

Brands you know
and love



Goodman
 **Fielder**

**National Packaging
Covenant
Annual Report
July 2006 to June 2007**



Executive Summary

This annual report has been prepared by Goodman Fielder Limited for the 2006/2007 financial year (the Reporting Period) in accordance with its obligations as a Signatory of the National Packaging Covenant (the Covenant).

Goodman Fielder is one of Australia's largest food manufacturing companies and is defined as a "*Brand Owner*" by the Covenant. Goodman Fielder owns many well known brands, primarily comprising bread and bread related products, edible & cooking oils, ready to eat cakes and slices, desserts and toppings, cake mixes, cooking needs, dips, yogurt, dressings & mayonnaise, vinegar, frozen pastry, pasta sauce, table sauce, prepared meals, Asian & Indian meals and sauces. The turnover of the Australian divisions of Goodman Fielder during the Reporting Period was estimated to be approximately \$1.4 billion.

This Annual report follows the submission of Goodman Fielder's National Packaging Covenant Action Plan, 2005-2010 (the Action Plan) in November 2005. This plan was assessed by an independent reviewer on behalf of the National Packaging Covenant Council, who provided the following feedback:

"Goodman Fielder are to be congratulated on an excellent plan. As the owner of many well-known food brands with large and complex packaging systems, Goodman Fielder have put considerable resources into a plan that reflects well on a major brand owner."

In addition, Goodman Fielder's first Covenant Annual Report for the 2005/2006 financial year was submitted in October 2006 and was also assessed by an independent reviewer on behalf of the National Packaging Covenant Council, who provided the following feedback:

"An excellent report from a large company placing good resources where waste reduction can integrate with business objectives. The level of systematic implementation is self evidently huge and should have good results for them."

The purpose of this annual report is to:

- Provide a brief description of Goodman Fielder's current operations in Australia;
- Provide the information required by the Covenant Key Performance Indicators that are relevant to Goodman Fielder as a "Brand Owner" and describe how this information was obtained; and
- Document progress against the commitments and actions outlined in the Action Plan and our previous Covenant Annual Report.

Details on Goodman Fielder's packaging covenant actions are summarised in the following tables:

- **Table 1:** Progress Against the "System Based Actions" Presented in the Action Plan;
- **Table 2:** Progress Against the "Targeted Projects" for the 2006-2007 financial year; and
- **Table 3:** Updated Targeted Project List for 2007-2008 financial year.

Some of the key achievements and packaging improvements that have recently been implemented and/or identified by Goodman Fielder include:

- The thickness of bread bags used on Goodman Fielder's loaf bread products (with the exception of Vogel's) were reduced from 25 to 23 microns during the Reporting Period. This initiative is expected to save approximate 165 tonnes of LDPE plastic per year.
- Further gains were made towards minimising the amount of waste generated by sales returns during the Reporting Period, whilst maintaining stock at the levels required to meet our customer and consumer expectations. This project is estimated to have saved approximately 38 tonnes of LDPE plastic during the Reporting Period.

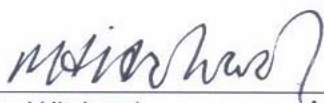
- Various changes were made to the packaging formats associated with the *White Wings* Food Service Product range, which includes cake mixes, dessert fillings and pudding mixes during the Reporting Period. The savings in packaging weight associated with the revised packaging formats are expected to be 7.4 tonnes per year.
- Several types of cardboard distribution shippers used at our fats and oil manufacturing facility in Brisbane were converted from twin cushion to a new lighter board grade during the Reporting Period, resulting in an estimated annual saving of approximately 3.5 tonnes of cardboard.
- *Huhtamaki* commenced working closely with our edible fats and oils facilities in Brisbane and Sydney to assess the performance of their packaging materials (margarine tubs and lids) during the manufacturing process, which has resulted in the implementation of projects that will help minimise the waste generated during the manufacturing process.
- Waste audits were undertaken by *Waste Audit and Consultancy Services (Aust) Pty Ltd* at seven of our largest waste producing sites during the Reporting Period. These sites represent approximately 69% of the waste sent to landfill by the Australian divisions of Goodman Fielder.
- Mid-financial year internal Packaging Covenant audits were undertaken to assess the progress of each of Goodman Fielder's Business Units against the commitments made in our Action Plan and previous Annual Report, internal audit reports were prepared and provided to the Business Unit management teams for action.
- End of financial year National Packaging Covenant meetings were attended by the National Environment Manager and the relevant Packaging Managers from each of Goodman Fielder's Business Units;
- Seven environmental meetings were held with our primary packaging suppliers and the targeted projects that resulted from these meetings are described in Table 3 of this report.
- Goodman Fielder contributed to the National Packaging Covenant funding arrangements as per its obligations under the Covenant.
- Goodman Fielder's National Packaging Covenant Action Plan and previous Covenant Annual Report have been placed on our website to provide consumers with technical information on our packaging management system and the steps we are taking to minimise the environmental impacts associated with our packaging material.
- Waste management training (including information on the National Packaging Covenant) continued across our Australian operations during the Reporting Period; and
- Goodman Fielder won the Food Packaging Action Category award at *Reed Business Information's* second annual Packaging Evolution Awards held on 12 September 2007 in recognition of our progress towards minimising the environmental impacts of our packaging material.

***Statement of Commitment of the Goodman Fielder Management Team**

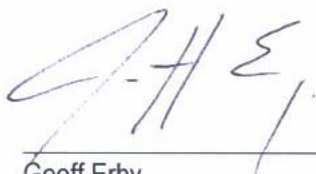
The management team at Goodman Fielder are committed to contributing to the success of the National Packaging Covenant as described in this Covenant Annual Report:



Gordon Hardie
Managing Director - Baking



Paul Hitchcock
Managing Director - Commercial



Geoff Erby
Managing Director – Meadow Lea



Mike Searles
Covenant Contact Officer

Table of Contents

1. Company Overview	1
Introduction.....	1
Goodman Fielder's National Company Structure	1
Goodman Fielder's Products and Brands.....	2
Goodman Fielder's Annual Turnover.....	2
Locations	2
Covenant Contact Officer	3
2. Data Collection, Assumptions and Limitations	4
Packaging Data	4
Waste Data.....	4
Data Limitations.....	5
Record Keeping.....	6
3. Covenant Key Performance Indicators	7
KPI 1 – Packaging Materials Sold Onto the Australian Market.....	7
KPI 3 - Improvements to Packaging Design that Reduce Environmental Impacts	7
KPI 4 - Changes to Packaging Design as a Result of Supply Chain Considerations	7
KPI 6 – Non-Recyclable Materials	9
KPI 16 – In-house Recycling Programs.....	9
KPI 21 – Packaging Waste.....	9
KPI 22 - Code or Practice.....	9
KPI 26 – Recycled Content	10
KPI 27 – Provision of Data	10
KPI 28 – Annual Report.....	10
KPI 29 – Continuous Improvement.....	10
4. Progress Against Actions, Targets and Timelines	11
Table 1 – Progress Against the “System Based” Actions Presented in the Action Plan.....	12
Table 2 – Progress Against the “Targeted” Projects for the 2006/2007 Financial Year.....	17
Table 3 – Updated “Targeted” Projects for the 2007-2008 Financial Year	20

Appendix A: Packaging Waste Recycling Case Study – Murarrie Fats and Oils Facility, QLD

1. Company Overview

Introduction

This annual report has been prepared by Goodman Fielder Limited for the 2006/2007 financial year (the Reporting Period) in accordance with its obligations as a Signatory of the National Packaging Covenant (the Covenant).

This Annual report follows the submission of Goodman Fielder's National Packaging Covenant Action Plan, 2005-2010 (the Action Plan) in November 2005. This plan was assessed by an independent reviewer on behalf of the National Packaging Covenant Council, who provided the following feedback:

"Goodman Fielder are to be congratulated on an excellent plan. As the owner of many well-known food brands with large and complex packaging systems, Goodman Fielder have put considerable resources into a plan that reflects well on a major brand owner."

In addition, Goodman Fielder's first Covenant Annual Report for the 2005/2006 financial year was submitted in October 2006 and was also assessed by an independent reviewer on behalf of the National Packaging Covenant Council, who provided the following feedback:

"An excellent report from a large company placing good resources where waste reduction can integrate with business objectives. The level of systematic implementation is self evidently huge and should have good results for them."

The purpose of this annual report is to:

- Provide a brief description of Goodman Fielder's current operations in Australia;
- Provide the information required by the Covenant Key Performance Indicators that are relevant to Goodman Fielder as a "Brand Owner" and describe how this information was obtained; and
- Document progress against the commitments and actions outlined in the Action Plan and our previous Covenant Annual Report.

Goodman Fielder's National Company Structure

The three Business Units that comprise the Australian divisions of Goodman Fielder Limited are:

- The Baking Business Unit;
- The Commercial Business Unit; and
- The Home Ingredients Business Unit (formerly the Meadow Lea Business Unit).

In July 2006, Goodman Fielder's Baking Business Unit acquired a small bakery in Dandenong, Victoria, known as the Country Life Bakery. This businesses has now been now been integrated into Goodman Fielder's corporate packaging management system and are covered by this annual report.

In March 2007, Goodman Fielder's Home Ingredients Business Unit acquired the Copperpot, Palmyra and Attiki businesses, including their main production facilities in Adelaide. These businesses are being integrated into Goodman Fielder's corporate packaging management system and their packaging data will be included in our next Covenant annual report.

Goodman Fielder's Products and Brands

Goodman Fielder is one of Australia's largest food manufacturing companies and is defined as a "*Brand Owner*" by the Covenant. Goodman Fielder owns many well known brands, primarily comprising bread and bread related products, edible & cooking oils, ready to eat cakes and slices, desserts and toppings, cake mixes, cooking needs, dips, yogurt, dressings & mayonnaise, vinegar, frozen pastry, pasta sauce, table sauce, prepared meals, Asian & Indian meals and sauces. Some of the key brands, owned and/or distributed by Goodman Fielder throughout Australia include:

- **Baking Business Unit:** Molenberg, Mighty Soft, Wonder White, Wonder Gold, Buttercup, EMS, RIGA, Helga's, Country Split, La Famiglia *Country Life*, *Flinder's* and *Early Harvest*.
- **Commercial Business Unit:** Pilot, Cherfri, Culinary Centre Cuisine, Equal, Fryall, Profry, Gold Bullion, Gold Cup, Reward, White Cloud, Red Band, PTL, Sunveg, Solero and Golden Award.
- **Home Ingredients Business Unit:** Asia at Home, Cornwell's, Crisco, Gold'n Canola, Tom Piper, Defiance, Parsons, Paul Newman's Own, ETA, Holbrooks, Logicol, Meadow Lea, Olive Grove, Pampas, McAlpines, Praise, White Wings, Pavlova Magic, Copperpot, Palmyra and Attiki.

In July 2007, Goodman Fielder's Baking business unit launched a series of new products under the Helga's brand, namely:

- Bread sticks;
- Mini-bread sticks;
- Bread twists;
- Naan dipping bread; and
- Pita chips.

As these new products were launched after the Reporting Period, their integration into Goodman Fielder's Packaging Management System will be reported in next year's Covenant Annual Report.

Goodman Fielder's Annual Turnover

The turnover of the Australian divisions of Goodman Fielder during the Reporting Period was estimated to be approximately \$1.4 billion.

Locations

During the Reporting Period, Goodman Fielder operated 25 manufacturing sites located across all Australian states. Goodman Fielder continues to operate approximately 80 distribution centres throughout all States and Territories of Australia. Goodman Fielder's head office is located at Macquarie Park in Sydney and we also have a second small corporate office in Melbourne.

Covenant Contact Officer

All enquiries regarding this document and Goodman Fielder Covenant activities should be directed to:

Mike Searles
National Environment Manager
Goodman Fielder
75 Talavera Road, Macquarie Park, NSW, 2113
ph: (02) 8874 6162
fax: (02) 8874 6328
mike.searles@goodmanfielder.com.au

2. Data Collection, Assumptions and Limitations

Packaging Data

The amount of packaging material that Goodman Fielder sold onto the Australia market during the Reporting Period (including distribution packaging) was estimated by:

- multiplying individual packaging weights by sales figures for some product lines; or
- obtaining indicative weights of packaging material supplied to Goodman Fielder by our packaging suppliers for other product lines.

Gathering these packaging data is a lengthy and complicated process due to the large number of different products produced at our manufacturing facilities, some of which are sold under brands owned by Goodman Fielder, while others are contract packed for other organisations. In addition, some of Goodman Fielder products are contract packaged by external contractors. Due to these challenges, we are continually reassessing and refining the methods we use to obtain and collate these data, in order to streamline the process and improve data accuracy. As such, the differences between the data presented in this report and previous National Packaging Covenant reports produced by Goodman Fielder may be partly due to our continually improving data collection and validation processes.

Waste Data

During the Reporting Period, waste audits were undertaken by *Waste Audit and Consultancy Services (Aust) Pty Ltd* at seven of our largest waste producing sites in Australia, which represent approximately 69% of the waste sent to landfill by the Australian divisions of Goodman Fielder. The objectives of these waste audits were to:

1. estimate the typical density of the landfill waste stream at each of the sites audited; and
2. estimate the typical percentage of packaging material (by weight) in the landfill waste stream at each of the sites audited.

The *Total Waste* data presented in this report comprise “non-liquid” waste only and include a large component of “non-packaging” waste materials that are recycled (such as waste bread that is used as stockfeed). At sites where waste measurements were not available, the *Total Waste* weights were calculated by multiplying the estimated waste volume by an indicative waste density. The indicative waste volumes at these sites were estimated by using the following formula:

$$\text{Estimated Total Waste Volume} = \text{No. bins located at the site} \times \text{capacity of each bin} \times \text{No. times each bin was emptied during the Reporting Period}$$

The indicative waste densities at these sites were estimated as follows:

- The indicative waste densities at the sites that were audited were calculated by dividing the estimated weight of waste sighted during the audit by the estimated volume sighted during the audit; and
- Indicative waste densities at the remainder of the sites were estimated using the *Waste Density Calculator* from the NSW Environmental Protection Authority WRAPP Program, as detailed in the following table:

Material Type	Density (tonnes/m ³)
Mixed Paper	0.24
Packaging Material	0.05
Scrap Steel	0.65
Uncompacted rubbish	0.131
Compacted rubbish	0.296

Note: Waste Density Calculator Available at: http://www.resource.nsw.gov.au/officebuildings/data/Waste_density_calculator.xl

The amount of packaging material sent to landfill by Goodman Fielder was estimated by calculating the approximate percentage (by weight) of packaging material in the landfill waste stream at each site, as follows:

- The indicative percentages of packaging material in the landfill waste streams from the sites that were audited was calculated by dividing the estimated total weight of waste sighted during the audit by the estimated weight of packaging material sighted during the audit; and
- The indicative percentages of packaging material from the remainder of the sites were visually estimated by site-based personnel.

The waste generated from our distribution depots was excluded from this year's waste data as last year's waste data demonstrated that these 80 sites contributed less than 1.75% of the total waste generated at Goodman Fielder's manufacturing facilities.

Data Limitations

As specified in our Covenant Action Plan and previous Annual Report, Goodman Fielder's environmental performance associated with packaging is measured by documenting progress towards achieving our objectives in our Covenant Annual Reports and through the Key Performance Indicators (KPIs) established by the Covenant. It must be recognised, however, that although the Covenant KPIs provide useful information, they don't necessarily have a direct correlation with environmental performance for the following reasons:

- Different products sold by our business have different packaging to product weight ratios and packaging recyclability due to the inherent nature of the product and its specific packaging requirements. It must therefore be recognised that the data presented in the KPIs will be influenced by the "sales mix" of any particular Reporting Period;
- The KPIs relevant to Goodman Fielder as a brand owner do not necessarily consider the full range of environmental impacts and benefits associated with the "life cycle" of packaging material. For example, although the use a non-recyclable material may increase from one Reporting Period to another, there may be environmental benefits associated with the use of the new packaging material that are not measured by the KPIs (such as a reduction in the weight of packaging material required and/or less energy and water required for the production of this packaging material); and
- Goodman Fielder's packaging data collection systems are expected to improve with time, which could influence the KPI data.

As a result of the assumptions and limitation discussed above, the KPI data presented in this and future Annual Reports should be considered in context of these issues.

Record Keeping

Records of measurement results, calculations and assumptions made whilst estimating data for Covenant KPIs and tracking our performance against the commitments outlined in this Annual Report will be maintained at Goodman Fielder's Head Office for the life of Covenant Mark II.

3. Covenant Key Performance Indicators

The Key Performance Indicators (KPI) outlined in the Covenant that are relevant to Goodman Fielder's position in the supply chain as a "brand owner" are discussed below.

KPI 1 – Packaging Materials Sold Onto the Australian Market

It has been estimated that the ratio of packaging (in tonnes) to product (in tonnes) sold onto the Australian market by Goodman Fielder during the Reporting Period was approximately 0.53:1 and the ratio of product (in tonnes) to packaging (in tonnes) sold onto the Australian market by Goodman Fielder during the Reporting Period was therefore approximately 17.7:1.

KPI 3 - Improvements to Packaging Design that Reduce Environmental Impacts

Improvements to Goodman Fielder's packaging formats that occurred during the Reporting Period and reduced the environment impacts are described below:

- ***Baking Australia – Bread Bag Reduction Project:*** The thickness of bread bags used on Goodman Fielder's loaf bread products (with the exception of Vogel's) were reduced from 25 to 23 microns during the Reporting Period. This initiative is expected to save approximate 165 tonnes of LDPE plastic per year.
- ***Commercial – White Wings Food Service Products - Part A:*** A change was made to the White Wings Food Service Product range which includes cake mixes, dessert fillings and pudding mixes during the Reporting Period. The previous packaging format for these products comprised several plastic pouches (LDPE - Low Density Polyethylene) containing a total of either 5 or 7 kg of product, which was placed into a corrugated box, with four of these boxes then placed into an corrugated shipper. In the revised packaging format, the product is placed into industrial plastic bags made of a blend of LDPE and LLDPE (Low Linear Density Polyethylene), which is then placed directly into the corrugated shipper without the need for any inner corrugated box. The savings in packaging weight required for the revised packaging format is expected to be 6.6 tonnes per year.
- ***Commercial – White Wings Food Service Products - Part B:*** A change was made to the 4 x 5kg packs of "self saucing" puddings. The previous packaging format for these products comprised several plastic pouches (LDPE - Low Density Polyethylene) containing a total of 5kg of product, which was placed into a corrugated box, with four of these boxes then placed into a corrugated shipper. The revised packaging format comprises 4 "Ezygrip" polypropylene (PP) jars instead of the plastic pouch and inner corrugated box. This change meets our consumer's demand for a more functional and ergonomic container, thus increasing the value of this product. The saving in packaging weight required for the revised packaging format is expected to be 0.84 tonnes per year.
- ***Commercial – Cardboard Distribution Shippers:*** Several types of cardboard distribution shippers used at our fats and oil manufacturing facility in Brisbane were converted from twin cushion to a new lighter board grade during the Reporting Period, resulting in an estimated annual saving of approximately 3.5 tonnes of cardboard.

KPI 4 - Changes to Packaging Design as a Result of Supply Chain Considerations

Changes to Goodman Fielder's packaging formats that occurred during the Reporting Period as a result of production, market innovation, safety, hygiene, shelf life and/or supply chain considerations are described below:

- Home Ingredients – Shelf Ready Packaging for White Wings Cake Mixes:** The shipper for our White Wings products were converted to Shelf Ready Packaging during the Reporting Period. For some of these products, this involved a change from “B flute” to “E flute”, which is a lighter grade of cardboard and therefore this change reduced the amount of cardboard used. Due to customer demands, however, the number of consumer units per shipper was reduced from six to either three or four for the majority of these products, which increased the amount of cardboard used per consumer unit.
- Home Ingredients – Pampas Pastry Reusable Container Promotion:** For a limited time during the Reporting Period, *Pampas Pastry* was sold with a free reusable plastic storage container as a product promotion. The weight of reusable storage containers given away during this promotion was approximately 11.4 tonnes.
- Home Ingredients – New “Logicol” Yogurt:** New 200 gram twin packs of yogurt were introduced to the Australian market under the *Logicol* brand during the Reporting Period. The new packaging format is a high-impact polystyrene tub with a foil heat seal, which is packaged in a cardboard sleeve. The product to packaging ratio of for this new product is 7.8:1.
- Home Ingredients – New “Helga’s” Butter Blend Margarine:** A new 425 gram butter blend margarine was introduced to the Australian market under the *Helga’s* brand during the Reporting Period. The new packaging format comprises an injection moulded polypropylene tub and lid that is manufactured in New Zealand. The product to packaging ratio of for this new product is 6.9:1.
- Home Ingredients – New Imported Olive Oil Product:** A new 2L tin can of Italian Olive Oil was introduced onto the Australian market under the *Olive Grove* brand during the Reporting Period. The product to packaging ratio of for this new product is 6.6:1.
- Home Ingredients – New Olive Oil Product:** A new 500ml glass bottle of three variants of Olive Oil was introduced under the *Crisco* brand onto the Australian market during the Reporting Period. The product to packaging ratio of for this new product is 1.7:1.
- Home Ingredients – New Salad Dressing Bottle Sizes:** 187ml PET bottles of salad dressing were introduced under the *Praise* brand onto the Australian market during the Reporting Period to meet a market demand for smaller portions. The product to packaging ratio of for this new product is 4.1:1.
- Home Ingredients – New Salad Dressing Spray Packs:** Due to consumer demand, Salad dressing began to be sold in PET bottles with an air spray pump under the *Praise* brand during the Reporting Period. As a result of functional requirements, the pump and spray head is constructed with various types of plastic and stainless steel. The product to packaging ratio of for this new product is 4.1:1.
- Home Ingredients – Modernisation of Australian Cooking Oil Bottles:** The PET bottles for our Australian oils sold under the *Crisco* brand were redesigned during the Reporting Period to remove ridges and increase the size of the bottle flat panels. This change was made for aesthetic reasons and is expected to have a negligible impact on the weight of packaging material used.
- Home Ingredients – Logicol “Portions” Education Initiative:** To educate our consumers about the daily intake of *Logicol* margarine that is required to help reduce cholesterol, a new product called *Logicol “Portions”* was sold onto the Australian market for a limited time during the Reporting Period. The packaging material contained information for the consumer on the recommended dietary intake and the product was packaged in 15 ml margarine tubs with a foil seal (similar to those provided in restaurants) so that the consumer could track their consumption over time. As mentioned, this product was sold for a limited time only and is no longer being produced. The additional amount of packaging sold during this consumer education initiative (ie. in addition to what

would have been sold if the equivalent weight of margarine was purchased in a standard *Logicol* margarine tub) was approximately 1.14 tonnes.

- **Commercial – Olivani Extra Virgin Olive Oil:** A new 3 x 4L commercial pack of Olivani Extra Virgin Olive Oil was introduced onto the market during the Reporting Period. The product to packaging ratio of for this new product is 9.2:1.
- **Commercial – Bulk Margarine:** The style of the corrugated shipper used to transport the 2 x 5 kg bulk margarine and 2 x 3.5 kg bulk margarine products was revised from regular slotted carton (RSC) to wraparound to accommodate new production line settings during the Reporting Period. This change is expected to have a negligible impact on the weight of packaging material used.
- **Commercial - Anchor Breakfast cereals:** A new range of cereals (oats, groats, porridge and muesli) was introduced for the food service and commercial markets under the *Anchor* brand.

KPI 6 – Non-Recyclable Materials

It has been estimated that the weight of “Non-Recyclable” packaging material (as defined by the Covenant) sold onto the Australian market by Goodman Fielder during the Reporting Period was approximately 5,400 tonnes.

Based on the information provided above, it has been estimated that the percentage of packaging sold onto the Australian market by Goodman Fielder during the Reporting Period that was “Non-Recyclable” was approximately 26%.

KPI 16 – In-house Recycling Programs

Goodman Fielder has recycling programs for post consumer packaging at most of our offices and manufacturing sites, but we recognise that there are always opportunities to further increase the proportion of packaging waste that is diverted from landfill by establishing new recycling systems and improving the efficiency of our existing systems. We will therefore strive to continually improve our performance in this area, such as the example provided in Appendix A.

Goodman Fielder’s waste audit and data collection systems are designed to help identify further opportunities to increase the capture and recycling of post consumer packaging generated at our sites and offices.

KPI 21 – Packaging Waste

It has been estimated that the weight of consumer packaging collected for recycling at our sites and offices during the Reporting Period was approximately 1,267 tonnes, which comprises 3.1% of the total solid waste stream.

It has been estimated that the annual weight of consumer packaging that was generated at our sites and offices that was disposed of to landfill during the Reporting Period was approximately 1,777 tonnes, which comprises 4.3% of the total solid waste stream.

KPI 22 - Code or Practice

Goodman Fielder is committed to implementing the *Environmental Code of Practice for Packaging* (the Code) and has developed and implemented a *Packaging Design Approval Checklist* based on the strategies to improve packaging design specified in the Code of Practice, which is designed to be

completed for new packaging formats and significant changes to existing packaging formats (see Goodman Fielder's 2005/2006 National Packaging Covenant Annual Report for a copy of this checklist).

In addition, the template Agenda for our Packaging Supplier Meetings is also based on the strategies outlined in the Code of Practice (see Goodman Fielder's 2005/2006 National Packaging Covenant Annual Report for a copy of this agenda).

KPI 26 – Recycled Content

Goodman Fielder currently uses recycled materials in some of our consumer packaging formats. Goodman Fielder's management team is supportive of a continual improvement process to encourage the identification and implementation of potential future opportunities to further increase the recycled content used in our products and packaging, whilst recognising the limitations associated with using recycled materials in packaging that has direct food contact.

Our *Packaging Design Approval Checklist* also designed to ensures that the incorporation of recycled content is considered during the design phase of new packaging formats and significant changes to existing packaging formats.

KPI 27 – Provision of Data

The data required by the Covenant KPIs have been provided in this Annual Report.

KPI 28 – Annual Report

This Annual Report details progress against the targets and timelines outlined in the Action Plan.

KPI 29 – Continuous Improvement

This Annual Report details our packaging management system which is designed to ensure continuous improvement and performance against individual targets and timelines.

4. Progress Against Actions, Targets and Timelines

Details on Goodman Fielder's packaging covenant actions are summarised in the following tables:

- **Table 1:** Progress Against the "System Based Actions" Presented in the Action Plan (noting that the actions in this table have been modified from the original table presented in the Action Plan, to remove the once-off actions that have been completed and were reported on in our 2005/2006 Covenant Annual Report and to consolidate the reporting of similar actions);
- **Table 2:** Progress Against the "Targeted Projects" for the 2006-2007 financial year; and
- **Table 3:** Updated Targeted Project List for 2007-2008 Financial Year.

Also of note is that Goodman Fielder won the Food Packaging Action Category award at Reed *Business Information's* second annual Packaging Evolution Awards held on 12 September 2007 in recognition of our progress towards minimising the environment impacts of our packaging material.

Table 1 – Progress Against the “System Based” Actions Presented in the Action Plan

Original Action and Objective	Progress Against Target
<p>Undertake a mid financial year internal Packaging Covenant audit to assess our compliance with the commitments and actions outlined in our Action Plan and feed the outcomes of this audit back to the relevant personnel to promote continue improvement.</p>	<p>The following mid financial year internal Packaging Covenant audits were undertaken to assess the progress of each of Goodman Fielder’s Business Units against the commitments made in our Action Plan:</p> <ul style="list-style-type: none"> • 19-22 January 2007 – Home Ingredients Business Unit; • 24 January 2007 - Commercial Business Unit; and • 27 February 2007 - Baking Business Unit. <p>Internal audit reports were prepared and provided to the Business Unit management teams for action.</p>
<p>Maintain the National Packaging Covenant document filing system with each of the Business Units to ensure the information required to demonstrate compliance with the Covenant are recorded and readily available.</p>	<p>Goodman Fielder’s National Environment Manager is responsible for maintaining records of the files relevant to the:</p> <ul style="list-style-type: none"> – Covenant Action Plan and Annual Reports; – internal covenant audits; – covenant annual meeting minutes; – packaging supplier environmental meeting minutes; and – training records. <p>The Packaging Managers within each business group are responsible for keeping records of:</p> <ul style="list-style-type: none"> – completed <i>Packaging Design Approval Checklists</i>; and – calculations and assumptions associated with the packaging data provided in our Action Plan and Annual Reports.

Original Action and Objective	Progress Against Target
<p>Have a formal end of financial year National Packaging Covenant meeting to assess our compliance with the Covenant and identify new targeted projects for the next financial year.</p>	<p>To ensure that each of the Packaging Managers were able attend a formal end of financial year Packaging Covenant meeting, several meetings were held on different dates, as follows:</p> <ul style="list-style-type: none"> • 30 July 2007: Meeting between Mike Searles (National Environment Manager and Covenant Contact); Aquiles Acevedo (Packaging Technologist for the Home Ingredients Business Unit) and Louise Lee (Packaging Technologist for the Commercial Business Unit) • 7 August 2007: Meeting between Mike Searles and Peter Rashleigh (Strategic Sourcing Manager – Ingredients for the Baking Business Unit); and • 14 August 2007: Meeting between Mike Searles and David Roberts (Packaging Development Manager for the Home Ingredients Business Unit).
<p>Complete the <i>Packaging Design Approval Checklist</i> (which is based on the requirements of the <i>Environmental Code of Practice for Packaging</i>) for new packaging formats and significant changes to existing packaging formats.</p>	<p>The <i>Packaging Design Approval Checklist</i> has been developed and was approved by the relevant business groups, however, an internal audit revealed that additional effort is required by the business units to more effectively integrate these checklists into their product development procedures. The business groups responsible for completing these checklists have been informed of the results of this audit so that appropriate corrective actions can be taken.</p>
<p>Update existing and develop new targeted projects to minimise the environmental impacts associated with our packaging.</p>	<p>Progress against the targeted projects presented in last year's Covenant Annual Report is documented in Table 2 and an updated list of targeted projects for this financial year is provided in Table 3.</p>
<p>Undertake a formal documented review of existing packaging formats to assess if changes could be implemented to minimise the environmental impacts associated with this packaging.</p>	<p>The Home ingredients Business Unit reviewed four existing packaging formats with a view to reducing the environmental impacts associated with these packaging formats. At this stage, no target projects were identified for implementation in the short term, however, there is a potential that follow up investigations may lead to future target projects being undertaken.</p>

Original Action and Objective	Progress Against Target
<p>Conduct formal environmental meetings with our primary packaging suppliers to identify new research and technologies that may provide opportunities to minimise the environmental impacts associated with the production of our packaging materials.</p>	<p>The following environmental meetings were held with our primary packaging suppliers:</p> <ul style="list-style-type: none"> • 29-May-07 Visy Industrial Packaging; • 31-May-07 Amcor Fibre; • 4-Jun-07 <i>HP Packaging</i>; • 12-June-07 Amcor Closures; • 15-June-07 <i>Cormack</i>; • 14-June-07 <i>Amcor Flexibles (Baking Packaging)</i>; and • 26-June-07 <i>Huhtamaki</i>.
<p>Where possible and practical, install permanent bulk material storage facilities at our sites to minimise the amount of distribution packaging used for raw products and investigate the receipt of raw materials in larger size delivery lots.</p>	<p>No bulk material storage facilities were installed at any of our Australian site during the Reporting Period.</p>
<p>Assess how the environmental impacts of our distribution packaging can be minimised, with a view to identifying and developing new targeted projects which will be documented in our Annual Reports.</p>	<p>Distribution packaging was discussed during the relevant Environmental Packaging Supplier Meetings and relevant targeted project identified during these meetings are provided in Table 3 of this report.</p>

Original Action and Objective	Progress Against Target
<p>Contribute to the National Packaging Covenant Funding Arrangements, which we understand will support research projects designed to minimise the environmental impacts of packaging material.</p>	<p>Goodman Fielder contributed to the National Packaging Covenant funding arrangements as per its obligations under the Covenant.</p>
<p>Include educational material on our company website regarding how our consumers can help minimise the impacts of packaging on the environment through reuse, recycling and responsible disposal.</p>	<p>Goodman Fielder's National Packaging Covenant Action Plan and previous Covenant Annual Report has been placed on our website to provide consumers with information on our packaging management system and the steps we are taking to minimise the environment impacts associated with our packaging material.</p>
<p>Deliver training programs to relevant employees on the National Packaging Covenant and waste management.</p>	<p>One of the six modules in Goodman Fielder's Environmental Awareness training is about waste management, which includes the National Packaging Covenant. This training package continued to be rolled out to Goodman Fielder's manufacturing sites during the Reporting Period. Information on the National Packaging Covenant is also presented to new head office employees during Goodman Fielder's induction training day.</p>
<p>Assess the use of packaging materials associated with point of sale displays and promotional material, with a view to identifying potential ways of minimising the environmental impacts associated with this material.</p>	<p>The environmental impacts associated with point of sale displays and promotional materials were discussed with the Marketing Department of the Home Ingredients business group. At this stage, no targeted projects associated with point of sale displays and promotional materials have been identified, however, this will continue to be reviewed in the future and any targeted projects that may be identified will be documented in future Annual Covenant Reports.</p>
<p>Report on any changes to our packing formats that were made in response to changes in consumer demand.</p>	<p>Changes to our packaging formats that were made in response to changes in consumer demand and other supply chain considerations are documented in KPI 4, which are discussed in Section 3 of this report.</p>

Original Action and Objective	Progress Against Target
<p>Undertake a simple waste audit at some of our key sites to obtain “snapshot” data on the proportion of packaging waste sent to landfill and the proportion of recyclable packaging disposed of to landfill, to provide more reliable data in future Covenant Annual Report KPI data.</p>	<p>Waste audits were undertaken by <i>Waste Audit and Consultancy Services (Aust) Pty Ltd</i> at seven of our largest waste producing sites during the Reporting Period. These sites represent approximately 69% of the waste sent to landfill by the Australian divisions of Goodman Fielder. The objectives of these waste audits were to estimate the typical density of the landfill waste stream at each of the sites audited and estimate the typical percentage of packaging material (by weight) in the landfill waste stream at each of the sites audited.</p>
<p>Implement improved process efficiency, waste segregation and/or recycling strategies at our key manufacturing sites to minimise the amount of packaging waste produced and maximise the component of this waste that is reused or recycled.</p>	<p>Goodman Fielder is striving to improve waste management practices at our sites (as per the example provided in Appendix A) and recognises that there are additional opportunities further increase the proportion of packaging waste that is diverted from landfill in the future.</p>

Table 2 – Progress Against the “Targeted” Projects for the 2006/2007 Financial Year

Action and Objective	Progress Against Target
Baking Business Unit	
<p>The Baking Business Unit will continue to work with our major retail customers on the in-stock efficiency project, with the aim of further improving the stock management efficiencies at the stores where our bread products are sold.</p>	<p>This project continued this year and further gains were made towards minimising the amount of waste generated by sales returns, whilst maintaining stock at the levels required to meet our customer and consumer expectations. This project is estimated to have saved approximately 38 tonnes of LDPE during the Reporting Period.</p>
<p>The Baking Business Unit will work with Amcor Flexibles to reduce bread bag thickness on most of our loaf bread products from 25 to 23 microns. The roll-out of this change is scheduled to commence in October 2006 and is likely to take approximately 12 months to complete.</p>	<p>The implementation of this initiative commenced in November 2006 and most of our loaf bread products are now using the new thinner bread bags, with the exception of <i>Vogel's</i>. Based on current sales projections, this change is expected to save approximately 165 tonnes of LDPE per year.</p>
<p>The Baking Business Unit will work with Amcor Flexibles to assess the possibility of reducing the amount of ink used on the bread bags of some of our product ranges.</p>	<p>Work on this project commenced during the Reporting Period and the next phase of the project will kick off in early 2008.</p>
Commercial Business Unit	
<p>The Commercial Business Unit will change the material used to make some cardboard distribution shippers from “C-Flute” and “twin cushion Flute” to a propriety board grade developed by one of our packaging suppliers.</p>	<p>Several types of cardboard distribution shippers used at our fats and oil manufacturing facility in Brisbane where converted from twin cushion to a new lighter board grade between April to June 2007, resulting in an annual saving of approximately 3.5 tonnes of cardboard.</p>

Action and Objective	Progress Against Target
Home Ingredients Business Unit	
<p>The Home Ingredients Business Unit is currently converting many of their cardboard distribution shippers to “Shelf-Ready Packaging” at the request of our major retail customers. The Home Ingredients Business Unit will work with <i>Amcor Fibre</i> and our major retail customers to assess whether the amount of cardboard used in our distribution packaging can be reduced during the conversion to “Shelf Ready Packaging” for our Pampas and White Wings range of products.</p>	<p>The shippers for our White Wings products were converted to Shelf Ready Packaging during the Reporting Period. For some of these products, this involved a change from “B flute” to “E flute”, which is a lighter grade of cardboard and therefore this change reduced the amount of cardboard used. Due to customer demands, however, the number of consumer units per shipper was reduced from six to either three or four for the majority of these products, which increased the amount of cardboard used per consumer unit.</p>
<p><i>Amcor Flexibles</i> has developed a new stretch wrap product that reduces the amount of material required to stabilise a standard pallet of products. This new material is currently used at our West Footscray and Bunbury manufacturing facilities. The Home Ingredients Business Unit will work with Amcor Flexibles to assess the feasibility of using this stretch wrap product to our Mascot and Murarrie manufacturing facilities.</p>	<p>No progress was made on this project during the Reporting Period, however, this project is planned to be investigated further in the next Reporting Period.</p>
<p>The Home Ingredients Business Unit will work with <i>Amcor Fibre</i> towards including a recyclable logo on cardboard distribution shippers as the design of these shippers comes up for review.</p>	<p>A recycling logo is now presented on the majority of the distribution shippers used by the Home Ingredients business unit. Compliance with this initiative is continually being checked as shippers come up for redesign.</p>
<p>The Home Ingredients Business Unit will work with <i>Huhtamaki</i> to review the manufacturing processes at some of our key manufacturing facilities to identify any process improvements that could reduce the amount of packaging material waste that is generated.</p>	<p><i>Huhtamaki</i> has commenced working closely with our edible fats and oils plants in Brisbane and Sydney to assess the performance of their packaging materials (margarine tubs and lids) during the manufacturing process. One of the objectives of this project is to identify areas that are prone to causing waste, such as filling line jam-ups, manual feed systems and dropped/soiled tubs. This work has resulted in the alteration of “lid-fit” on one of the retail packaging lines at our Sydney facility to prevent the lids from being accidentally removed in the process.</p>

Action and Objective	Progress Against Target
<p>The Home Ingredients Business Unit will work with <i>Huhtamaki</i> to review the distribution packaging associated with the delivery of margarine tubs to our sites, with the aim of assessing the feasibility of either reducing the amount of cardboard used in this distribution packaging or switching to reusable transit units.</p>	<p><i>Huhtamaki</i> 's carton provider has developed two prototype alternatives to the current distribution shippers being used to deliver their margarine tubs and lids to our manufacturing sites. These prototypes were evaluated, resulting in the identification of further refinements to improve their performance. One of the potential advantages of these new shippers (should they be feasible to implement) is that the weight of cardboard required may be able to be reduced compared to the existing shippers. Work on this project continues.</p>
<p>The Home Ingredients Business Unit will work with <i>Cormack</i> towards investigating the feasibility of returning the cardboard shippers used to deliver "Twist Tops" and "Flip Tops" for mayonnaise containers to <i>Cormack</i> for reuse or potentially delivering these products in more readily reusable transit units.</p>	<p><i>Cormack</i> investigated this project and informed Goodman Fielder that it was not economically feasible to collect the empty distribution shippers and return them to their facility for reuse. As an alternative, they are investigating the potential use of a "bulk" distribution shipper that would use less cardboard than the current smaller distribution shippers.</p>
<p>The Home Ingredients Business Unit will review the design of the shaker on our pancake range to determine if it is feasible to reduce the packaging weight.</p>	<p>The design of the pancake shaker was reviewed at it was determined that a reduction in packaging material would cause an unacceptable reduction in the strength of the container and therefore no action was taken. The size of the label on this product was optimised, however, this is not expected to have a significant impact on the overall weight of the packaging material used.</p>

Table 3 – Updated “Targeted” Projects for the 2007-2008 Financial Year

Action and Objective	Target, Timeline and Measurement	Responsibility
<i>Corporate</i>		
<p>Action: Goodman Fielder’s National Environment Manager will endeavour to organise a tour of a modern waste Materials Recovery Facility (MRF) for the Packaging Managers within the relevant business groups of Goodman Fielder.</p> <p>Objective: To facilitate a greater understanding of how the design of our packaging material can influence its recoverability and recyclability amongst our employees that are responsible for designing our packaging formats.</p>	<p>Target: For Goodman Fielder’s packaging designers to undertake a site tour of a modern materials recovery facility.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Mike Searles (National Environment Manager – Goodman Fielder)</p>
<i>Baking Business Unit</i>		
<p>Action: The baking business unit will continue their implementation of the in-stock efficiency project and strive to improve sales forecasting.</p> <p>Objective: To further reduce the amount of waste bread and bread bags generated by sales returned.</p>	<p>Target: To reduce the amount of waste bread and bread bags generated by sales returned by approximate 1.5%.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Peter Rashleigh (Strategic Sourcing Manager - Ingredients for Goodman Fielder Baking)</p>

Action and Objective	Target, Timeline and Measurement	Responsibility
<p>Action: To continue working with Amcor Flexibles to further reduce the amount of ink used on our bread bags on bread bags.</p> <p>Objective: To minimise the environmental impacts and costs associated with printing on our bread bags.</p>	<p>Target: To reduce the amount of ink used on our bread bags.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Peter Rashleigh (Strategic Sourcing Manager - Ingredients for Goodman Fielder Baking)</p>
<p>Action: To determine the feasibility of reducing the length of our bread bags.</p> <p>Objective: To reduce the amount of plastic required to make our bread bags to the extent practical.</p>	<p>Target: To reduce the amount of plastic required to make our bread bags to the extent practical.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Peter Rashleigh (Strategic Sourcing Manager - Ingredients for Goodman Fielder Baking)</p>
<p>Action: The Baking business unit is reviewing its waste management systems at the three largest bakeries in Australia to assess the feasibility of outsourcing the segregation of our solid waste stream into the various recycling streams to a waste recycler.</p> <p>Objective: To improve the recovery and recycling rates and minimising the amount of waste material sent to landfill from these sites.</p>	<p>Target: For the Baking Strategic Sourcing Manager (Services) to determine if it is practical to outsource the segregation of our solid waste stream at the three largest bakeries in Australia.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Ian Sekuloski (Strategic Sourcing Manager - Services for Goodman Fielder Baking)</p>

Action and Objective	Target, Timeline and Measurement	Responsibility
<i>Commercial Business Unit</i>		
<p>Action: The Commercial business unit will assess the feasibility of introducing an alternative packaging format for some of our bulk products that has the potential to significantly decrease the weight of packaging material required. Although the current recovery and recycling rates of some components of the potential new packaging format may be lower than the current packaging material used for these oils, other components of the new packaging format are expected to have a higher recycling rate.</p> <p>Objective: To significantly reduce the amount of packaging material required for some of our bulk oil products (if it is feasible to do so), whilst maximising the recovery and recycling potential of the potential new packaging format to the extent practical.</p>	<p>Target: To assess the feasibility of significantly reducing the amount of packaging material required for some of our bulk oil products, whilst maximising the recovery and recycling potential of the potential new packaging format to the extent practical.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Kathryn Storey (Packaging Development Manager for Goodman Fielder Commercial)</p>
<i>Home Ingredients Business Unit</i>		
<p>Action: Redesign the cardboard distribution shippers associated with the Meadow Lea margarine products that are manufactured at our facility in Brisbane.</p> <p>Objective: To reduce the amount of cardboard used in these shippers to the extent practical.</p>	<p>Target: For the Home Ingredients Packaging Technologist to redesign the cardboard distribution shippers associated with the Meadow Lea margarine products and save as much cardboard material as is practical.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Aquiles Acevedo (Packaging Technologist for Goodman Fielder Home Ingredients - Spreads Division)</p>

Action and Objective	Target, Timeline and Measurement	Responsibility
<p>Action: Redesign the cardboard distribution shippers associated with the Paul Newman product range manufactured at our facility in Brisbane.</p> <p>Objective: To reduce the amount of cardboard used in these shippers to the extent practical.</p>	<p>Target: For the Home Ingredients Packaging Technologist to redesign the cardboard distribution shippers associated with the Paul Newman product range manufactured at our facility in Brisbane and save as much cardboard material as is practical.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Aquiles Acevedo (Packaging Technologist for Goodman Fielder Home Ingredients - Spreads Division)</p>
<p>Action: Redesign the cardboard distribution shippers associated with our Olive Grove products, some Praise products and Asia@Home products.</p> <p>Objective: To reduce the amount of cardboard used in these shippers to the extent practical.</p>	<p>Target: For the Home Ingredients Packaging Technologist to redesign the cardboard distribution shippers associated with our Olive Grove products, some Praise products and Asia@Home products and save as much cardboard material as is practical.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Aquiles Acevedo (Packaging Technologist for Goodman Fielder Home Ingredients - Spreads Division)</p>

Action and Objective	Target, Timeline and Measurement	Responsibility
<p>Action: Include a "Plastic Identification Code" on our 250, 375 and 500 gram Olive Grove margarine products.</p> <p>Objective: To help our consumers to make educated decisions about whether these polypropylene tubs are recyclable through their kerb-side recycling systems.</p>	<p>Target: For the Home Ingredients Packaging Technologist to arrange to add the Plastic Identification Code on our 250, 375 and 500g Olive Grove margarine products via our packaging supplier.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>Aquiles Acevedo (Packaging Technologist for Goodman Fielder Home Ingredients - Spreads Division)</p>
<p>Action: Increase the recycled content contained in the cartons used on our White Wings cake mixes, desert mixes and cooking ingredients from a current minimum of 80% to a minimum of 95%.</p> <p>Objective: The support the recycled cardboard industry by increasing the recycled content in the cartons used for these products.</p>	<p>Target: For the Home Ingredients Packaging Development Manager to arrange to Increase the recycled content contained in the cartons used on our White Wings cake mixes, desert mixes and cooking ingredients from a current minimum of 80% to a minimum of 95% via our packaging supplier.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>David Roberts (Packaging Development Manager for Goodman Fielder Home Ingredients)</p>

Action and Objective	Target, Timeline and Measurement	Responsibility
<p>Action: Review the design of the cardboard distribution shippers associated with our Pampas and White Wings product ranges.</p> <p>Objective: To reduce the amount of cardboard used in these shippers if it is practical to do so.</p>	<p>Target: For the Home Ingredients Packaging Development Manager to review the design of the cardboard distribution shippers associated with our Pampas and White Wings product ranges and to reduce the amount of cardboard used in these shippers if it is practical to do so.</p> <p>Timeline: By 30 June 2008</p> <p>Measurement: Compliance with this action will be measured by reporting progress against the target in our next National Packaging Covenant Annual Report.</p>	<p>David Roberts (Packaging Development Manager for Goodman Fielder Home Ingredients)</p>

Appendix A
Packaging Waste Recycling Case Study
Murarrie Fats and Oils Plant, QLD



Goodman Fielder Packaging Recycling Case Study Murarrie Fats & Oils Facility



Murarrie's "GREEN" team (from left to right) Hugh Cleary, Ron Grantham, John Cantrell, Andrew Visser and Dave Evans (absent).

The "GREEN" team was established at our edible fats and oils facility at Murarrie, Queensland in November 2006. The creation of this group was an initiative of the Operations Manager (Ron Grantham), who wanted to encourage employees to become more involved in identifying and implementing environmental improvement projects at the site.

One of the key environmental improvement projects that the GREEN team wanted to implement was reducing the amount of waste sent to landfill from the site. The site's waste contractor was therefore invited to a series of meetings to discuss the resources that would be required to increase the site's recycling rate, with a particular focus on cardboard and plastics. These meetings resulted in the implementation of improvements to the site's waste management procedures and infrastructure.

The GREEN team representatives provided the much needed input and enthusiasm required to ensure that the separation, collection and management of the site's waste improved. The team identified the resourced required to achieve their goal of landfill waste reduction through consultation with other workers and undertaking a site waste management assessment. Dave Evans has ensured that appropriate signage is provided on all waste receptacles so that workers are clear on the waste segregation procedures. Each office workstation on the site is also now provided with the appropriate recycling bin.

Prior to the establishment of the GREEN Team, waste margarine tubs and lids were sent to landfill for disposal, however, a screw compactor has now been installed at the site, which allows the site to collect and recycle this plastic.

Since the establishment of the GREEN Team, the site has increased the amount of packaging material recycled from approximately 40% to 80%. The GREEN team consider that the site's landfill waste reduction project has been a great success that has resulted in financial, social and environmental benefits.