clear PET bottles.
- Brand owners who place non-recyclable packaging on the market are unable to meet legislated collection and recycling targets as their packaging ends up at landfill.
- Non-recyclable packaging exacerbates the national challenge of limited landfill capacity and may end up in the environment.
- Contamination of recycling waste streams with non-recyclable packaging.
- Damage to recycling infrastructure, resulting in recyclers losing production time and having to prematurely replace or repair equipment.

Petco collaborates with our members to ensure packaging is designed for recycling and aligned with circular economy principles. In addition, the latest edition of our *Packaging Design Guidelines* provides the essential how-to guide on designing PET and liquid board packaging that works for products and for our planet. Download the document [here](#).



Developing end-use markets

End-use demand for recycled material is one of the three key factors required to maintain a balanced, sustainable value chain. It is essential for the successful implementation of EPR.

As a composite material, LBP is made up of paperboard, polyethylene, and aluminium. The output recycled materials therefore comprise 75% paperboard, and 25% poly-aluminium as the polyethylene and aluminium components are extruded together to produce poly-aluminium pellets.

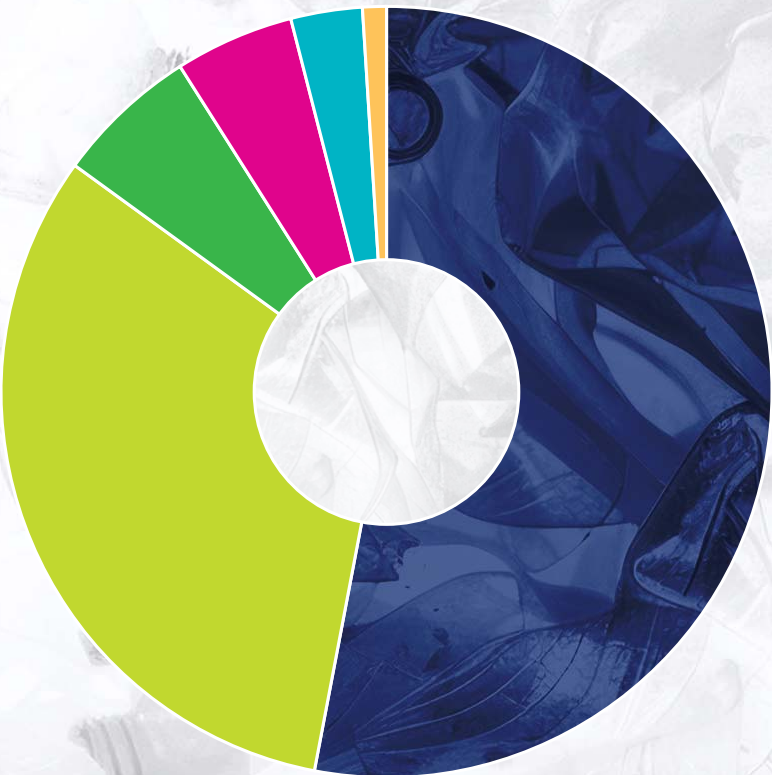
In 2024, food-grade rPET resin accounted for 32% of all recycled plastics output enabled by Petco.

While food-grade resin is an area of increasing focus, fibre remains a critical end-use for processing low-value and coloured PET bottles. In 2024, fibre accounted for 53% of recycled materials output.

Polyolefins from PET bottle caps and labels represent a smaller portion of the materials registered with Petco, with recycled polyolefins making up 6% of recycled materials output.

Petco remains committed to advancing a circular economy by promoting food-grade rPET as the preferred end-use for post-consumer PET packaging.

Petco members have collectively met the rPET inclusion targets for 2024. We continue to advocate for increased usage and would like to work towards a markedly higher rPET inclusion industry norm.



End-use applications for recycled PET bottles and jars 2024

• Fibre	53 %
• Food-grade	32%
• Polyolefin applications	6%
• Geotextiles	5%
• Strapping	3%
• Bottle to flake	1%



End-use applications for recycled LBP 2024

• Paperboard applications	75%
• Poly-aluminium	25%

Growing recycled LBP end-use markets

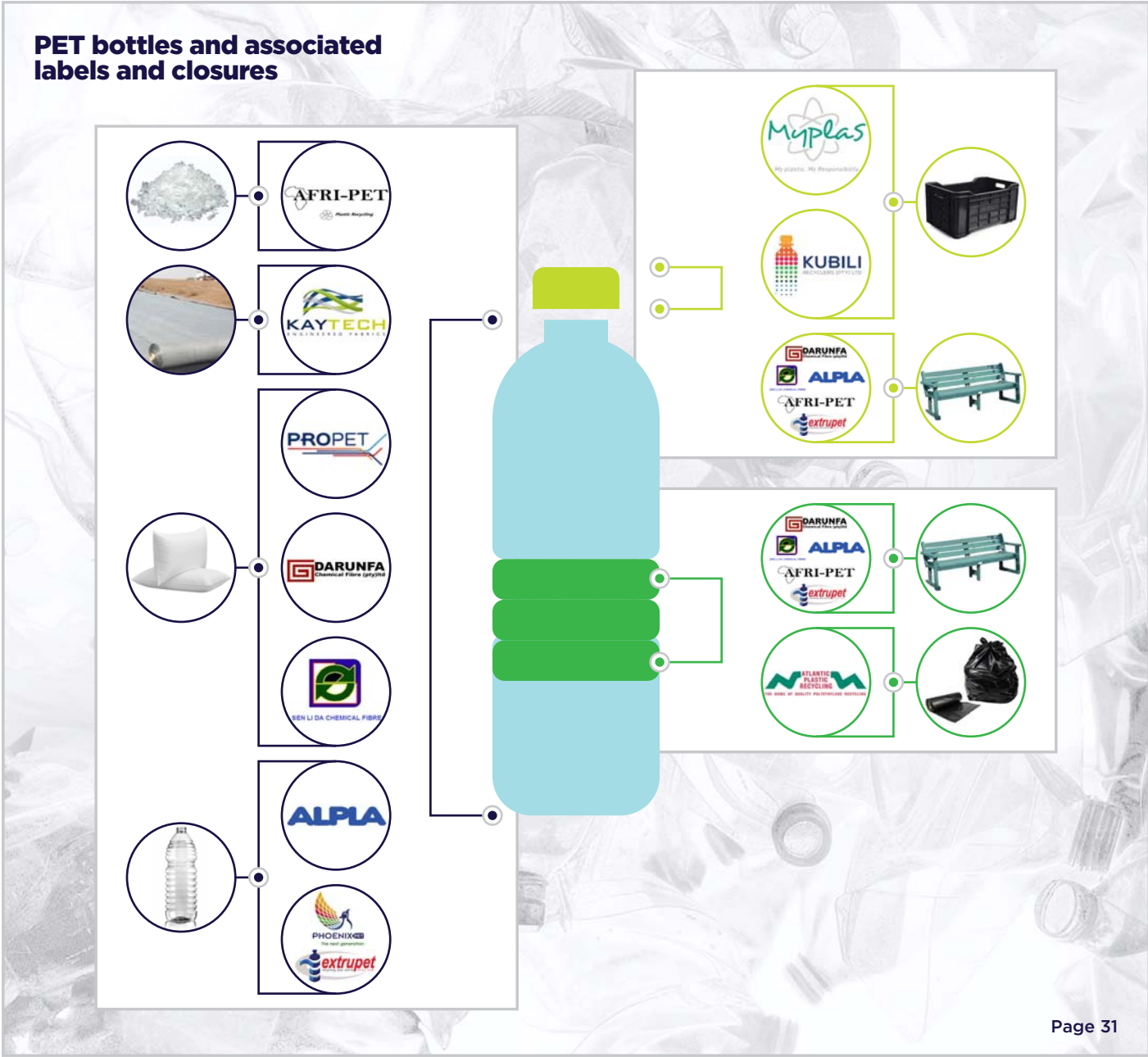
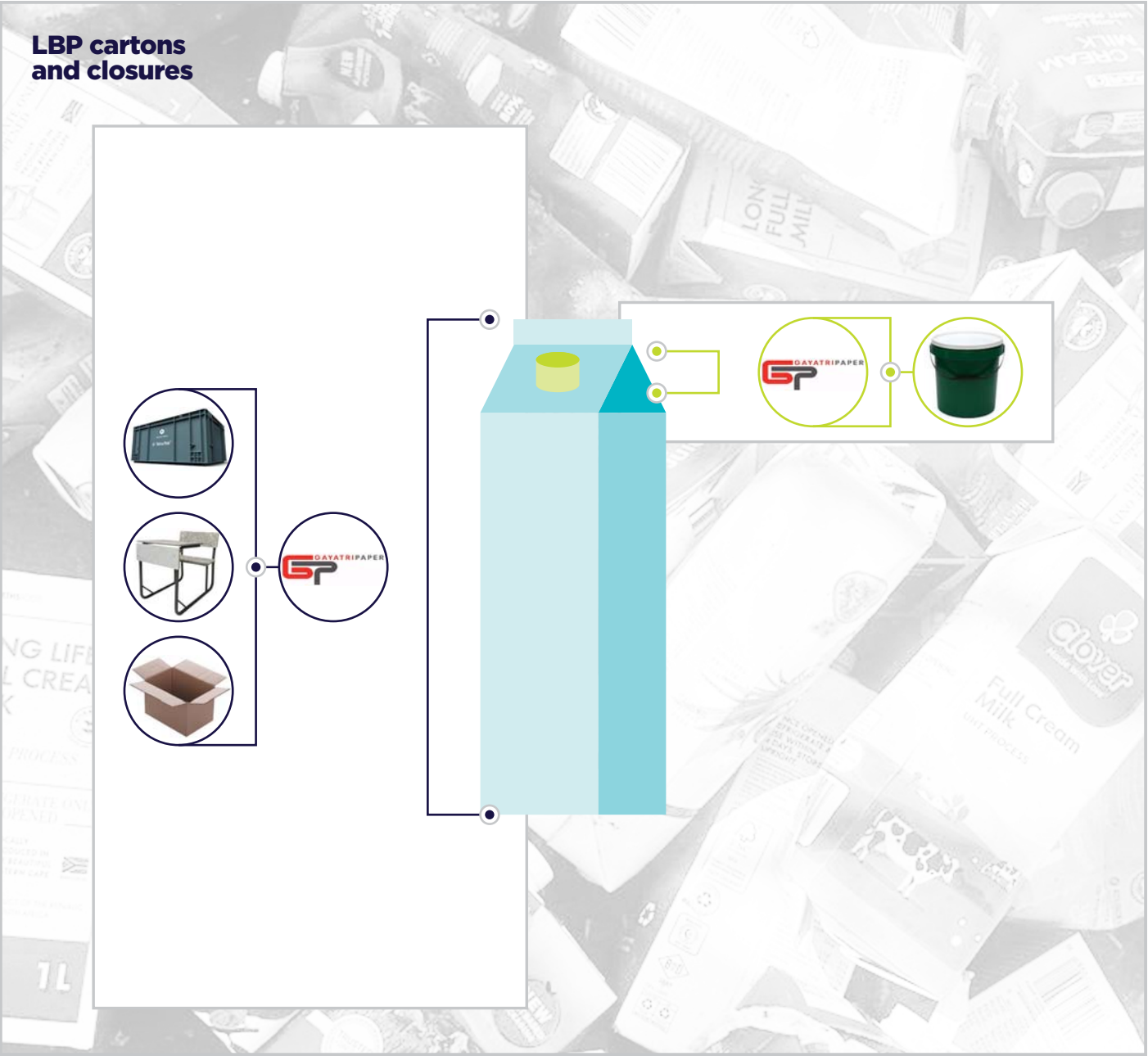
In 2023, the LBP packaging industry made a number of key investments for stimulating end-use demand for poly-aluminium. This included:

- installing a poly-aluminium line upgrade at one of our contracted recyclers, Gayatri Paper Mills, to ensure increased recycling capacity and quality;
- further investments in dry-cleaning machines for plant improvements at Infinite industries; and

- a mould for poly-aluminium-based pellets at Regenerated Polymers.
- Moreover, in 2024, Infinite Industries won the Petco award for Innovation, for producing low-cost building materials, school desks, and signage among other products, from poly-aluminium. This award places poly-aluminium products on the map, boosting end-use demand, and giving recipients a cash injection for re-investing in their business.

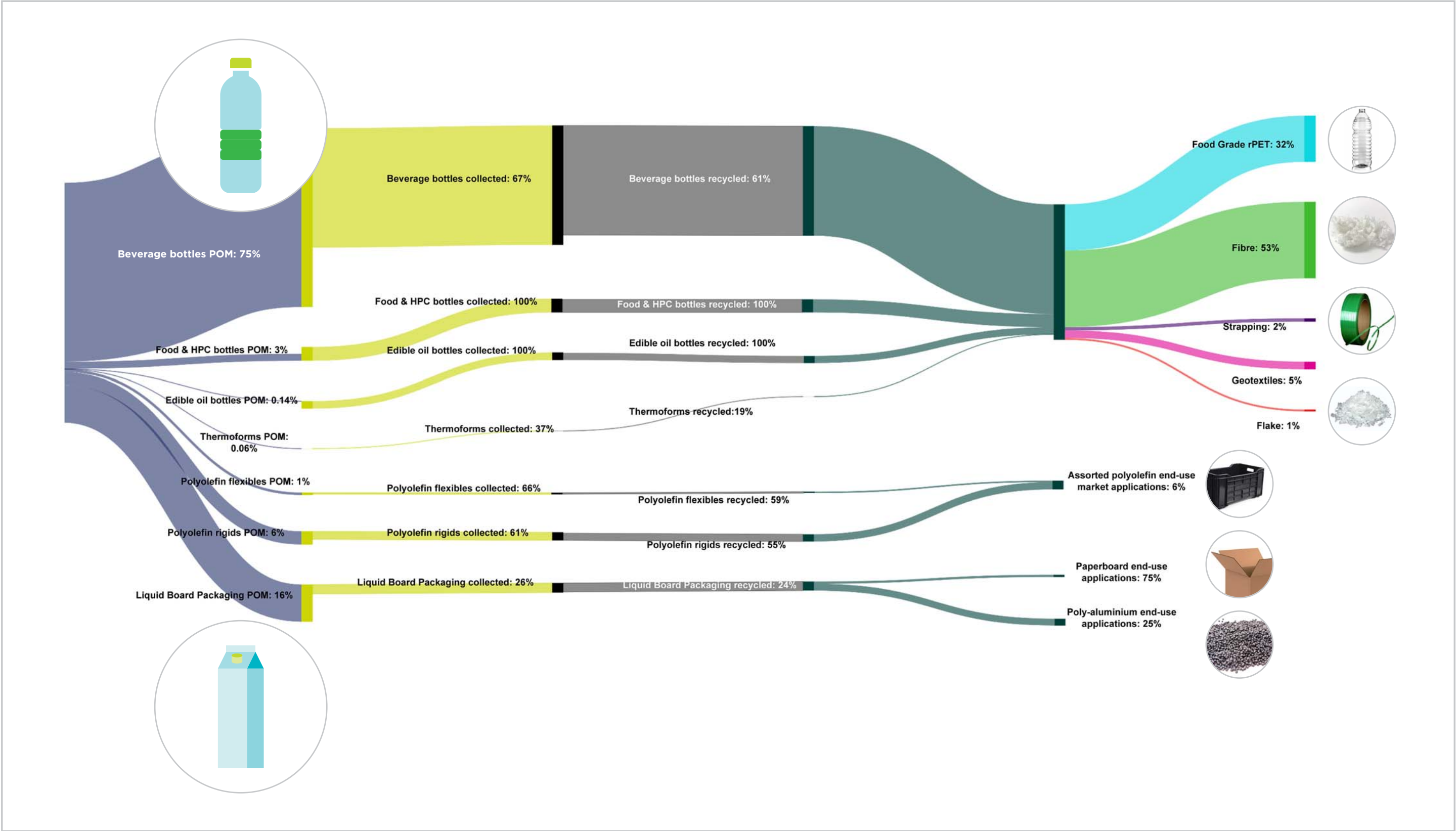
Overview of Petco-enabled end-use markets

The two graphics below provide an overview of Petco's contracted recyclers and the end-use markets for the identified products registered with us.



Flow of post-consumer Petco identified products through the value chain

The Sankey diagram below illustrates the flow of the post-consumer packaging registered with Petco from when it is placed onto the South Africa market until it is recycled into materials for new products.



Upholding Data Integrity



Measurement points across the value chain

Petco's collection and recycling targets are based on the tonnes of packaging placed on the market (POM) by our members. The legislated targets are applied to the POM tonnes to determine our collective targets for the year.

Petco measures POM tonnages at the door of the retailer or gate of the brand owner or manufacturer. We do this because the further you measure from the point of consumer purchase in order to levy EPR fees, the more inaccurate the fees and tonnages.

It is important to note that local manufacturers do not supply all the packaging that brand-owners or retailers use, and some of what they purchase is exported. Similarly, local raw materials only represent a portion of what is used by local manufacturers and an even smaller fraction of what is ultimately purchased by the South African consumer.

Our process allows us to contract the required collection volumes with our recycling partners where we measure collection and recycling. While the reflex may be to measure material collected at buy-back centres or through waste management companies, in an environment dominated by informal collection and multiple middlemen between collection and recycling, double counting is a major risk.

Therefore, best practice is to measure collection at the end of the value chain as an input to a recycler. We measure at the recycler's gate and pay our recycling partners a fee at a rate per kilogram for recyclables purchased. To ensure the integrity of the collection data provided by our recycling partners, a Petco-appointed external auditor conducts an independent quarterly audit.

PET bale characterisation

The PET bales that arrive at the recyclers' gates are not perfectly sorted into the identified products on which PROs must report. Since 2022, Petco has been conducting bale characterisation studies to better understand the composition of a typical bale purchased by our recycling partners.

The ratios are applied to the total PET collected, and used to inform our reporting on the identified products registered with us. To maintain the integrity of our data, we aim to conduct studies twice a year to account for seasonal variations.

Beverage bottles comprise the highest proportion of identified products in a PET bale, averaging 78%, followed by food products at 6%.

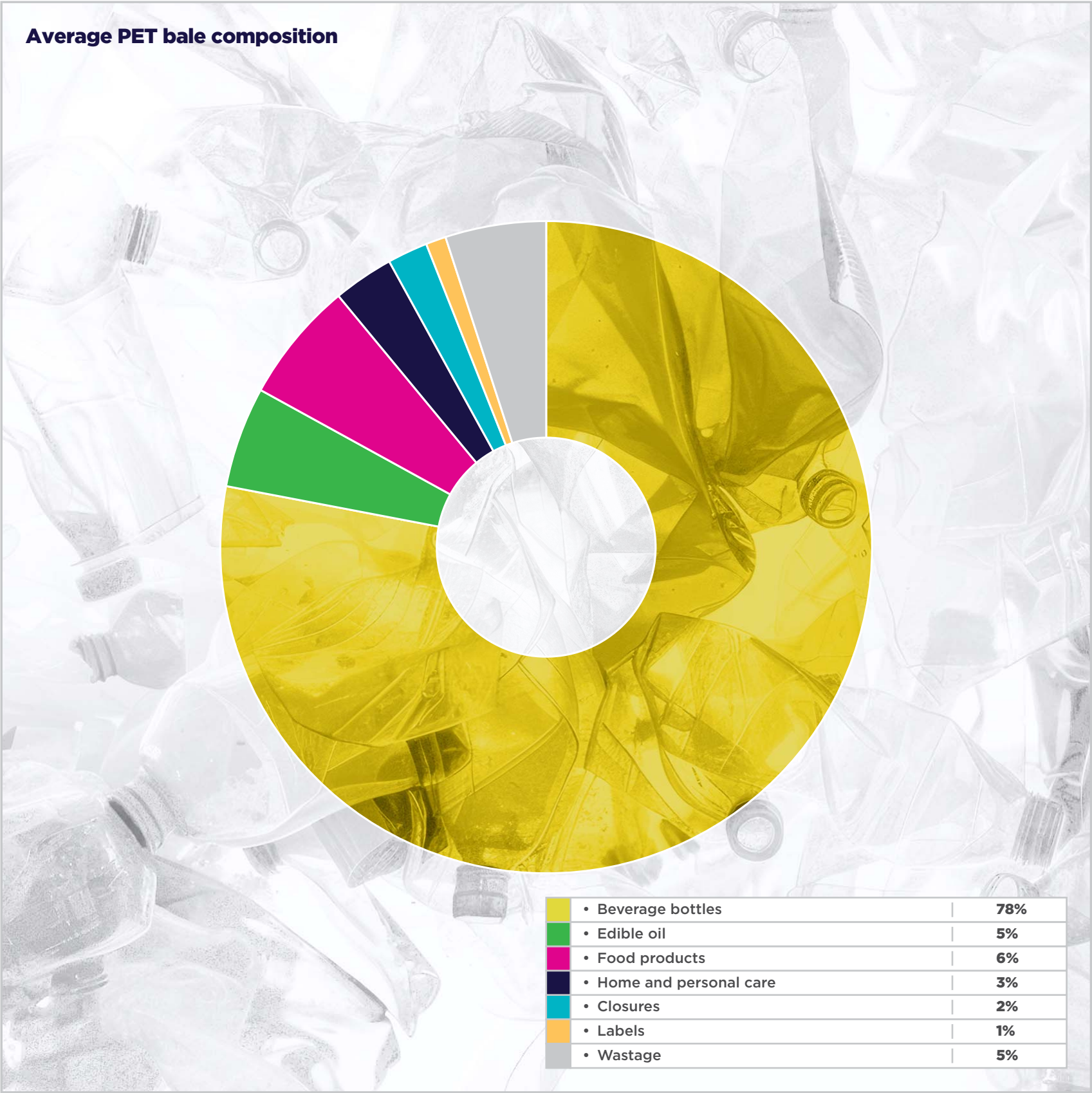
Home, personal care, edible oil packaging, and wastage collectively make up 13% of the average PET bale, while the smallest fraction (3%) is represented by caps and labels.

Moreover, the studies, coupled with feedback from our recycling partners, have helped us identify poor packaging design that reduces the recyclability of PET packaging, relegating tonnes of valuable material to landfills.

Some of the biggest challenges are:

- Coloured and opaque PET bottles
- PET shrink sleeves on PET bottles and jars
- Metal closures on PET bottles
- Non-recyclable compostable bottles
- Non-recyclable biodegradable bottles
- PVC bottles that look like PET

Average PET bale composition

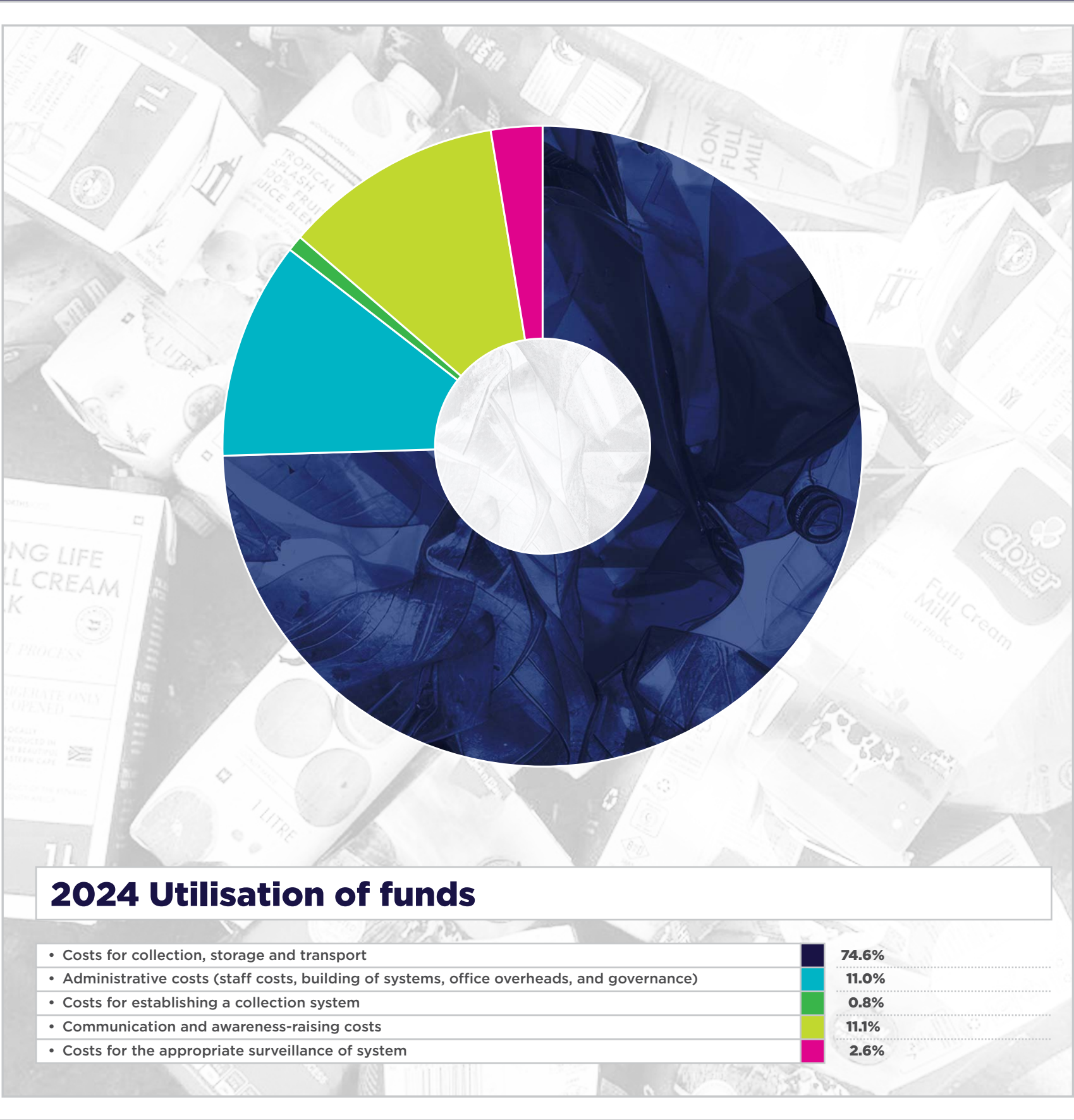


Financial Report

Petco's 2024 EPR fees and overall expenditure are determined according to the EPR fee guideline methodology for the flat fee approach, as captured in the *Guideline and Toolkit for the Determination of Extended Producer Responsibility Fees*, published by the Minister of Forestry, Fisheries and the Environment on 11 November 2024.

Within the flat fee approach, which is typically used in a developing EPR sector, a uniform EPR fee is applied to a product category and does not account for the differentiation of fees for specific identified products based on ease of recyclability or environmental impact.

The source of Petco's income is split according to EPR fees and grants provided by Petco members. 90% of income is derived from EPR fees. 100% of EPR fees for 2024 has been received.



Honouring Our People



Petco members

As a member-driven organisation, our main objective is to ensure that our members comply with the law and that we add value to their businesses by helping them to meet their corporate sustainability objectives.

We thank our valued members for choosing us to fulfil their corporate and legal EPR obligations.



Petco Board of Directors

We thank our committed Board of Directors for ensuring that Petco maintained a proud legacy of success in Year 3 of mandatory EPR.

A heartfelt thank you to Greg Morse and Nozicelo Ngcobo for their dedication as Petco Board members. Greg has served on our Board on several occasions since inception, while Nozi has been a part of it since 2023. They are vacating their seats as they are leaving the organisations they represent, and we wish them well on the next steps in their respective journeys.

Chairperson: Greg Morse
Manufacturing and Supply Chain Director (Coca-Cola Peninsula Beverages)

Vice Chairperson: Cavinyen Dorasamy
Procurement Manager: Rigid Plastics Africa (Unilever South Africa)

Cindy Jenks
Head of Technical Division (Pick n Pay Retailers)

Derek McKernan
Chief Operations Officer (Twizza)

Gareth Elcox
Managing Director: Sub-Saharan Africa (ALPLA Packaging South Africa)

Klaus Plenge
Managing Director Southern Africa (Tetra Pak South Africa)

Liezl Erasmus
Packaging Sustainability Manager (PepsiCo South Africa)

Michelle Penlington
Polyoak National Executive: Marketing and Sustainability (Polyoak Packaging)

Preola Adam
Senior Sustainability Director: Africa (The Coca-Cola Company)

Nozi Ngcobo
Director: Public Affairs, Communications and Sustainability (Coca-Cola Beverages South Africa)

Ralph Jewson
Project Manager (Woolworths)

Shaun Christian
National Sales Manager: PET (Safripol)

Petco Operational Team

Thank you to our operational team and contracted staff for all their efforts to uphold the work and name of Petco this year.

We would like to offer a special word of thanks to Cheri Scholtz for her leadership over the last twenty years. Our CEO since 2006, Cheri retired from Petco effective 28 February 2025.

How does one bid farewell to someone who has been part of the very fibre of the organisation since the beginning? Cheri's passionate leadership, industry knowledge, professionalism and attention to detail has earned respect and been instrumental in Petco's success so far. We are proud to take up the mantle and continue this legacy as we move into a new era of EPR. Thank you from the entire Petco team and wishing you all that you deserve in your next chapter!

Cheri Scholtz
Telly Chauke
Bhavesh Patel
Mark Chambers
Samu Mkhize
Junaid Francis
Vicki Retief
Kara Levy
Tlou Sebola
Boipelo Madonsela
Philani Xulu
Lindelwe Mahlalela
Masentle Tlou
Nomzamo Mnqayi
Melissa Fika
Naledi Yona
Natalie Soine
Kamogelo Hamisi
Lehlogonolo Mohale
Rapela Phukubye
Andile Mndaba
Senamile Mvuyana
Funanani Mathivha
Mpho Mbedzi
Cheryl Mabirimisa
Magdeline Motsumi
Palesa Somana
Kalita Van Zijl
Dimakatso Kutumela
Moswatse Maruping
Sibongiseni Ncane
Joyce Nkosi

Petco Contracted Staff

- Martin Niebuhr Accountant
- Annette Schell EPR Manager
- Terine Lott-Cupido Human Resources
- Vaughan van Dyk System Support
- Belinda Booker Recycling Enterprise Development Manager and Support

We wish Belinda well as she officially retires from Petco after 17 years of dutiful service to the organisation, during which she built strong relationships with the key representatives across our value chain.





Phone 0860 147 738
Email info@petco.co.za
Web www.petco.co.za

	Petco.Official
	Petco_Official
	petco.official
	petco-official
	Petco.Official



Petco Producer Responsibility Organisation NPC
Company Registration Number: 2004/032347/08
EPR Registration Number: 19/7/5/P/PRO/20210517/001

Postnet Suite 245
Private Bag X16
Constantia
7848

Cape Town

1st Floor, ICR House
Alphen Office Park
Constantia Main Road
Constantia

Phone +27 (0)21 794 6300

Johannesburg

54 Melville Road
Illovo
Johannesburg
2196

Phone +27 (0)11 615 8875