

SOCIAL IMPACT REPORT

Making a difference, together.

Prepared exclusively for

Northline Products

Job: **Holiday Gift Sets**

This report shares the real, measurable social impact your partnership with CleverPak is creating. When you place work through our network, it directly funds meaningful employment for people from disadvantaged communities. A CleverPak Partnership Ambassador visited the facility working on your **Holiday Gift Sets** project to capture the stories, growth, and outcomes of the workers contributing to your work.

IMPACT HOURS CREATED

2,480

PERIOD

Oct - Dec 2025

WORKER WELLBEING GAUGE

3 workers assessed

3.0

Before

7.7

Now

FACILITY TYPE

Disability Enterprise

VISIT DATE

15 February 2026

WORKERS INTERVIEWED

3

PREPARED BY

CleverPak Partnership Ambassador

YOUR IMPACT

How Northline Products's partnership creates opportunity

Your project is being delivered by a **CleverPak disability enterprise** - a social enterprise within our network providing meaningful, paid employment for people with disabilities. These aren't sheltered workshops or token programs. They are real workplaces delivering real commercial outcomes, staffed by capable people who deserve dignity, purpose, and equal opportunity.

| What your work makes possible



Skill Development

Workers learn real, transferable skills - quality inspection, labelling, packing, sorting, and machine operation - that build capability and confidence.



Social Connection

For many workers, this is their primary social environment. They build friendships, learn to collaborate, and develop communication skills.



Routine & Structure

Consistent, meaningful work provides daily structure. Regular hours, familiar tasks, and a reliable environment contribute to wellbeing and stability.



Financial Independence

Earning their own income gives workers autonomy, self-worth, and the ability to make choices about their own lives. This independence is transformative.

The outcome: Many workers reduce their support needs over time. People who once required full-time assistance begin working independently. Skills learned on the job carry forward into everyday life.

Worker Spotlights

Individual stories of growth and development observed during the visit

Sarah

Sarah has developed strong quality inspection skills over the past six months. She now independently checks packaging standards and takes visible pride in catching defects before they reach the line. Her confidence has grown remarkably.

 Skills Development  Confidence  Pride in Work

Marcus

Marcus joined four months ago and has quickly become a reliable team member. He is saving for his first car and credits the structured routine with helping his mental health. He actively helps newer workers learn the packing process.

 Financial Independence  Routine & Structure  Leadership

Priya

Priya was initially very quiet but has blossomed into one of the most social members of the team. She now chats comfortably during breaks and has developed strong friendships. Her labelling accuracy is consistently among the highest.

 Friendships  Confidence  Skills Development

Facility Observations

Captured on-site by a CleverPak Partnership Ambassador

 Visited 15 February 2026
  CleverPak Partnership Ambassador
  Site Manager: Michelle Torres

✦ Standout Moments

From supervisor interview

One worker who previously required full-time support now works independently for entire shifts. The site manager described this as the most significant progression they have seen in three years of running the program.

↗ Worker Growth

From supervisor interview

Workers are developing measurable improvements in fine motor skills, counting accuracy, and social interaction. Three workers have moved from needing constant supervision to periodic check-ins only.

♥ Community Impact

From supervisor interview

Families report reduced stress and improved household dynamics since their family members began working. Two parents mentioned they now have time for their own medical appointments, something they could not do previously.

● General Observations

Observed on-site

The facility has a warm, supportive atmosphere. Staff call everyone by name and there is genuine care in every interaction. Safety signage is visible, workstations are ergonomic, and daily toolbox talks ensure everyone knows expectations.

IMPACT AT A GLANCE

3

WORKERS INTERVIEWED

3.0 → 7.7

AVG. WELLBEING

2,480

IMPACT HOURS

10

GROWTH TAGS

Thank you, Northline Products.

The people featured in this report are real workers whose lives are meaningfully better because of the work you place with CleverPak. Your partnership creates employment, builds skills, and strengthens communities. That impact is measurable, and it matters.

| We'd love your feedback

This report is designed to give you visibility into the impact your partnership creates. We want to make it as useful as possible. If there is anything else you would like to see in future reports, or if you have any questions, please reach out.



Get in touch

Questions, feedback, or want to learn more about our impact initiatives



Visit a facility

See the impact first-hand with a guided visit to one of our CleverPak facilities



Share this report

Forward to your ESG, procurement, or leadership team to showcase your impact

| The bigger picture

CleverPak operates over 100 facilities across multiple continents, with more than 90% of our workforce coming from disadvantaged communities. From disability enterprises in Australia to correctional rehabilitation programs and community initiatives worldwide, your work is part of a growing global movement.



CleverPak Industries
Ethical labour solutions. Global scale.

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