

# Globus Group NPC annual report

## Executive Summary

Globus has made significant progress in relation to its action plan and KPI's as set in October 2005 for the period of 2006-2010.

There have been many changes at Globus that have contributed to this successful implementation of the action plan that has resulted in many of the actions being completed. Such changes include new staff, new machinery and new processes that lead to greater efficiency in the manufacture of packaging for the food industry.

Globus Group aims to continue to implement and train its staff in the ECoPP and recognises its responsibility to the natural environment. In the future Globus will also be transitioning to a new Inventory and Financial computer system called IFS version 7 that will allow for tighter controls on raw materials, finished good and scrap. All this should result in less wastage and better utilisation of current and new machinery.

## Company Overview

Globus is a specialist supplier of innovative packaging and equipment for perishable foods. Globus integrates leading technologies in barrier films, bags, casings and processing equipment, delivering solutions that make process and profit sense for our customers.

Our passion for product leadership is matched by our seamless delivery, a service standard we call "Perfect Order."

Globus Group operates converting facilities in both Sydney and Wellington. Our warehouse distribution and sales centres are in Sydney, Melbourne, Brisbane, Perth, Wellington and Auckland. Production capabilities include:

- Flexographic printing
- Lamination
- Bag making
- Shirring
- Top Tying
- Clipping and closing
- Centersealing
- Slitting

The most valuable contribution that Globus can make to saving environmental waste of all types, including packaging, is to work with perishable food manufacturers to apply packaging methods to extend shelf life so that retail stores throw out as little as possible date expired foods.

## History

Globus Group was founded in Australia in 1949 by lifelong friends and business partners Paul Sten and Emanuel Fisher. As recent immigrants to Australia, Sten and Fisher saw a need for quality smallgoods products and soon began importing artificial sausage casings for local manufactures.

In 1951 with the invention of indelible, food-safe inks, Globus were the first company in Australia to give customers the option of printing brand names and logos onto food casings. So ahead of its time was Globus' branding and marketing initiative that many smallgoods manufactures initially rejected the idea.

Today it would be impossible for perishable food manufactures to succeed without professional branding and packaging design.

Globus still prides itself on being at the forefront of packaging and equipment advances, introducing numerous technical and procedural innovations over the subsequent years.

While Globus Group has evolved, grown and become a technological leader in the food industry, the original aims of Paul Sten and Emanuel Fisher are still applicable.

Globus Group will always encourage and foster excellence within the Australian food industry whilst providing quality products, expertise, exceptional technical ability, imagination and superior service to our customers.

## Customers & Products

Globus' customers range in size from small wholesale butchers' suppliers to large national and international food manufacturing businesses.

Packaging product categories are as follows:

**Fibrous** – a cellulosic food casing that is primarily used in smallgoods manufacture. Product is pumped into the fibrous casing which is then smoked, dried or matured to make products such as salamis and pepperonis.

**Glophane** – a “cook in” food casing for whole-muscle products (for example silverside). Used solely for processing, not used for transport or retail sale.

**Laminated Casings** - trapped printed casing.

**Functional casings** – food casings that impart a physical characteristic to the filling (flavours or colours).

**Poly casings** – for use with all types of “emulsion” sausage, such as devon, pate, raw sausage mince and ham steaks. Poly casings can be used when either water cooking or steaming.

**Double-wound film** – two-layer film, used for trapping print between layers for higher definition. This film has high shrink and high barrier properties. For use when steam cooking emulsified products.

**Barrier Bags** – transparent shrinkable bags, which are produced in a number of sizes and thicknesses. Barrier bags are used for fresh meat, cheeses, cooked poultry, bacon and smallgoods.

**Collagen casings** – edible casing, which is used with raw, cooked or smoked sausages. Collagen casings are sold in various colours for different appearances,

**Thermoform** – multi-layer, high barrier film sold for packaging in various thicknesses depending on rigidity and depth requirements.

**Clips** - a metal clip that is closed around any bag, netting or casing.

**Loops** - used to hang sausages in: smokehouses, smoke trolleys, on smoke sticks, during maturing, during post maturing and for display at point of sale.

**Labels** - are attached to sausages and have information for customers on them such as brand and expiration date.

### **Engineering products:**

In addition to the above packaging product categories, Globus Group also supplies customers with food processing machinery, spare parts, and servicing.

### **Suppliers**

Globus Group’s packaging raw material and traded goods suppliers range in location from within Australia to Asia and Europe. Globus Group’s policy is to focus its efforts on the products of a relatively small number of high quality suppliers who work with Globus as true partners.

Globus Group offers suppliers high quality engineering support and manufacturing/conversion capabilities. This is coupled with highly developed distribution channels, a skilled and experienced sales team and a company focussed on providing “perfect order” service to its customers.

Globus’ history demonstrates that supplier partnerships formed are lasting partnerships. Globus enters into new arrangements only where the products offer true innovation and competitive advantage to customers.

Suppliers are selected on their ability to supply goods and services to time, cost and quality requirements. Assessment of this ability may include, as appropriate:

- Past performance
- Capability
- Management systems

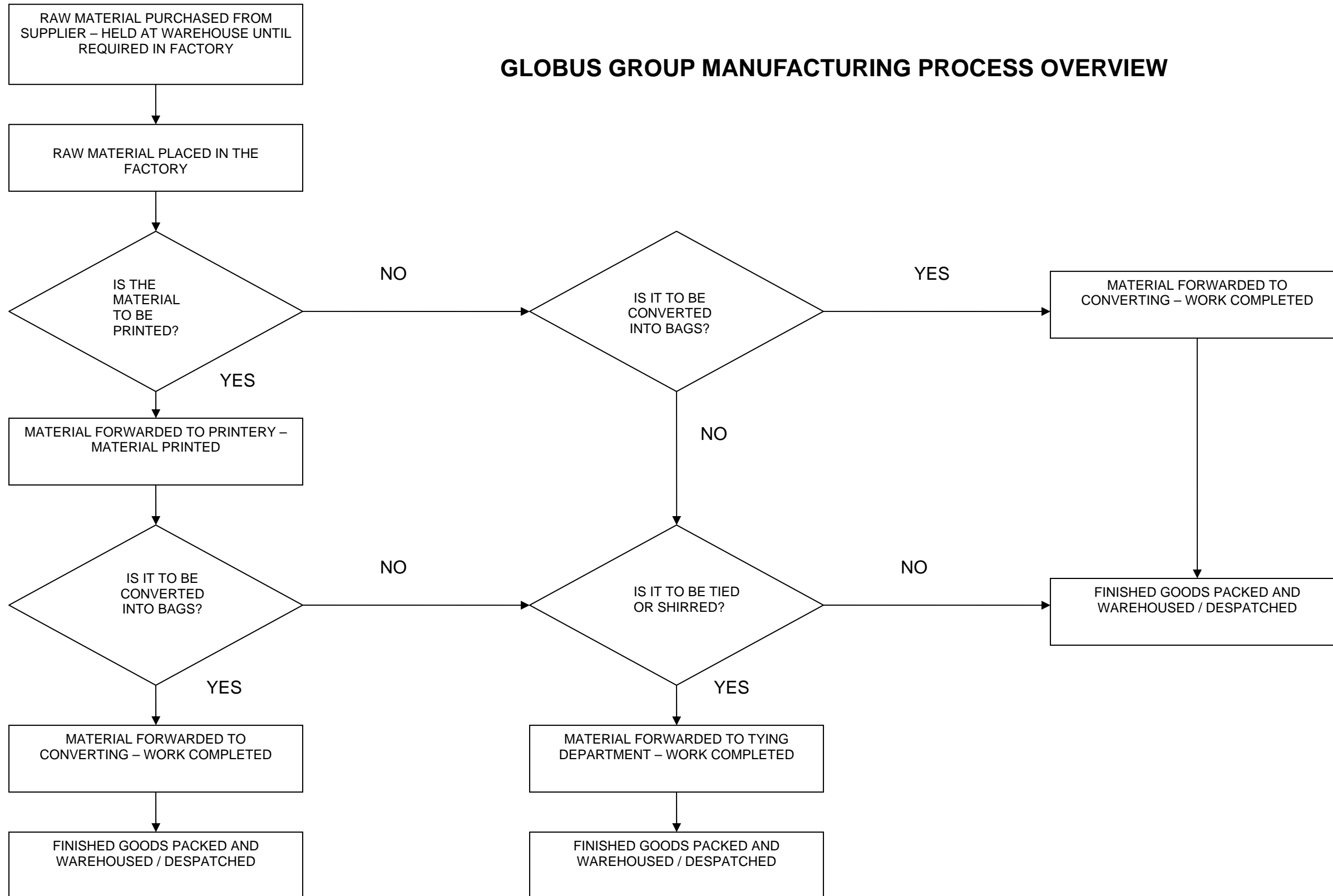
The majority of Globus' raw materials are purchased from overseas – this is a function of the specialist nature of the material required. However, where possible Globus Group purchases from domestic suppliers and signatories to the National Packaging Covenant.

## Process Overview

1. Raw material is purchased from one of Globus' suppliers, it is stored in its primary packaging in the warehouse until required by the manufacturing facility.
2. The material is transported to the factory where, depending on the nature of finished product required, it is passed through one or more processes.
3. If the product is to be printed with customer logos, nutritional information and product descriptions, this is the first process.
4. Printed or plain material depending on the material type may then be converted into bags or pieces of various lengths and finished with clips or loops to seal the material at one end – the bags or pieces would then be packed tightly in cartons and stored until requested by the customer.
5. Some material (either printed or plain) is pre-shirred. Pre-shirring is a process that takes a tube of material and concertinas it into a stick. 25-40 metres of material can be 'squashed' into a uniform stick, with a length of approximately 50 cms (this process itself actually reduces the amount of packaging required for despatch). These sticks of material are then packed in cartons for despatch.
6. Once goods are shipped to the customer, the casings are filled with the customers product (eg meat, cheese, pet food etc). Subsequent processes may include cooking or maturing (within the Globus casing) prior to sale. The casing supplied by Globus Group may or may not be seen by the end consumer.

A flowchart of the Globus manufacturing process can be seen on the following page.

## GLOBUS GROUP MANUFACTURING PROCESS OVERVIEW



## **Globus Group locations and primary activities**

Globus Group employs approximately 70 staff across Australia, broken up between the following sites.

### **Bankstown, NSW**

- Head Office
- Raw material store
- Manufacturing facility
- Finished goods store
- NSW, ACT and QLD customer distribution
- Distribution to regional warehouses in VIC and WA (WA operated by third party provider)

### **Campbellfield, VIC**

- Sales, administration and distribution – VIC, SA, TAS

### **Belmont, WA**

- Sales and distribution (via third party)

### **Coopers Plains, QLD**

- Sales office, QLD

## National Packaging Covenant and Globus Commitment

Globus Group became a signatory of the National Packaging Covenant in April 2003. Globus' CEO and executive management team remain 100% committed to the program, its principles and its obligations as signatory.

This commitment has been displayed through:

- Assigning responsibility for covenant compliance and action plan monitoring to the Marketing Communications Manager.
- Contribution to the transitional funding arrangements.
- Covenant action plan points becoming an agenda item in monthly management review meetings.
- Sponsorship of a Packaging Magazine 'Evolution Award' to recognise and reward brand owner excellence in packaging waste management.
- A review of processes that lead to scrapped material from the factory.
- Purchase of new machinery that produce less waste or allow for more efficient use of materials.

Globus has maintained a reputation for innovation, research and development within the food packaging industry since its inception over 50 years ago. Commitment to the cause and ideology of the National Packaging Covenant is therefore inherent in the business' make up.

- Globus is committed to minimising excess and inappropriate packaging and its impact on the environment
- Globus is committed to further researching materials currently used for packaging being mindful of recyclability
- Globus is committed to educating its staff in the areas of packaging waste and disposal
- Globus is committed to working with partners in the supply chain for the betterment of waste management and recycling practices in Australia
- Globus is committed to the packaging covenant key concepts of shared responsibility and product stewardship

## **The Environmental Code of Practice for Packaging**

Globus supports the Environmental Code of Practice for Packaging (ECoPP) which promotes excellence in packaging as defined by two fundamental and equally important principles. Packaging should be designed to have a minimum net impact on the environment in terms of waste, water, energy, emissions while also fully preserving the integrity of the product it contains.

As the ECoPP recognises, packaging provides convenient, safe, and cost efficient delivery of products to customers. Globus' packaging also ensures products are protected, have increased shelf life, and are clearly branded and marketed for end consumers at the point of sale.

Globus applies all relevant parts of the ECoPP in its NPC action plan. This in turn leads to a minimisation of negative environmental impacts whilst maximising environmental benefits. The areas of the ECoPP that Globus has addressed in its NPC action plan are as follows: source reduction, potential for re-use, recovery and recycling, minimising impacts of packaging, propensity to become litter, and consumer information. Through incorporating these areas of concern into our NPC action plan and setting specific quantifiable targets (KPI's) where possible, Globus aims to show real progress towards achieving the goals of the ECoPP.

### **Annual reporting against action plan:**

Globus is committed to lodge a report against its NPC action plan to the Department of Environment and Heritage annually. Reports are to be lodged by 31<sup>st</sup> October each year.

Reports submitted are to clearly demonstrate continuous improvement and performance against individual targets (KPI's) and timelines in the attached action plan.

## **Waste Minimisation and Recycling – achievements**

There are a number of existing programs within Globus Group positively impacting waste management, disposal and material recycling.

### **New machinery in the factory**

There are three main new machines that have led to a decrease in scrap material and excess material reaching the end user.

The Heidelberg bag machine has allowed operators to ensure seal quality on barrier bags is of our quality standards and will not break in the market place hence there is less reject bags that end up in landfill.

The Comexi press allows for wider print runs hence less set up wastage between change over of rolls occurs when starting a print job.

Lastly the Bimec slitter allows the new laminated rolls or film to be slit after being laminated altogether hence less energy is used in each rolls manufacture.

### **All paper waste is now recycled using Bankstown Airport daily collections.**

A recent and ongoing review (see action plan) of business waste produced highlighted that there was misuse of recycling bins. Staff have been trained under GMP to ensure all paper and cardboard waste that is recyclable is placed in the clearly marked paper recycling bins. Furthermore upon appointment of a full time cleaner, special paper and cardboard recycling points within the office area are now being utilised.

### **Measurement system for production waste implemented and reported.**

The current IFS system (Globus' inventory and financial management system) allows for a quantitative measure of material wastage. This is measured against a target which is reported to the senior management team and directors on a monthly basis. The recent appointment of a Technical Manager to oversee product quality has resulted in Globus reducing quality problems with its products and hence decreasing wastage. Factory employees are made aware of the relationship between waste and commercial success through details in their job descriptions.

## **Action Plan Summary**

Significant opportunities for improvement exist with Globus' business. The company has relocated its production to Bankstown which has given opportunity for improvements in efficiencies, and waste management.

Globus is accredited with an ISO9001:2000, covering all areas of the manufacturing process, and the management systems that underpin the business. Within the documented quality system particular emphasis is placed upon customer satisfaction and management of improvement strategies.

The Senior Management Team are fully aware of the negative impact waste has on the environment and the commercial performance of the business, and through management of the action plans outlined in this document feel that both areas can be successfully addressed. Performance against major KPI's will become an agenda item for monthly management meetings. The General Manager and the Marketing Communications Manager accept responsibility for ensuring team members are assigned appropriate tasks and perform activities so that due dates are met.



**Action Plans – Current Situation, October 2006**

Focus Area	Actions	Impact	Proposed / revised completion date	KPI Quantitative Data	Current situation – update
Design	Highlight excess and inappropriate packaging of raw materials supplied to Globus – negotiate suitable changes	Minimise packaging material brought into Australia	Ongoing – some successes to date	N/A	Changes requested to packaging methodology from 2 major suppliers, one has changed to cardboard pallets; one has removed metal strapping from cartons.
Research / Design	Conduct overseas packaging material and methodology research tours	Further advancing packaging material (and therefore recycling) knowledge	Ongoing	N/A	At the IFFA convention in Germany in 2007 one of the many aims of Globus' senior management team attending is to see the quality of materials that can be sourced with a recyclable capability.
Research	Globus is addressing the issue that currently none of its raw materials (and hence finished goods) incorporate recycled content.	Encouraging the integration of recycled content into suppliers raw materials on visits to suppliers.	Ongoing	N/A	Globus is constantly impressing upon all of its suppliers of raw materials the benefits of using recycled content where applicable to make the raw materials.  The boxes Globus uses to pack its finished goods are recycled and are purchased from a signatory to the NPC.
Distribution	Re-use raw material packaging for despatch of finished goods	Reduce the number of cartons produced solely for finished goods despatch	Ongoing	Total number of cartons used at Globus for finished goods is 57,060 per annum. Globus will review the figure in relation to factory output and percentage of traded goods sold, on an annual basis.	Globus' product mix has shifted towards goods that are traded as opposed to manufactured. Therefore no new / additional packaging is introduced to the chain – primary packaging only used. Furthermore there has been a large increase in demand for pre-shirred casing. Pre-shirred casing allows for more stock to be enclosed into the same size box/container.
Distribution	On selling of obsolete products	Reduced scrapping and wastage	Ongoing (Review Dec each year)	0.5 tonnes per year reduction	This reduction was not made in the period ending July 2006 due to the new printing press being introduced and its inability to run slowly during set-ups. To combat this problem Globus is purchasing thinner micron film to run set-up on, hence reducing tonnes of wastage due to thickness of the thin set-up material to be used. This will start in early 2007 and its effects should allow Globus to reach its target.
Market development	Agenda item to be included in regular customer review meetings, to address Globus packaging	Emphasis on cross supply chain cooperation and joint planing	Ongoing	N/A	Customer satisfaction survey consists of 4 parts – product, service, representation and general comments.  Within the “product” section a question relating to Globus' packaging of product is listed. In the 2004 survey customers rated our packaging as 6.05 from a possible 7. No customers (many of whom are also signatories) requested changes to the way in which we supply product. All products are supplied in recyclable cardboard cartons. Customers' answers will be reported upon during the 2006 customer survey done in November.
Market development	2006 Customer Survey to include section on packaging and environment	Provide suggestions for Globus operational improvement	November 2006	N/A	Globus staff are made available to talk with customers regarding Packaging Covenant commitments and support.
Market development	A new product called form shrink has been introduced into the Australian packaging	Less excess packaging around the product	Introduced in 2004 and is currently	Form Shrink film used over products such as cheeses, meats and	Due to confidentiality Globus can not release the numbers of customers using this type of packaging. Through increased marketing and educational courses for Globus Group Account Managers this packaging is gaining greater market share every year.



	market which eliminates excess packaging caused by bags and creates a vacuum shrunk sealed package around the product.		gaining market penetration in Australia.	smallgoods reduces packaging by 20%.	
Production	<p>Continually review manufacturing and operational practices – seeking waste generation root causes – and reducing waste that is sent to landfills.</p> <ul style="list-style-type: none"> <li>➤ Review procedures to reduce waste and scrap due to incorrect raw material used.</li> <li>➤ Commission new machines such as bag machine, slitter and printing press which result in a decrease of scrap.</li> </ul>	Minimise waste sent to landfills.	<p>Procedural review by Dec 2006.</p> <p>New equipment listed commissioned by August 2006</p>	<p>Globus' current waste per tonne of manufactured finished goods is 11.6% of total tonnes produced. Please see appendix 2 for tonnes of waste.</p> <p>Globus does not recycle any of its factory scrap material. 31.2 tonnes of paper and cardboard are recycled from Globus' factory per annum. That waste is collected from: cardboard boxes from suppliers, and paper and boxes from offices.</p> <p>Globus aims to reduce the amount of tonnes it sends to landfill waste as a percentage of total output by 0.6% in FY07.</p>	<p>Globus' waste management contractor has been changed upon relocation to Bankstown. Currently all cardboard is recycled. Globus has on site 2 x 1.5 cubic metre recycling bins that are collected three times weekly. Globus aims to recycle all paper used onsite as well.</p> <p>The previous waste management contractor solely used landfill for all waste. This process was changed in Sept 2004.</p> <p>Due to confidentiality, Globus is unable to publicly supply the number of tonnes per product. Please see Appendix 1 for further details.</p> <p>The production manager now has a new process to record all scrap from the factory and allocate it to a specific machine and work centre. This allows for deeper investigation and insight into the waste causing areas within the factory and hence focus is given to these areas.</p> <p>Due to this new recording system/process Globus found that 86.9% of all factory scrap from all departments within the factory can be attributed to printing. 75% of that scrap comes from one of the print machines that Globus runs. It is this measuring that allowed the senior management team and the Production Manager to pin point the cause of the scrap and work on a way to reduce it. The reduction solution was to hire a new Print Supervisor with more experience in the machine and to change over to thinner material for set-up print runs. The impact of these counter-actions should be seen in 2007.</p>
Production	Reuse rags full of solvent and ink from the printery	Constantly purchasing new rags and throwing out a drum full of old rags every month	Ongoing	0.6 tonnes of rags full of solvent per year now being recycled instead of being put into landfill.	Australian Waste Recycling is performing monthly collections of used rags. They clean them in an environmentally friendly process, bury the residue from the rags, and re-sell the now clean rags.
Production	Decrease the solvent that is used and then disposed of from the printing area.	Decrease solvent used	July 2007	Reduce solvent usage by 4 drums = 640 Litres of saving per annum.	Globus is planning to commission a new printing press in July 2006. A solvent distillation unit will be purchased thereafter to recycle 100% of the solvent used. This effectively terminates the barrels of solvent used and discarded by Globus.
Production	<p>Decrease energy wastage in the production of finished goods in relation to machine output.</p> <ul style="list-style-type: none"> <li>➤ Combine 2 sites</li> <li>➤ New machinery that is more energy efficient.</li> </ul>	Less energy wastage.	<p>The 2 sites have been combined into one site at Bankstown Airport - Complete.</p> <p>The new Comexi printer is to be commissioned in July 2006.</p>	<p>The current energy usage for the Bankstown site is 2, 880,000 Megajoules per annum in electricity and 240,000 Megajoules of gas per annum.</p>	<p>The new Comexi printing press Globus is commissioning in July 2006 is replacing two of its older printing machines. The throughput of the new machine is 5 times the speed of the current presses combined plus it has the capability of wider print runs (increasing efficiency even further). The new Comexi printing press uses natural gas as its energy source and is calculated to further reduce energy consumption by 6,000 megajoules per annum.</p> <p>In addition there is an educational program in place to encourage staff to turn off air conditioners and lights when they have finished work for the day further adding to energy savings.</p>
Production	Decrease water wastage in	Less water wastage.	Ongoing	N/A (Water not used in	Due to the fact that Globus Group does not extrude plastics on site there is no correlation



	non core activities.			the production of finished goods)	between water usage and output of finished goods. Water is not considered an essential part of the manufacturing, printing or converting processes.
Production	Commission the new Comexi printing press which has the technology to ensure higher quality print and hence less wastage.	More accuracy and higher print quality decreased wastage from the printing department through ensuring higher quality printing is achieved.	July 2006	1 tonne of packaging material annually will be saved through using the new Comexi press.	The Comexi printing press has many technological devises on it to ensure the operators can easily check quality and align plates.
Production	A procedure has been written to ensure a consistent and predetermined amount of finished goods are being placed in each box to maximise each box's use (the boxes are then sent to Globus' customers). The sizes of boxes are also being reviewed for efficiency in relation to the products Globus puts inside them.	Reduction in half filled boxes. In addition boxes will be suited to the products that they are holding.	Sept 2006	Current number of boxes used for Globus finished goods per annum is 57,060. The effects of this reduction are to be seen in 2007.	Globus is currently reviewing the variety of finished goods it produces and calculating the maximum number of pieces or metres of finished goods that can be placed in each box. Once this has been done a policy will be set in place allowing for consistency between operators and ensuring boxes are used efficiently.  All boxes Globus uses to supply finished goods within are made of recycled material (the supplier is a signatory to the NPC) and the boxes are recyclable themselves.  All Globus finished goods boxes have a recycle symbol on them which notifies and encourages our customers to recycle the box after it has been used.
Production	Globus commissioned a new bag machine in March 2006 which reduces excess packaging on each bag by 4mm after the seal.	Close to 1% reduction of wasted material per bag.	Complete	A total of 130kg of excess packaging is reduced per annum.	Globus' new bag machine has increase efficiencies due to speed plus allowed for higher seal reliability causing less faulty material to be put in the rubbish and sent to the landfill.
Disposal / Collection	Develop set of guidelines discouraging computer printing – move Globus towards a “paperless office”	Minimise paper waste	Complete	Data included in recycling KPI figure.	New software and hardware has been leased enabling desktop faxing and scanning – reducing the amount of paper used within the office. Purchase orders can now be emailed, further reducing the need for paper.
Disposal / Collection	Elimination of polystyrene cup usage	Non-recyclable waste reduction	Incomplete – revised date: December 2006	Current usage is at 23,000 polystyrene cups per annum. The aim is to reduce this figure to less than 5,000 by Dec 2006.	Action not completed. Revised due date from 30 November 2004 to December 2006. With the introduction of HACCP and GMP at the new site in Bankstown, Globus will address and control where food is eaten and coffee and other drinks can be drunk. As part of this process an overview of the reasons why polystyrene cups are used will take place and strategies will be devised to remove the reliance upon them.
Disposal / Collection	In depth review of current waste disposal methodology – develop appropriate action plans – e.g. waste separation	Significantly reduce quantity of unsorted waste – recyclable goods disposed of correctly	Complete	N/A	Globus' waste management contractor has been changed upon relocation to Bankstown. Currently all paper and cardboard is recycled. Globus has on site 2 x 1.5 cubic metre recycling bins that are collected three times a week.  Previous waste management contractor solely used landfill for all waste.
Disposal / Collection	Increase number of paper recycling points around office area	Increase the amount of paper recycled in the office area by offering easy to locate centralised paper bins.	May 2006	Globus uses 0.5 tonnes of paper per annum. The Goal is to recycle every piece of paper that is discarded on site.	This action was completed in July 2006. Now the cleaners empty the paper and cardboard from the office recycle bin points into the recycling bins for pick-up.  Nearly 100% of paper that is used in the office is now recycled at one of these points.



Education	Include packaging and waste awareness in company induction process	Increase staff focus on impact of packaging	On going	N/A	Waste minimisation practices and incentives form a part of the EBA. All position descriptions include waste oriented KPIs and the induction process will echo appropriate message.
Education	Include environment responsibility into job descriptions – waste minimisation	Increase staff focus on impact of packaging		N/A	
Education	Develop an environment policy	Enhance the business' environmental focus	Completed - July 2005	N/A	Globus is proud to stand behind its Environmental policy and has it clearly listed for all to view on the website.
Education	Develop a 'buy recycled purchasing policy'	Encourage purchasing officers to purchase products that are made of recycled materials.	Feb 2007- action completed Sept 2006	N/A	Globus' boxes that finished goods are placed within are already made of recycled material. To introduce this policy it would encourage the purchase of hand towels, office paper supplies etc to be made of recycled material as well.
Education	Educate customers about the Environmental Code of Practice for Packaging (ECoPP) during the tender/re-quotation/redesign stage.	Customers more aware of environmental issues relating to their packaging	June 2007	N/A	Account Managers to incorporate source reduction, potential for re-use, recovery and recycling, incorporation of recycled content, minimising impacts of packaging, propensity to become litter, and giving the consumer information issues with the tenders for packaging business.
Education	Update NPC 2006-2010 action plan on website and distribute the action plan to all Senior Managers.	Increase awareness both externally and internally of Globus' KPI's.	June 2006	N/A	Globus currently has its old NPC action plan on its website.  Senior Managers can help reach targets through understanding the action points that require their involvement.
Education	Add NPC action plan to weekly action plan meetings	Involve SMT and designate responsibilities	June 2006	N/A	Globus Group's Senior Management Team meets on a weekly basis to review the companies action plans. The CEO now integrating the NPC actions into this weekly review, allocating responsibility for certain tasks to the correct employees.
Education	Develop and document a recycling system	Provide all with a documented procedure for waste disposal	Complete  July 2006	N/A	As discussed, Globus' waste management provider has changed due to the relocation of its factory. Signage erected detailing recyclable collection and other.  The contracted cleaners will be clearly instructed on waste disposal practices and have written procedures to follow to ensure everything that can be recycled is, and no resources such as energy or water are wasted during their duties.

## **Additional information**

For any additional information, please contact Globus Group's Packaging  
Covenant representative:

Paul Vesely  
Marketing Communications  
Globus Group – Sydney

T: 02 8700 1721

F: 02 8700 1790

E: [paulvesely@globusgroup.com.au](mailto:paulvesely@globusgroup.com.au)

W : [www.globusgroup.com.au](http://www.globusgroup.com.au)