



A signatory to the
Australian Packaging Covenant

Action Plan

2011 - 2016

Action Plan for the Australian Packaging Covenant

Aperio Group

31st March, 2011

COMPANY INFORMATION

Aperio Group Pty Limited is a supplier of plastic flexible packaging, operating in Australia and New Zealand. Aperio Group is owned by one of Australia's largest private equity investors, Catalyst Investment Managers.

Aperio was formed in May 2005 with the acquisition of a number of high profile flexible packaging manufacturers in Australia and New Zealand. Some of these manufacturers have been involved in the packaging industry for over four decades. Aperio steadfastly pursues its vision of being a dynamic industry leader and provider of innovative packaging solutions.

Aperio Group utilise a range of technologies, to produce innovative packaging solutions for food, beverage, other consumables and broad industrial packaging requirements. Aperio's core manufacturing activities are:

- Extrusion
- Printing
- Laminating
- Converting (slitting, bag & pouch)

Aperio Group is one of the largest plastic flexible packaging companies in Australia, commanding approximately 20% share of the Australian flexible packaging market.

Aperio has manufacturing operations in Melbourne, Sydney and Brisbane with sales offices in Adelaide and Hobart. The manufacturing sites covered by the Packaging Covenant are:

VIC
Nunawading
Oakleigh
Cheltenham

NSW
Chester Hill
Kirrawee

QLD
Oxley
Coopers Plains

Aperio has active involvement in the following market segments:

Food, Beverages, Agriculture, Horticulture and Industrial.

Aperio Group customers include a diverse range of blue-chip Australasian and International companies with household-name products in both Australia and New Zealand.

Aperio's Australasian Annual group revenue is approximately \$350m, employing 1150 people.

Aperio was a foundation signatory to the National Packaging Covenant. Our ongoing commitment to the Australian Packaging Covenant has been made by the executive management and is linked to broader corporate goals.

Aperio Contact Details

Daniel Opat

Group Marketing Coordinator
Aperio Group Pty Ltd

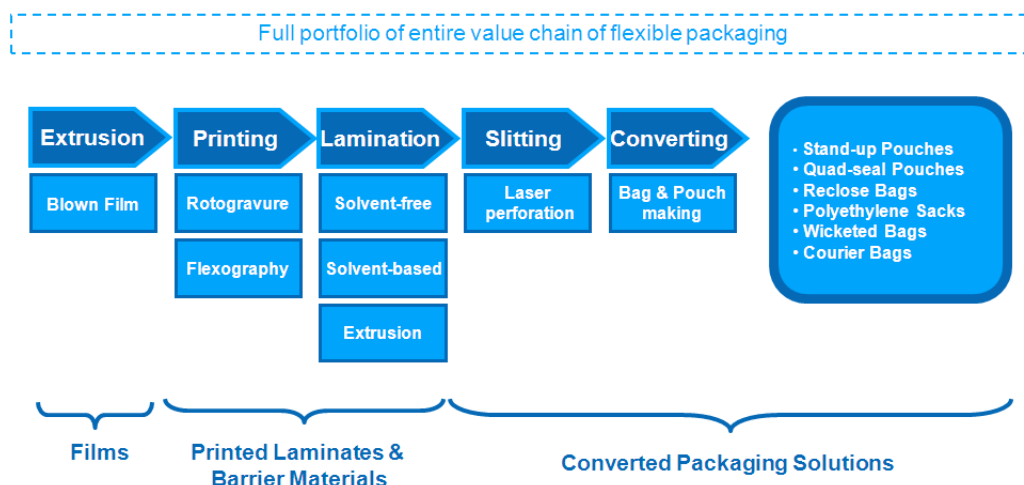
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Aperio's Major Brands

Aperio owns the following brand names:

VentFast™	Microwave self-venting films
EpiTech®	Surface Protection Film
EasyTear®	Easy opening collation shrink film
Armatuff®	High puncture resistance PE films and bags
Greenguard®	Windowed potato bag
Armaloc®	Pre-zippered rewind for FFS reclose
Wrapmaster®	High clarity, thin gauge films for toilet tissue
Diopeel®	A range of specialty peelable film that seals to itself
FreshNet®	Produce bag with netting for breathability
Handywrap®	Catering food wrap
Armapeel®	Peelable lidding films that seal to a range of different bases
ArmaStretch™	Stretch hood films for pallet containment

Products and Processes



The Plan

Timeframe

Aperio's original Action Plan was designed to run for two years, August 2002 to July 2004, and was extended to April 2005. To take into account changes to the Covenant a new plan was designed to run for three years, July 2005 to June 2008. Further developments led to another plan that ran from 2008 to 2010, which saw out the final reporting under the NPC.

This new Action Plan is designed to run for five years, between 2011 and 2016. This plan specifies Aperio's actions for implementing our commitments under the Covenant and supports the achievement of the Covenant's objectives and goals.

Our reporting period will be July to June, with annual reporting submitted by October 31st each year.

The Covenant Co-ordinator will review the Action Plan on at least an annual basis to ensure the targets are relevant, appropriate and achievable.

Action Plan

Goal 1: Design – Optimise packaging to achieve resource efficiency and reduced environmental impact without compromising product quality and safety.

KPI 1: Implementation of SPG for design or procurement of packaging.

Actions	Responsibility	Baseline Data	Target or Performance Goal	Timeline or Milestones	Evidence *
1.1 Identify Sustainable Packaging Guideline Team members for Division by Site.	APC Champion & each State General Manager	No Team in place at present time.	Selection of the most appropriate cross section of resources from within the business.	Have Sustainable Packaging Guideline review team in place by end of May 2011.	Site role and responsibilities document nominating SPG team members.
1.2 Define product packaging ranges as per point 2.1.4 of SPG.	SPG Review Team	No ranges or products catalogued as required by SPG.	All Products manufactured to be catalogued.	Have completed by end August 2011.	Sustainable Packaging Product Category Listing Document.
1.3 Develop Aperio sustainable packaging guidelines.	Aperio Group Technical managers, Sales Managers & APC champions.	No Aperio Group guidelines in place.	One set of guidelines for Group use that meets all relevant SPG requirements.	End December 2011.	Aperio sustainable packaging guidelines document.
1.4 Develop the most appropriate method and schedule for reviewing New & Existing Products.	SPG Review Team	No packaging has yet been reviewed using SPG or Aperio group equivalent.	Have review mechanism as part of standard Item creation process.	Have completed by end Jan 2012.	Document for Schedule of review of product types. New Product SPG Review Document and procedure.

<p>1.5 Review all new packaging using the SPG.</p>	<p>APC/SPG Review Team</p>	<p>No new packaging has been reviewed using SPG.</p>	<p>100% of all new packaging to be reviewed using SPG</p>	<p>All new packaging being reviewed against Aperio SPG from July 2012.</p>	<p>Product Review Records.</p>
<p>1.6 Systematic review of existing packaging using the SPG</p>	<p>APC/SPG Review Team</p>	<p>No existing packaging has been reviewed using SPG</p>	<p>Develop a category listing for existing products</p> <p>Review existing packaging</p>	<p>Have category listing documented by End Dec 2011</p> <p>30% of existing packaging* reviewed by end of Dec 2012, 60% end June 2013, 80% by End June 2014.</p> <p><i>*(by unit of production - kilograms)</i></p>	<p>Product Review Records.</p> <p>Existing Packaging Category Listing document.</p> <p>Product Review Documents showing the percentage of existing packaging reviewed to date.</p>
<p>1.7 Systematic review of all areas of water consumption by site.</p>	<p>Site Engineering Managers and APC Review Team.</p>	<p>Existing consumption data available via KPI reporting.</p>	<p>Reduce consumption per unit of production (kilograms) by 3%.</p>	<p>Have review completed by end December 2011.</p> <p>Have in place procedures or equipment that will deliver target by end December 2015.</p>	<p>Review documentation identifying all relevant water consumption streams.</p> <p>Water Reduction Action Plan document.</p> <p>Water rate notices.</p>

<p>1.8 Systematic review of all areas of gas consumption by site.</p>	<p>Site Engineering Managers and APC Review Team.</p>	<p>Existing consumption data available via KPI reporting</p>	<p>Reduce consumption per unit of production by 2.5%.</p>	<p>Have review completed by end June 2012.</p> <p>Have in place procedures or equipment that will deliver target by end December 2015.</p>	<p>Review documentation identifying all relevant gas consumption streams.</p> <p>Gas Reduction Action Plan Document</p> <p>Relevant site gas invoices.</p>
<p>1.9 Systematic review of all areas of electricity consumption by site.</p>	<p>Site Engineering Managers and APC Review Team.</p>	<p>Existing consumption data available via KPI reporting</p>	<p>Reduce consumption per unit of production by 2%.</p>	<p>Have review completed by end December 2012.</p> <p>Have in place procedures or equipment that will deliver target by end December 2015.</p>	<p>Review documentation identifying all relevant electrical consumption streams.</p> <p>Electricity Reduction Action Plan Document</p> <p>Relevant site electricity invoices.</p>
<p>1.10 Measure CO₂ emissions</p>	<p>Site Engineering Managers and APC Review Team.</p>	<p>Existing consumption data available via KPI reporting</p>	<p>CO₂ emissions are directly linked to gas and electricity usage. Therefore, CO₂ targets are the combined targets of gas and electricity in actions 1.8 and 1.9.</p>	<p>Linked directly to actions 1.8 and 1.9.</p>	<p>KPI Spreadsheet for APC.</p>

Goal 2: Recycling - the efficient collection and recycling of packaging.

KPI 3: On-site recovery system for recycling used packaging.

KPI 4: Policy to buy products made from recycled packaging.

Actions	Responsibility	Baseline Data	Target or Performance Goal	Timeline or Milestones	Evidence *
<p>2.1 Identify accountability for site waste management.</p>	<p>APC Champion & each State General Manager</p>	<p>No formal management structure and accountability for site waste streams.</p>	<p>Site Waste Management Team identified and accountability defined in team structure document.</p>	<p>Have Site Waste Management Team in place by end of June 2011.</p>	<p>Division and Site role and responsibilities document nominating Site Waste Team members.</p>
<p>2.2 On site systems for classification, collection and management of all site waste.</p>	<p>Site Waste Management Team.</p>	<p>Existing waste data available via KPI reporting on the NPC Spreadsheet. (Weight measurement of site waste sent to landfill and recycling.)</p>	<p>Review all forms of site waste.</p> <p>Identify and set up systems for management of waste away from landfill.</p> <p>Reduction in Landfill waste numbers (per unit of production).</p> <p>All recyclable waste collected and recycled.</p>	<p>By end December 2011.</p> <p>By end December 2012</p> <p>By end December 2013</p> <p>By June 2013</p>	<p>Review document</p> <p>Procedures for handling each waste stream.</p> <p>General Landfill waste invoices</p> <p>Waste Stream Handling Document.</p>

<p>2.3 On site recovery system for collection of Recyclable Post Consumer Packaging</p>	<p>Site Waste Management Team.</p>	<p>Limited or no systems in place at each site for recycling of post-consumer waste</p> <p><i>(* this is different to our office and factory waste, which is recycled where applicable – see action 2.2)</i></p>	<p>System in place for the collection of recyclable Post-Consumer Packaging.</p>	<p>By end December 2013</p>	<p>Waste Management Supplier Agreement.</p>
<p>2.4 Procurement Policy</p>	<p>Supply Chain Managers, Technical Managers and Engineering Managers.</p>	<p>No formal Procurement Policy in place.</p> <p><i>(*However, we do have existing practices that are aligned with APC goals. Our target is to formally document these practices.)</i></p>	<p>New Procurement Policy</p> <p>Perform review on all purchased materials.</p> <p>Increased purchase of products that contain a % of recycled material.</p>	<p>By end Dec 2011</p> <p>By end Dec 2012</p> <p>By end Dec 2015</p>	<p>Procurement Policy</p> <p>Buy Recycled Analysis document.</p> <p>Purchasing records & Buy Recycled Analysis Document.</p>

Goal 3: Product Stewardship - a demonstrated commitment to product stewardship.

KPI 6: Formal process for working with others to improve design and recycling of packaging.
KPI 7: Demonstration of other product stewardship outcomes.

Actions	Responsibility	Baseline Data	Target or Performance Goal	Timeline or Milestones	Evidence *
3.1 Develop a formal process for working with Customers with respect to Product Stewardship	State General Managers and State Sales Managers	Available to limited customers on "as requested" basis	Increase number of customers included to at least top 10.	Adopt formal process by end of June 2012. Regular reviews with Top 10 customers inclusive of Product Stewardship Goals by 2015.	Procedure and documents available for Customer Product Stewardship Reviews Completed customer reviews by Sales Managers.
3.2 Recycling of Customer Packaging waste	Account Managers, State Sales Managers, Technical Managers & State General Managers.	No formal process in place for recycling Customer waste	Make this option available to select customers. Alternatively, suggest waste recyclers that customers can engage with directly.	All customer arrangements are reviewed within five years (End 2015) to determine possible waste collection opportunities.	Records of waste reviews and recommendations.
3.3 Clearly identify recyclability of manufactured products.	Technical Managers	No formal process for identification and education of customers as to the recyclability of the products we	Have Customer Product Specifications in place that specify recyclability of supplied packaging.	By end December 2012	Product Specification Documents

		manufacture for them.			
3.4 Work with suppliers to identify improvements in packaging material technologies.	Technical Managers & Supply Chain Managers	No formalised process with sustainable packaging focus.	Document formalised process for supplier reviews to include product stewardship principles	Process in place by End December 2012	Supplier Review Documents
3.5 Ensure key APC Team Members have their APC commitments included in job description and/or performance objective (reviews).	CEO to issue directive for Senior Management to facilitate this process of including APC responsibilities in job descriptions of relevant staff. Responsibility on key APC Team members to fulfil the commitments assigned to them.	APC responsibilities not formalised in anybody's job commitments, except for APC Coordinator.	All key APC Team members to have their roles updated to include APC commitments.	By end December 2011	Job Descriptions of APC Team Members.
3.6 APC discussion at Customer Quarterly Reviews	Account Managers and Sales Managers	APC not currently part of formal Quarterly Reviews	Formal discussion of APC matters (e.g. packaging reviews) to be actioned at Quarterly Reviews with major* customers. <i>(*major = top customers by unit of production at each site)</i>	All major customers to have APC discussion as part of Quarterly Reviews by Jan 2012.	Meeting Minute notes from Quarterly Reviews.

*** Evidence:**

- Electronic Documents stated as being used for evidence to substantiate work done shall be located in a central location on a network location for each site.
- Hard copy documents shall be maintained and kept by the site APC Team leader.
- Sales, Technical and Supplier documents may be located with individual area managers. Site APC team leader to ensure the documents are maintained, controlled and available on request.

Endorsement

Aperio Group CEO endorsement of new Action Plan

The Australian Packaging Covenant Action Plan July 2011 to June 2016 is hereby endorsed by Peter R. Sutton, Managing Director and C.E.O. Aperio Group Pty Limited.



Signature:

Date: March 31st, 2011