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BLACKMORES LTD
AUSTRALIAN PACKAGING COVENANT (APC)
2010-2015 ACTION PLAN



**A signatory to the
Australian Packaging Covenant**

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1. EXECUTIVE SUMMARY



Blackmores Ltd was a signatory to the National Packaging Covenant (NPC) and has been invited to become a signatory to the Australian Packaging Covenant (APC). Blackmores is a brandowner, a member of the packaging supply chain and as a signatory to the Covenant is required to submit an Action Plan for the period 2010- 2015 and ongoing Annual Reports.

The purpose of the Action Plan is to show how Blackmores intends to contribute to the achievement of the Covenant's goals and to meet its obligations under the Covenant. The three main performance goals of the Covenant are:

1. Design - Optimise packaging to use resources efficiently and reduce environmental impact without compromising product quality and safety
2. Recycling - Efficiently collect and recycle packaging
3. Product Stewardship - Demonstrate commitment of all signatories

Earlier in the year stakeholders met with their third party external consultant and participated in a workshop to review the requirements of the APC. As part of this review the stakeholders were taken through a 28 question questionnaire based on APC documentation and attendance at APC Workshops. The results of this review are documented in the Action Plan and the actions arising from this review are summarised in the Action Plan Table.

Blackmores has carried out a preliminary review of the skills required to meet the requirements of the Australian Packaging Covenant. We have identified the key departments required to have input and will create a team to work on this key project as part of our ongoing efforts to address packaging. This Action Plan is to be followed up by regular meetings of the APC Team where we will continue to address the issues raised throughout the Plan. The Team will endeavour to facilitate a timely implementation of the Action Plan and will ensure data are stored in an auditable manner in a centralized APC audit database.

If you have any questions regarding Blackmores' activities under the Australian Packaging Covenant, or on Blackmores' broader environmental performance, please direct them to the Covenant contact:

Philip Daffy
Environment Manager
Blackmores
20 Jubilee Ave
Warriewood NSW 2012
Ph: (02) 9910 5223
Email: pdaffy@blackmores.com.au

Mr. Daffy reports through to Ms Christine Holgate, Chief Executive Officer, on all matters relating to the Covenant and Ms Holgate has endorsed this Action Plan.

2. COMPANY SUMMARY



2.1. COMPANY PROFILE

Blackmores is passionate about natural health and inspires people to take control of, and invest in, their health and wellbeing. We are leaders in developing and marketing products and services that deliver a more natural approach to health, based on our expertise in vitamins, minerals, herbs and nutrients.

The Company operates in Australia, New Zealand and Asia and currently employs more than 500 people in the region, with a head office based in Warriewood on Sydney's Northern Beaches. Blackmores became a publicly listed company in May 1985.

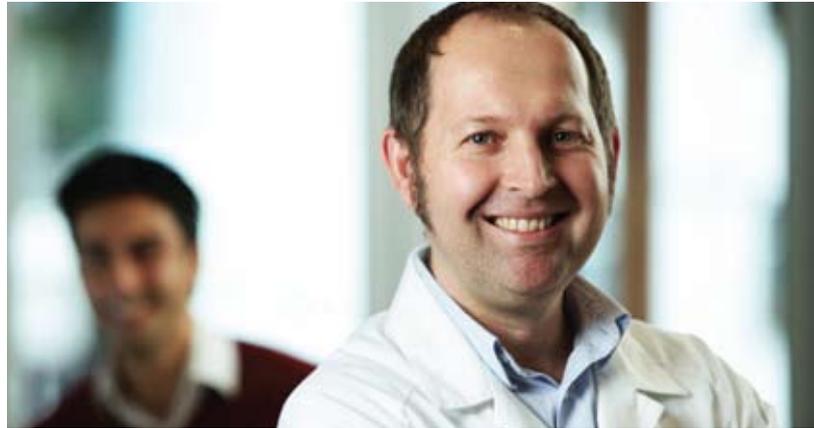
Blackmores has been an industry leader in Australia for more than 70 years. The company had its beginnings in the 1930s, thanks to the vision and passion of one man, Maurice Blackmore (1906–1977), an English immigrant whose ideas about health were ahead of their time.

Maurice Blackmore's belief in the health-giving properties of herbs and minerals led him to develop a whole system of healthcare based on naturopathic principles. His views on natural health, preventive medicine, and the environment were nothing short of radical in the 1930s, and his work opened the doors to new ways of treating illness and maximising health.

Maurice Blackmore was also responsible for starting one of Australia's first health food stores in Brisbane in 1938 and he worked with colleagues and friends to establish the first naturopathic colleges and associations in the country. His beliefs are still valid today and his teachings are incorporated into the training programs of many natural health practitioners.

Since taking the reins of the business in 1975, Maurice's son Marcus has continued the family traditions established by his father. He has overseen the development of Blackmores and made it a world leader in the dietary supplements business.

Blackmores' products are developed using a combination of scientific evidence and hundreds of years of traditional knowledge. Our products are made to exacting requirements, under the international PIC/s (Pharmaceutical Inspection Convention and Pharmaceutical Inspection Co-operation Scheme) standards of good manufacturing practice. We use high quality ingredients sourced from around the world. Our product formulations are approved by regulatory bodies where they are sold and are required to meet both our own and various governments' stringent standards of safety, quality and efficacy.



Blackmores has added a potential new growth platform to the Company with the acquisition of Pure Animal Wellbeing Pty Ltd (PAW) on 2 July 2010. PAW develops and markets natural dietary supplements and topical products for dogs and cats that are sold in veterinary clinics and specialty stores in Australia, New Zealand and Korea.

Blackmores' heritage and values are coupled with a commitment to superior business performance. Our strategic direction is focused on delivering growth and continuous improvement to maintain and enhance Blackmores' industry leadership position and achieve ongoing success for our company and our shareholders.



2.2 ENVIRONMENTAL SUSTAINABILITY

Blackmores has a long term commitment to sustainability and social responsibility. We believe as responsible corporate citizens, we must address the issues of environmentally sustainable practices relating to all aspects of our business, demonstrating care, respect and compassion for our people, the broader community and the environment.

We have taken a broad-based approach to reducing packing waste across all aspects of the business through our involvement with the National Packaging Covenant. As a signatory to the new Australian Packaging Covenant, Blackmores is committed to reducing the environmental impact of our packaging through design, closing the recycling loop and demonstrating a commitment to good product stewardship.

The Covenant marks ten years of continuous improvement in the environmental performance of Blackmores' packaging and waste minimisation, and this was acknowledged at the Packaging Magazine Evolution Awards in 2006, 2007, 2008 and 2009, where Blackmores was a finalist for four consecutive years in the Pharmaceutical Packaging Action Award Category, winning twice.

As part of Blackmores' commitment to further reduce carbon emissions and minimise our carbon footprint, the conversion of all our fleet vehicles to LPG or diesel will be completed in 2011.



2.3 BLACKMORES CAMPUS

The Blackmores Campus is a world-class facility that includes innovative features to minimise our environmental impact, drives operational efficiencies and importantly, provides resources and amenities to create a motivating, healthy happy place in which to work.

Officially opened in May 2009 and located at Warriewood on Sydney's Northern Beaches, the Blackmores Campus offers a new generation workplace that demonstrates the company's leadership in its balanced approach to health, work, life and the environment.

Every aspect of the campus reflects our values, our leadership and our commitment to quality. We are very proud of the sustainable building design, with a carbon footprint just one eighth of a comparable development.

Covering more than 25,000 square metres and housing more than 220 staff each day, the building has been developed to incorporate a healthy and productive working environment with a range of wonderful features including:

- Environmentally-friendly, low-volatile and low-emission furnishings including carpets, paints, and furniture.
- Building design that maximises natural lighting combined with low energy smart lighting systems to reduce artificial lighting needs.
- 100% fresh air through the use of an operable façade and access floors, resulting in an environment that is air-conditioning free for about two thirds of the year.
- Access to fresh air has been maximised with temperature-sensitive windows that open and close as the building warms and cools throughout the day.
- Integration of natural flora into the office setting, offering a tranquil workplace environment.

The campus also allows for improved production and distribution efficiency, through a significantly streamlined processing and quality assurance system, enhanced logistics and supply chain management. The integrated approach allows our Operations team to handle, store, pick and despatch goods faster and more accurately than ever before.



1,700 orders are shipped to our retail customers each week which totals more than 700,000 cartons every year. The new smart flow-through design optimises materials handling at all stages from production through to storage and despatch.

The flexible storage system design including selective, double-deep and narrow aisle racking with capacity for 5,000 pallets has provided enhanced customer service with faster order turnaround and fulfillment accuracy.

The design of the new building also embodies our commitment to environmental sustainability the key features of which include:

- One of Australia's first cogent gas-fired generation plants which provides the building energy needs – electrical, heating and cooling, resulting in reduction of carbon dioxide emissions.
- Water from the pond located at the main entrance to the building is oxygenised and assists in the water-recycling system that captures stores and treats rainwater and is designed to achieve water self-sufficiency nine months of the year.
- Water-sensitive urban design practices for the control and treatment of storm water before it reaches creeks and water bodies.
- Thermally insulated facades and roof, light coloured roofing, natural shading devices (a living façade) to minimise heat loads on the building and subsequent high energy cooling requirements.
- Solar chimneys to facilitate natural ventilation.

Medicinal herbs in the Maurice Blackmore Memorial Garden are used for educational purposes, while culinary herbs are grown to include in healthy meals in the staff café. Some of the herbs featured include echinacea, lavender, rosemary, lemon balm and aloe vera.



2.4 BLACKMORES APPROACH TO PRODUCT STEWARDSHIP

Blackmores is aware of the importance of packaging design, selection of packaging materials and choice of minimal but effective secondary and tertiary packaging materials that facilitate production, distribution and retailing and its products. Post-consumption recovery and recyclability are integral to this life cycle approach.

The majority of Blackmores' products are packaged in glass with a polypropylene tamper-evident lid. Where products are placed in cartons, the recyclability of the carton is clearly indicated. Few products are packaged in blisters for on-shelf differentiation or in HDPE jars for bulk packs to minimise weight and breakages.

Blackmores has used glass as its preferred container since the early 60s based on its superior contents protection, recyclability and premium presentation on shelf.

Recognising that a product's life cycle necessitates a shared responsibility, Blackmores maintains an ongoing dialogue with downstream and upstream suppliers and customers on its approach to sustainable packaging, including disposal, recyclability and minimisation of packaging waste.

3. COVENANT CONTACT OFFICER



Mr Philip Daffy, Environment Manager, is responsible for Blackmores' commitment to the Australian Packaging Covenant. Mr. Daffy reports through to Ms Christine Holgate, Chief Executive Officer, on all matters relating to the Covenant and Ms Holgate has endorsed this Action Plan.

Mr Daffy's contact details are as follows:

Philip Daffy
Environment Manager
Blackmores
20 Jubilee Ave
Warriewood NSW 2012
Ph: (02) 9910 5223
Email: pdaffy@blackmores.com.au

3.1 OUR APC TEAM

Blackmores has carried out a preliminary review of the skills required to meet the requirements of the Australian Packaging Covenant. We have identified the key departments required to have input and will create a team made up of the following individuals to work on this key project as part of our ongoing efforts to address packaging:

Name:	Responsibility:
Richard Henfrey Team Sponsor	Director Strategic Sourcing (DSS)
Jackie Smiles	Senior Procurement Executive (SPE)
Brenda Davy	Category Marketing Manager (CMM)
Karen Varker	PAW Representative (PR)
Tas Manoleskos	Merchandising Manager (MM)
Mark Wilson	Warehouse and Distribution Manager (W&DM)
Darren Dziedziczak	Quality Systems Manager (QSA)
Philip Daffy	Environment Manager (EM)



The APC Team is responsible for developing an internal project plan to co-ordinate all tasks required to implement the Action Plan. This list is not exhaustive and individuals may not be involved in all twelve strategies relating to the Sustainable Packaging Guidelines.

This Action Plan is to be followed up by regular meetings of the APC Team where we will continue to address the issues raised throughout this plan. The Team will endeavour to facilitate a timely implementation of the Action Plan and will ensure data is stored in an auditable manner in a centralized APC audit database.

4. SCHEDULE FOR PACKAGING REVIEWS



4.1 TYPES OF PACKAGING USED

The majority of the Blackmores' products are packaged in glass bottles some of which are cartoned, and less than 10% of the range is in alternative packaging such as blisters in cartons, HDPE bottles, PP cylinders in cartons and sachets in cartons.

The PAW range includes SKU's packaged in HDPE jars, HDPE bottles and LDPE tubes.

4.2 TIMETABLE FOR REVIEW

Review Period:	% of Product Lines Reviewed	
	Existing	New
Year 1	20%	50%
Year 2	40%	100%
Year 3	60%	100%
Year 4	80%	100%
Year 5	100%	100%

5. ACTION PLAN

5.1 INTRODUCTION

The purpose of the Action Plan is to show how Blackmores intends to contribute to the achievement of the Covenant's goals and to meet Blackmores' obligations under the Covenant. The three main performance goals of the Covenant are:

1. Design - Optimise packaging to use resources efficiently and reduce environmental impact without compromising product quality and safety
2. Recycling - Efficiently collect and recycle packaging
3. Product Stewardship - Demonstrate commitment of all signatories

Earlier in the year Blackmores stakeholders met with its third party external consultant and participated in a workshop to review the following overarching requirements of the APC:

- Determine Action Plan requirements for Blackmores
- Assist in establishing an APC Team
- Provide overview / training for the APC Team
- Develop a project plan for development of the Action Plan
- Develop auditable document and filing system for managing the requirements

As part of this review the stakeholders were taken through a 28 question questionnaire based on APC documentation and attendance at APC Workshops. The results of this review are documented in the following sections and the actions arising from this review are summarised in the Action Plan Table.

5.2 DESIGN

5.2.1 COVENANT GOALS

- Review existing procedures for new packaging design or manufacture and integrate with requirements of Sustainable Packaging Guidelines;
- Determine timetable for "packaging review" of existing packaging to meet requirements of Sustainable Packaging Guidelines; and
- Identify and determine targets and actions for Plan.

5.2.2 OUTCOME

The outcome should be packaging designed to:

- Avoid or minimise the use of materials and other resources;
- Optimise recyclability and recycled content; and
- Reduce litter impacts.

5.2.3 KEY PERFORMANCE INDICATOR

The Key Performance Indicator for Design will be evidence that Blackmores is implementing the Sustainable Packaging Guidelines (SPG) for design or manufacture of packaging.

5.2.4 CURRENT AND PLANNED ACTIONS

5.2.4.1 Blackmores does not have a documented policy and procedure for evaluating and procuring packaging using the SPG and this will be addressed in the Action Plan.

5.2.4.2 The most logical categorisation of existing packaging is by types of packaging as listed in section 4.1.

5.2.4.3 Blackmores has a formalised process for developing new packaging which needs to be revised to take into consideration the requirements of the SPG.

5.2.4.4 There are a number of improvement opportunities and successful outcomes shown in the NPC 2009-2010 Annual Report and all of these initiatives remain active in terms of maintaining or improving on the current level, in line with increasing business sales and activities. However, in the pharmaceutical industry, the need to maintain product efficacy overrides recycling / waste reduction efforts, as required by the Good Manufacturing Practice code of the Australian Therapeutic Goods Administration (TGA). The use of recycled material streams in the manufacture of primary packaging (direct product contact) is limited. In addition to this, the potential for source reduction through down gauging is limited as this can reduce barrier properties and consequently reduce product stability.

5.2.4.5 Blackmores will establish a centralized database for all issues relating to the APC including:

- All decisions and the underlying evidence for those decisions;
- Packaging review reports; and
- An auditable trail for decisions made in relation to the SPG.

5.3 RECYCLING

5.3.1 COVENANT GOALS

- Review and document existing recovery systems;
- Review and document existing Buy Recycled Policies; and
- Identify and determine actions and targets for Plan.

5.3.2 OUTCOME

The outcome should be:

- Improved recovery of recycled materials from the premises of Blackmores; and
- Increased secondary markets for recovered packaging materials.

5.3.3 KEY PERFORMANCE INDICATOR

The Key Performance Indicator for Recycling will be evidence that Blackmores is implementing the on-site recovery of packaging through documentation provided from contracted waste managers, and an increase in the level of recycled content in purchases made by Blackmores.

5.3.4 CURRENT AND PLANNED ACTIONS

5.3.4.1 Blackmores' packaging waste reduction goals are to reduce waste and to be environmentally responsible. In order to measure this it will be necessary to maintain base line data (refer Appendices).

5.3.4.2 There are no formalised employee education programs about recycling and waste reduction and this will be addressed by the APC Team.

5.3.4.3 In-house recycling of secondary packaging (packaging for received goods, e.g. bulk tablets, capsules, bottles, labels, etc.) is segregated and either sold for reuse or picked up for recycling. Plastic film is segregated and baled for sale and reuse. Waste product packaging, e.g. glass bottles, is recycled.

5.3.4.4 Recycling is currently seen as a saving.

5.3.4.5 Blackmores does not have a Buy Recycled Policy and this needs to be addressed by the APC Team.

5.4 PRODUCT STEWARDSHIP

5.4.1 COVENANT GOALS

- Review and document existing Product Stewardship procedures;
- Review existing Supply Contracts for take back;
- Review existing Waste Management contracts; and
- Identify and determine actions and targets for Plan.

5.4.2 OUTCOME

The outcome should be:

- To improve the design and recycling of packaging; and
- Reduce the overall level of litter created by packaging.

5.4.3 KEY PERFORMANCE INDICATORS

The key performance indicators for product stewardship are;

- Have formalised procedures in place to work with others to improve design and recycling of packaging;
- To engage in other initiatives that show product stewardship such as education, sponsorship of initiatives etc; and
- To reduce the occurrence of litter in their operations and encourage clients to properly dispose of the packaging on products to remove them from the litter stream.

5.4.4 CURRENT AND PLANNED ACTIONS

5.4.4.1 Blackmores does not have supply contracts that require take back and recycling of packaging and this will be addressed in the Action Plan.

5.4.4.2 Blackmores does not have waste management contracts that require collection and recycling of packaging.

5.4.4.3 Blackmores' procurement process does not require suppliers to participate in reducing packaging through regular meetings or product reviews.

5.4.4.4 Blackmores does not participate in industry or multi stakeholder working groups to address shared issues.

5.5 ACTION PLAN TABLES

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
<p>1. Design - optimise packaging to achieve resource efficiency and reduction in quantity required. The design efforts should reduce environmental impact without compromising product quality and safety.</p> <p>KPI 1. Proportion of signatories in the supply chain implementing the Sustainable Packaging Guidelines for design or procurement of packaging.</p>	<p>Revise Environment Policy to incorporate principles and strategies of SPG.</p>	EM	<p>Current policy adopts objectives of the Environmental Code of Practice for Packaging, together with packaging and material design, procurement and distribution packaging guidelines.</p>	<p>New policy that gives step by step guidance for new and existing packaging to ensure that the most sustainable option is considered.</p>	September 2011
	<p>Revise SOP for new product development to include sign off for compliance with revised Environment Policy.</p>	CMM	<p>Existing document Product Development and Innovations New Product Development Workflow/Process has sign-off by Operations/ Procurement for Environment Policy compliance at the concept development stage.</p>	<p>Process that ensures SPG strategies are addressed and most sustainable option is considered for new packaging.</p>	October 2011
	<p>Establish Sustainable Packaging Team membership and terms of reference including meeting frequency and process for documentation maintenance.</p>	DSS	<p>Team replaces previous team that administered NPC action plan; team is cross-functional; consideration will need to be given to inclusion of external packaging expertise. Proposed composition in section 3.1.</p>	<p>Cross-functional team with appropriate expertise to champion and administer sustainable packaging initiatives.</p>	June 1 2011
	<p>Integrate Pure Animal Wellbeing (PAW) product packaging procurement into Blackmores sourcing structure.</p>	SPE / PR	<p>PAW product packaging has been sourced and procured outside of Blackmore's operations team.</p>	<p>Consistency and compliance with SPG across all Blackmores' brands.</p>	July 2012

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
	Review existing products against SPG.	CMM	Preliminary review indicates 15 groupings by packaging type for Blackmores brand	First grouping to be reviewed within three months	July 2011
			PAW range includes four groupings by packaging type	Complete review of first three groupings in year 1	May 2012
				Review completed within five years	May 2016
	Develop template to document review for each grouping (refer APC Handbook 63 questionnaire).	CMM		Strategy for packaging material reduction based on review of current practices.	
	Finalise Groupings by packaging type for Blackmores and PAW brands.	CMM			June 2011
	Prepare timetable for review of all products.				July 2011
	Create timetable of meetings with existing suppliers to assess and document their environmental practices and capabilities.	SPE	Knowledge of suppliers' credentials lies with different people and external documents; need more formal supplier review.	Alignment of suppliers with Blackmores' sustainability goals; creation of new approved/preferred supplier list.	May 2012
	Develop centralised database of all meetings, reviews and decisions relevant to the APC	EM	Action plans, annual reports and minutes of meetings relating to NPC were stored on Blackmores shared drive. Same model will apply to APC.	Accessible shared database for all issues relating to the APC that provides clear audit trail for all decisions made re: SPG	July 2011

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
<p>2. Recycling – efficiently collect and recycle packaging</p> <p>KPI 2. Not required by individual signatories.</p> <p>KPI 3. Proportion of signatories with on-site recovery systems for recycling used packaging.</p>	Review on-site recovery systems for used packaging.	W&DM	Current Waste Management SOP W-408 references NPC and gives specific guidance to disposal of discarded production material, as well as kitchen waste. Very little material goes to landfill, the majority being reused or recycled.	Once baseline quantities are established a programme for continuous percentage improvement in minimising and recycling discarded packaging will be implemented.	September 2011
	Review waste management practices of Blackmores interstate facilities.	W&DM	Interstate offices implement their own recycling practices for office and kitchen waste.	Improved recycling using uniform waste management practices across all of Blackmores Australian facilities.	December 2012
	Ensure trade marketing and point of sale materials are covered within the Procurement Policy.	MM	Trade marketing and point of sale materials are purchased outside of the centralised procurement function.	Improvement in purchasing material with recycled content.	July 2012
	Review processes for education and training with regard to in-house recycling and waste reduction.	W&DM	Current Waste Management SOP W-408 references NPC steps taken to separate and segregate materials, is followed by all Operations staff within Blackmores and is incorporated into induction training checklist. There are no processes in place. The Staff Handbook references support for NPC and references recycling initiatives but does not give specific guidance on recycling in the office area. New process should also be relevant to Blackmore's interstate offices.	Motivated, informed personnel, reduction in waste, efficient recycling	July 2012

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
KPI 4. Proportion of signatories with a policy to buy products made from recycled packaging.	Continue collection of Warriewood waste stream data	W&DM	Data on waste and recycling have been collected for last 6 years for submission to NPC, providing baseline against which improvement can be measured.	Improvement in recycling and reduction in use of secondary packaging	September 2011
	Implement a buy recycled policy; review Environment Policy and Procurement Policy to ensure alignment and clarity of process and responsibility.	DSS	Current Environment Policy gives guidance on recycled content and recyclability of materials used in existing packaging, but is not prescriptive. Procurement Policy has not been completed; current procurement policy is Request for Quote RFQv110110 which asks suppliers to provide their position on energy and climate and material efficiency.	Improvement in purchasing material with recycled content.	September 2011
	Review procurement, tender and supply documents to ensure preference is given to products with recycled content and environmentally sustainable features.	DSS	There are guidelines within the Environment Policy; other policies yet to be written.	Proactive sourcing of packaging materials with recycled content.	Commencing April 2012
KPI 5. Not required by individual signatories.	Commitment to percentage improvement in packaging purchased with recycled content	SPE	Recycled content of existing packaging will be determined from packaging review. Once baseline figures have been established a figure can be set for percentage improvement for existing purchased materials.	Improvement in purchasing material with recycled content	May 2016

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
<p>3. Product Stewardship – demonstrate commitment of all signatories</p> <p>KPI 6. Proportion of signatories that have formal processes for working with others to improve packaging design and recycling.</p>	Assess opportunities for minimising packaging of existing products.	CMM	The formal review of existing product packaging should highlight potential for removing unnecessary packaging.	Reduction in number of packaging components; reduction in weight of packaging.	Same timeline as phased groupings assessment
	Review devices on all packaging including consumer education messages and messages on secondary and tertiary packaging about appropriate disposal.	MM	Use of Mobius loop is not uniform across all cartons; consumer research needed to ascertain most appropriate recycling symbol.	Clear call to action on disposal of all packaging, reduction in material going to landfill or litter.	May 2012
	Audit downstream distribution movement of finished goods to determine fate of secondary and tertiary packaging.	W&DM	Under the NPC stakeholders were informed of Blackmores' philosophy and policies with regard to minimisation of packaging waste, however Blackmores does not have clear visibility over fate of waste secondary and tertiary packaging materials.	Supply contracts that specify responsibility for recycling/re-use of packaging materials.	November 2012
	Audit contractual relationship with waste management partners.	W&DM	Current Waste Management SOP W-408 describes pathways for separation and segregation of materials for recycling and re-use, and names the service providers.	Waste management contracts with suppliers of recycling and re-use services.	September 2011
	Prepare timetable of meetings with packaging supplier partners.	SPE	Current practice more geared to new products and initiatives associated with product development timetable.	Structured investigation of packaging innovations and opportunities with aim of reduction in packaging.	September 2011 (for timetable)

Covenant Performance Goals	Actions	Responsibility	Baseline Data	Targets	Timeline
KPI 7. Proportion of signatories demonstrating other product stewardship outcomes for packaging.	Investigate formation of, or alignment with, relevant stakeholder group that functions as a vehicle for discussing shared issues.	DSS/Team	Options include alignment with competitors, industry (e.g. CHC), retail industry, materials recycling facilities, suppliers.	Forum for sharing and learning with objective of minimising packaging waste.	July 2012
	Secure endorsement by CEO to commit to review all packaging of Blackmores branded products against SPG.	DSS	Blackmores is a signatory to the APC	Commitment to review packaging, minimisation of packaging and waste and litter.	June 2011
	Develop questionnaire template for packaging review.	CMM	Third party consultant and SPG provide good guidance.	Consistent criteria for assessing packaging.	May 2011
KPI 8. Reduction in the number of packaging items in litter.	Assess opportunities to support a community-based litter reduction programme.	EM	We have previously supported Clean Up Australia, Landcare and Planet Ark with environmental initiatives. We should as a minimum align with Clean Up Australia as a national initiative, and also consider a local (e.g. Pittwater Council wetlands) project as one option.	Partnership in a litter reduction programme.	May 2012

APPENDICIES

BASELINE TABLES

Table 1: Five Year History of Waste Audits by Material Type

Material Type	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Cartons	134,500 each	155,200 each	166,400 each	249,300 each	138,700 each
Plastic (stretch and shrink wrap)	7.5 tonnes	36 tonnes	16 tonnes	16 tonnes	43 tonnes
Paper	1,175m_	1,398m_	1,485m_	1,652m3	3,540m3
General waste	1,176m_	1,409m_	1,506m_	1,687m3	382.5m3
Glass	10,440 litres	28,800 litres	22,900 litres	20,800 litres	28,800 litres
Caps	6,000 each	6,250 each	6,450 each	7,295 each	9,600 each
Reject materials	18 pallets	16 pallets	16 pallets	18 pallets	27 pallets
Waste water (grease trap)	2 x annual call outs	4 x annual call outs	4 x annual call outs	5 x annual call outs	2 x annual call outs

Table 2: Five Year History of Tonnes of Packaging to Tonnes of Packaged Product.

Material	05-06	06-07	07-08	08-09	09-10
Paper & Cardboard					
Paper	0.004	0.005	0.005	0.005	0.005
Cardboard (Shipper Board)	0.046	0.044	0.046	0.045	0.045
Cardboard (Cartons)	0.004	0.003	0.003	0.004	0.004
Glass	0.454	0.475	0.460	0.423	0.414
Plastics					
HDPE	0.008	0.015	0.021	0.024	0.025
PVC	0.005	0.006	0.006	0.007	0.008
LDPE	0.023	0.022	0.024	0.023	0.014
Bulk Shrink Wrap	0.040	0.005	0.005	0.005	0.005
PP					0.009
Other					
Silica Gel	0.001	0.001	0.001	0.001	0.001
TOTAL	0.557	0.547	0.573	0.543	0.530