

AUSTRALIAN PACKAGING COVENANT



March 2011 –
February 2016

Action Plan

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Executive Summary

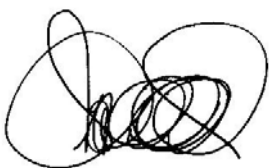
Gale Pacific Limited (“Gale”) is a publicly listed Australian Company and is a signatory to the Australian Packaging Covenant. We remain committed to the concept and principles consistent with the objectives of the Australian Packaging Covenant. Gale will continue its obligation to the goals of product stewardship, packaging sustainability, and making a difference to minimising the environmental impacts of packaging.

We are committed to:

- Protect and deliver goods efficiently with minimum environmental impact.
- Use resources (including materials, water and energy) more efficiently.
- Reducing the amount of waste and litter generated by packaging through facilitating the waste hierarchy – Avoid, Re-use, Recycle, Recover, Contain, Dispose.
- Minimising negative impacts of packaging and packaged products on humans and the natural environment.
- Ensuring effective and clearly documented practices are in place to address environmental concerns of packaging and packaged products in the Product Development and Review process.

This document outlines a detailed Action Plan including Key Performance Indicators (KPI's) to be implemented by Gale Pacific Limited over the next **5** years.

We look forward to a continued partnership and to see the success of the Australian Packaging Covenant.



Peter McDonald
Chief Executive Officer
Gale Pacific Limited

Introduction

Gale Pacific Limited is a trusted leading global marketer and manufacturer of branded screening and shading products for domestic, commercial and industrial applications.

Our products are sold to a range of consumer and industrial markets including the retail and home furnishing, architectural, construction, and agribusiness markets. The products are designed to:

- Protect people and outdoor living environments from the harmful effects of UV rays, and other adverse weather conditions.
- Improve the efficiency and competitiveness of agribusiness through increased crop protection and improved water conservation.
- Enhance architectural designs and construction applications.

Gale Pacific Limited currently sells its products in Australia, the USA, Europe, the Middle East, New Zealand and a number of other export markets. Its products are principally produced from its modern manufacturing facilities in Ningbo, China, and Melbourne, Australia, with some manufacturing also undertaken in California, USA.

Gale's head office is located in Melbourne, Australia, with sales and marketing operations in Australia, New Zealand, the Middle East, and the United States of America.

PURPOSE & OBJECTIVE

This Action Plan has been prepared by Gale to meet the requirements of the Australian Packaging Covenant July 2010. This Action Plan presents a summary of initiatives implemented to date and outlines future actions for meeting the covenant objective of minimizing the overall environmental impacts of packaging.

SCOPE

This Action Plan is prepared for a five year period, from 31st March 2011 to 28th February 2016 and is relevant to Gale's Australian operation.

Company Profile

HISTORY

Gale began as a small knitting mill which developed into a multi-million dollar global enterprise with the introduction of the world's first shade cloth knitting technology.

Today, Gale produces world-renowned Coolaroo shade cloth and leisure products which include Coolaroo shade sails, gazebos, market umbrellas, window and patio awnings, pet products, greenhouses, synthetic grass, plus a host of associated lines which are used in a wide variety of commercial and domestic applications.

Under the Synthesis brand, the Company markets into commercial horticulture, building and construction industries, agriculture, transport, display signage, water conservation, mining and a variety of resource industries.

Gale provides both the retail and commercial markets with a wide range of practical, everyday products and accessories to support and improve our environment as well as enhancing people's lifestyles.

OUR VISION & VALUES

Our Vision

To provide leading branded screening and shading products to world markets, consistent with the following core values.

Our Values

- To understand and consistently meet our customers' expectations
- To provide a safe working environment, personal development and open communication with all employees
- To foster a culture of continuous improvement
- To maintain a reputation of excellence in our endeavours
- To constantly innovate to develop new and improved products to drive sales and profit growth
- To deliver strong financial performance and growing returns to shareholders
- To be responsible with our impact on the environment

OUR BRANDS

Coolaroo

The Company's consumer products are marketed worldwide under the 'Coolaroo' brand. Major consumer product lines include items such as exterior fabrics, exterior window furnishings, gazebos, shade sails, greenhouses, synthetic grass, and a range of pet products.

Synthesis

Gale also produces a broad range of advanced polymer fabrics for commercial and industrial applications which are marketed under the 'Synthesis' brand. These products are used for:

- Building design, to shade car parks, sporting facilities, and school recreation areas.
- Construction purposes, such as barrier fencing.
- Agriculture and horticulture, to reduce UV damage and water loss, and to provide protection from birds, hail and insects.
- Water conservation and aquaculture, to prevent water seepage and / or evaporation, such as dam and channel liners, tank liners, and pool covers.

OUR LOCATIONS

Head Office

145 Woodlands Drive,
Braeside, Victoria, 3195, Australia
Phone: +61 3 9518 3333
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Queensland

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Covenant Contact Details

NOMINATED RESPONSIBLE PERSON

The following Gale Pacific Limited contact has been nominated with the responsibility to develop, submit reports, data collection, and follow through with the commitments of the Action Plan. For any further information on matters relating to the Australian Packaging Covenant and this Action Plan, please contact:

Richard Thompson

Purchasing & Quality Manager

Gale Pacific Limited

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AUSTRALIAN PACKAGING SIGNATORY

Peter McDonald

Chief Executive Officer

Gale Pacific Limited

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Postal Address: 145 Woodlands Drive, Braeside, Vic, 3195, Australia

Packaging Materials

PLACE IN PACKAGING SUPPLY CHAIN

In the context of the Australian Packaging Covenant, Gale Pacific Limited is a brand owner.

TYPES OF MATERIALS USED

Packaging material currently used in Gale’s branded products include:

- Cardboard
- Plastic
- Paper
- Styrofoam

Brand	Product	Primary Packaging
Coolaroo	Domestic Fabrics	Cardboard, Plastic
	Gazebos	Cardboard, Plastic, Styrofoam, Paper
	Pet Products	Cardboard, Plastic, Paper
	Shade Sails	Cardboard, Plastic, Paper
	Umbrellas	Cardboard, Plastic, Styrofoam, Paper
	Window Furnishings	Cardboard, Plastic, Styrofoam, Paper
	Greenhouse	Cardboard, Plastic, Paper
	Synthetic Grass	Cardboard, Plastic, Paper
	Accessories	Cardboard, Plastic
Synthesis	Accessories	Cardboard, Plastic
	Coated PVC Range	Cardboard, Plastic
	Commercial Knitted Range	Cardboard, Plastic,
	Extruded Range	Cardboard, Plastic
	Polyfabric Range	Cardboard, Plastic

Brand	Product	Primary Packaging
	Shadecloth Range	Cardboard, Plastic
	Specialty Products	Cardboard, Plastic

Specific Goals & Actions

GOAL 1. Design – Optimise packaging to achieve resource efficiency and reduce environmental impact without compromising product quality and safety					
Covenant performance goals and KPIs	Actions	Responsibility	Baseline data / Evidence	Target or performance goal	Timeline or milestones
KPI 1 - Proportion of signatories in the supply chain implementing the SPG for design or procurement of packaging	Action 1 - New Products - Using Gale’s adaptation of the SPG, Procedure QP410 Sustainable Packaging Guidelines; the packaging design considerations must be completed during Product Development stage.	Product Manager & Product Development Manager	Records of review maintained in secure central repository.	100% of all new products, packaging, design, and aligning to the QP410 Sustainable Packaging Guidelines	As product developed.
	Action 2 - Existing Products - Using Gale’s adaptation of the SPG, Procedure QP410 Sustainable Packaging Guidelines; a review of the packaging design considerations will be conducted by product group as per the schedule in Timeline column.	Product Manager & Product Development Manager	Records of review maintained in secure central repository.	100% of all existing products design and packaging reviewed as per QP410 Sustainable Packaging Guidelines, as per the schedule in timeline column.	Dec2011 Item Class 100 Fabrics & 200 Shade Sails Dec 2012 Item Class 300 Structures Dec 2013 Item Class 400 Water Conservation 450 Extruded & 500 Window Furnishings Dec2014

					Item Class 600 Custom Coating & 700 Industrial Fabrics & 800 Coated Fabrics Dec 2015 Item Class 900 Merchandised Fabrics
	Action 3 – Monitor and assess outcomes of SPG reviews to determine further opportunities for improvement.	APC Committee	Currently no assessment has been completed. Assessment shall be tabled during APC committee meeting	Conduct review annually and add identified actions to the Action Plan.	Annually – each October.
GOAL 2. Recycling – The efficient collection and recycling of packaging					
Covenant performance goals and KPIs	Actions	Responsibility	Baseline data / Evidence	Target or performance goal	Timeline Or milestones
KPI 3 - Proportion of signatories with on-site recovery systems for recycling used packaging	Action 4 - Implement away from home co-mingle recycling facility on all operational sites in Australia.	Purchasing Manager	Current facilities cater for recycling office paper products.	Braeside Admin, Operations & WHS Qld WHS	March 2011 July 2011

	Action 5 - Source and disseminate site wide education and information on recycling facilities, their purpose, location and proper use	Purchasing Manager	Currently no educational information is provided to staff.	Braeside Admin, Operations & WHS Qld WHS	March 2011 July 2011
	Action 6 – Subject to budgetary constraints and feasibility investigation, develop and document system for onsite recovery of packaging from purchased materials.	Operations Manager & Purchasing Manager	Estimates exist. More accurate data to be established.	Formalise collection, measurement and disposal process.	December 11
KPI 4 Proportion of signatories with a policy to buy products made from recycled packaging	Action 7 – Develop a policy for preferential purchasing recycled packaging products, where these satisfy performance, safety, quality, regulatory and cost requirements.	Purchasing Manager	Currently procurement procedures are silent on recycled content in packaging.	Policy/procedures drafted.	July 11
	Action 8 – Implement policy for preferential purchasing of packaging products with recycled content.	Purchasing Manager	Currently procurement procedures are silent on recycled content in packaging.	Formalise policy.	June 12
GOAL 3. Product Stewardship – A demonstrated commitment to product stewardship by the supply chain and other signatories.					
Covenant performance goals and KPIs	Actions	Responsibility	Baseline data / Evidence	Target or performance goal	Timeline Or milestones
KPI 6 - Proportion of signatories that have formal processes for working with others to improve design and recycling of packaging	In addition to Actions 1 & 2 above. Action 9 - Investigate potential for incorporating packaging sustainability requirements into supply contracts.	Product Development Manager / Purchasing	Contracts/supply agreements are currently silent on packaging	Report on feasibility.	Dec 11

		Manager	sustainability requirements.		
KPI 7 - Percentage of signatories demonstrating other product stewardship outcomes for packaging	Action 10 - Assisting APC secretariat with review of Mandarin translation of SPG. APC intend to provide translation to signatories sourcing goods from Chinese speaking regions.	Purchasing Manager	Correspondence with APC secretariat.	APC secretariat satisfied with final translation and ready for publishing.	Q2 2011 – dependent on APC secretariat schedule.
KPI 8 - Reduction in the number of packaging items in the litter stream.	In addition to Action 1 & 2 – where possible during design review, consider opportunities to redesign packaging to reduce the incidence of litter. Action 11 – Consider during design and packaging review that where applicable, packaging should contain consumer information regarding recycling potential.	Product Development Manager & Product Manager	Records of review as per procedure QP410 Sustainable Packaging Guidelines – specifically 4.3.10 Design for litter reduction.	100% of all new & existing products as per the schedule for Actions 1&2.	As New products are introduced and existing products are reviewed as per schedule above for actions 1&2.