



Signatory Name: Baiada Pty Limited

The question numbers in this report refer to the numbers in the report template. Not all questions are displayed in this report.

Status: Complete

The content in this APC Annual Report is hereby endorsed by the Chief Executive Officer, or equivalent officer of the organisation.

Yes

5. Industry sector (please select 1 only):

- Brand Owner / Wholesaler / Retailer
- Packaging Manufacturer
- Waste Management
- Other - Commercial Organisation
- Community Group
- Industry Association
- Government
- Raw Material Supplier
- Other:

6. Industry type (please select 1 only):

- Food & Beverage
- Pharmaceutical / Personal Care / Medical
- Hardware
- Homewares
- Communications / Electronics
- Clothing / Footwear / Fashion
- Chemicals / Agriculture
- Fuel
- Large Retailer
- Tobacco
- Shipping Company
- Airline
- Other:

7. Please indicate your organisation's reporting period:

- Financial Year: 1 July 2014 – 30 June 2015
- Calendar Year: 1 January 2015 – 31 December 2015

8. Was your action plan extended or updated to cover the APC transitional year (01/07/2015 -30/06/2016)?

- Yes
- No

If yes, what is the period of your extended or updated action plan?

Start Date:

End Date:

Goal 1: Design

KPI 1: % of signatories with documented policies and procedures for evaluating and procuring packaging using the SPGs or equivalent.

9. Does your company have documented policies and procedures for evaluating and procuring packaging using the SPGs or equivalent?

Yes No

Provide details of policies and procedures

Baiada National Standard 'Evaluation and Procurement of Packaging Using Sustainable Packaging Guidelines' Version 1.0 dated 14 March 2013.
 Baiada National ' Environment and Sustainability Policy' Version 6.0 dated 5 August 2014

10. Of the types of packaging **existing at the beginning of the reporting period**, what percentage had been reviewed using the Sustainable Packaging Guidelines (SPG) by the end of the reporting period?

%

11. Have any new types of packaging been introduced during the reporting period?

Yes No

12. If yes, of the **new types of packaging introduced during the reporting period**, what percentage have been reviewed using the Sustainable Packaging Guidelines (SPG) by the end of the reporting

%

13. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 1

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Continue to follow SPG review timetable to review all existing packaging by 31 March 2015 (using the SPG review template).	Assessments of all existing packaging used by the business using the Sustainability Packaging Guidelines were completed on 25 March, 2015 and therefore met the target for completion.
2.	Continue to review all new packaging via the use of product / packaging design decision-making Checklist that incorporates SPG.	There was no new packaging introduced in the 2014-15 Reporting Period.
3.	Continue to conduct Product Rationalisation every 6 months.	This involves emptying freezers, consolidating product lines and deletion of any product under a certain weekly tonnage sales target. In addition, a full review of bulk products and their units of measure is conducted. During this reporting period, Product Rationalisation occurred on the following dates: 1 July 2014 05 August 2014 21 November 2014

4.	Promote Bulk Packaging Where Feasible in Western Australia by March 2015.	<p>FINAL RESULTS: by moving chicken previously supplied in crates to customers into one tonne (FB2) mega bins , in a period of 10 months, the site has averaged these volumes on a weekly basis:</p> <p>Reduced 3,000 crate liners to 100 bin liners Reduced 3,000 labels to 100 labels Reduced 62 pallet slip sheets to zero.</p> <p>This action has now been completed with an approximate annual saving in packaging of: Plastic liners: 988 kgs Slip sheets: 487 kgs</p>
5.	Continue to Liaise with Suppliers on Relevant Packaging Initiatives at a Minimum Interval of Annually.	Plastic Eco Plastic provided an update on their initiatives to relevant staff at Baiada. This was achieved through delivery of a presentation with the purpose of providing Baiada with new and innovative packaging solutions to create a point of difference by utilising the unique environmental and barrier properties of Plastic Eco Plastic (TM).
6.	<p>To Reduce the Wet Environment that Requires Full Cardboard Pallet Pads to be Used.</p> <p>The objective is to enable all primary processing sites to use paper pallet sheets instead of full cardboard pallet pads by seeking a more robust liner and reducing the overall use of anti-slip pallet liners where safe to do so. (Target date is 31 March 2016).</p>	<p>The overall percentage of the lighter pad in use for this Reporting Year is 27.6% compared to the heavier pad. This has yielded a saving in terms of cardboard usage of approximately 27 tonnes. A reduction in overall pallet lining of 70% has also been achieved this year.</p> <p>Procurement continues to work on optimising the liner strength to find the best micron size to minimise wastage, avoid tearing (and thus leaking water into the storage environment) and the need for double lining / use of pallet pads as anti slip devices.</p>

14. Describe any constraints or opportunities that affected performance under this KPI

This Annual Report finalises the Action Plan that covers March 2014 until March 2015. For this Reporting Period, there were no direct constraints or opportunities that affected performance under this KPI.

Target 1: Progress with the pallet pad project is hampered somewhat by wet environments in some areas. Under the current Action Plan, the optimisation of liners is being sought as well as elimination of water in the storage areas and more sites are preparing to conduct further trials using the thinner sheet in 2016.

Goal 2: Recycling

KPI 3: % signatories applying on-site recovery systems for used packaging.

15. Do you have on-site recovery systems for recycling used packaging?

- Yes at all facilities/ sites
- Yes at some, but not all facilities/ sites
- No

16. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 3

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?																																							
1.	Expand existing on-site recycling systems to collect waste packaging from amenities. The target was to establish baselines which are now from last year's results.	<table border="1"> <thead> <tr> <th colspan="3" style="text-align: right;">Recycling Recovery Rates</th> </tr> <tr> <th style="text-align: left;">ACTIVITY</th> <th style="text-align: right;">2013-14</th> <th style="text-align: right;">2014-</th> </tr> <tr> <th colspan="3" style="text-align: center;">15 % DIFFERENCE</th> </tr> </thead> <tbody> <tr> <td>Primary Processing</td> <td style="text-align: right;">29.47%</td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">30.28%</td> <td style="text-align: right;">+0.81%</td> </tr> <tr> <td>Rendering</td> <td style="text-align: right;">6.29%</td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">2.1%</td> <td style="text-align: right;">-4.19%</td> </tr> <tr> <td>Hatcheries</td> <td style="text-align: right;">56.88%</td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">62.08%</td> <td style="text-align: right;">+5.2%</td> </tr> <tr> <td>Feed Mills</td> <td style="text-align: right;">9.91%</td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">34.36%</td> <td style="text-align: right;">+24.45%</td> </tr> <tr> <td>Further Processing</td> <td style="text-align: right;">24.51%</td> <td></td> </tr> <tr> <td></td> <td style="text-align: right;">15.03%</td> <td style="text-align: right;">-9.48%</td> </tr> </tbody> </table> <p>(Note: these figures do not include recycling of organics) An overall improvement in recycling recovery rate of almost 9% was achieved across these activities. Baselines are set annually from that Financial Year's results.</p>	Recycling Recovery Rates			ACTIVITY	2013-14	2014-	15 % DIFFERENCE			Primary Processing	29.47%			30.28%	+0.81%	Rendering	6.29%			2.1%	-4.19%	Hatcheries	56.88%			62.08%	+5.2%	Feed Mills	9.91%			34.36%	+24.45%	Further Processing	24.51%			15.03%	-9.48%
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2.	Continue updates in Company Newsletter six monthly on environmental issues including recycling initiatives.	<p>Environmental news and updates on initiatives continued through the 2014-15 Reporting Year as detailed below. The target was to have at least one article published every six months. This has been exceeded as demonstrated below:</p> <p><u>Spring 2014</u> Six articles: Adelaide water reuse initiative; new utility metering for Perth plant; maintaining roadside verges in Hanwood; introduction of waste compactors at Steggles Foods, Beresfield; Australian Packaging Covenant update (Awards night); Hanwood Plant's first discharge of treated waste water to Murrumbidgee Irrigation system.</p> <p><u>Summer 2014:</u> Five articles: Energy & Carbon Solutions Annual Awards (Baiada took out three Awards, including Top Award for best project); article on Beresfield's "Environmental Champion"; Recycling update for Perth and South East Queensland breeder farms; Celebrating National Recycling Week at Beresfield; Environmental Coordinator training - three day course held at Laverton.</p> <p><u>Autumn 2015:</u> Three articles: Water recycling at Perth plant; Manure recycling commenced at Perth plant; recognition from Ian Kiernan AO for 10 years' participation in Business Clean Up Australia Day.</p> <p><u>Winter 2015:</u> Major article (2 page spread) on Business Clean Up Australia Day 2015; plus article on opening of new Oakburn Protein Recovery Plant detailing eco-friendly inclusions.</p>																																							

3.	Expand recycling to include remaining breeder farms & expand recyclable categories on existing recycling programs, where feasible and cost effective to do so.	<p>1) WA – continues to recycle metal, chemical drums, cardboard Day Old Chick boxes and contribute to kerbside recycling.</p> <p>2) SEQ – last year, an improved system was developed at South East Queensland breeder farms to expand existing recycling to plastics, aluminium, cardboard and steel. This year, a new arrangement was established with Nugrow (Queensland’s largest organic waste recycler) to introduce egg waste produced on the farms to their composting and soil manufacturing processes. These initiatives have yielded positive results such as increasing landfill diversion rates by approximately 20%.</p> <p>3) NSW Riverina - working on logistics to commence recycling next Financial Year.</p> <p>4) NSW Tamworth - company broiler farms continuing with waste packaging; breeder farms not commenced as yet.</p> <p>5) South Australia – last year, these farms were recycling lights, cans and bottles. This has been expanded to now include cardboard and metal. No volumes have been provided for last year. The existing farms under the Baiada EMS report the following amounts that have been sent for recycling. This action has yielded more positive results in this period and it is hoped that by next Report, all farms including remote locations, will have some recycling in place.</p> <table border="1" data-bbox="836 936 1501 1243"> <thead> <tr> <th>SITE</th> <th>2012-13</th> <th>2013-14</th> </tr> </thead> <tbody> <tr> <td>2014-15</td> <td></td> <td></td> </tr> <tr> <td>Luddenham</td> <td>0.866</td> <td>1.041</td> </tr> <tr> <td>1.315</td> <td></td> <td></td> </tr> <tr> <td>Peats Ridge</td> <td>1.928</td> <td>1.</td> </tr> <tr> <td>275</td> <td>4.712</td> <td></td> </tr> <tr> <td>Bowlers Lane</td> <td>1.42</td> <td>1.05</td> </tr> <tr> <td>3.38</td> <td></td> <td></td> </tr> <tr> <td>TOTALS</td> <td>4.214</td> <td>3.366</td> </tr> <tr> <td>9.402</td> <td></td> <td></td> </tr> </tbody> </table>	SITE	2012-13	2013-14	2014-15			Luddenham	0.866	1.041	1.315			Peats Ridge	1.928	1.	275	4.712		Bowlers Lane	1.42	1.05	3.38			TOTALS	4.214	3.366	9.402		
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4.	Aim for Zero Waste to Landfill (in accordance with SA Government Target) by 30 June 2016.	All major sites are recycling and diverting material from landfill. One site occasionally has zero waste to landfill but this is not as yet consistent on every week; others are exceeding 90% recovery rates of total material produced. The first site to reach this goal will have a special celebration and publicity within the company. Details on overall recovery rates for different process activities are detailed above in Target 1.																														
5.	Improve recovery rate of used packaging from 15% to 20% by 31 March 2015.	As detailed under Target 1 above, all activities apart from rendering and further processing are over the 20% target. Over all of the major activities, recovery rate is at 19.896% which is just shy of the target of 20%.																														

17. Describe any constraints or opportunities that affected performance under this KPI

Target 3: It is still proving difficult to establish efficient collection systems with many remote sites causing issues with logistics and the viability of such programs. The business has continued to research to determine any improvements occurring in those remote areas. At time of reporting, logistical solutions have been sought for Regional New South Wales and volumes should be available to report next year for recycling from around 30 additional sites in remote locations.

KPI 4: Signatories implement formal policy of buying products made from recycled packaging.

18. Does your company have a formal policy of buying products made from recycled packaging?

- Yes No

Provide details of policies and procedures (including names of policies/ procedures)

The Baiada "Environment and Sustainability Policy" (Version 6.0 issued August 2014) which states that our commitment includes:
"Maximising recycled content (wherever practical and cost effective) of purchased materials, energy-efficient products and services as part of our general sustainability objectives".

19. Is this policy actively used?

- Yes No

20. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 4

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Implement "Buy Recycled" Policy by 31 July 2015. First step is to list the products purchased and establish their recycled content as a baseline, starting with packaging.	Policy Statement was issued in August 2014. Implementation with regard to purchasing recycled content in packaging is progressing through the establishment of the baseline. At end of this Reporting Period, out of 1128 packaging products purchased, 480 have Product Information established. leaving a further 648 to be completed. This has not been finished by 31 July 2015.
2.	Report annually on number of recycled content / sustainable products purchased.	This is dependant on Target 1 being completed by Procurement.

21. Describe any constraints or opportunities that affected performance under this KPI

This action relies on the Procurement Team contacting suppliers of all packaging and ingredients to request submission of their Product Information Form (PIF). This includes information on the amount of recycled content. Once this is established, attention can be turned to other materials, supplies and consumables purchased within the business (of which packaging is the major component and the obvious place to start).

Shortly after the completion of this Reporting Period, the PIF Project was put on hold, because the focus was shifted to other projects to meet the immediate needs of the business. Control of this is outside that of the APC Committee.

Goal 3: Product Stewardship

KPI 6: % signatories with formal processes to work collaboratively on packaging design and / or recycling.

22. Does your company have formal processes in place for collaborating with other companies or organisations on improved packaging designs and/or recycling which aims to reduce or eliminate waste?

Yes No

Provide details of policies and procedures (including names of policies/ procedures)

This is achieved through the Baiada Certified Environmental Management System. Each site under the EMS has its own Operations Manual (called EMS-SOP-(document number) - site name, where this is described under the section relating to Management of Solid Waste. This is mainly focused on recycling which aims to reduce or eliminate waste rather than improve packaging designs.

In relation to packaging design, the Product Development and Procurement Departments collaborate formally with the packaging supplier, but the process for this is not yet formally documented. This can be a proposed action for the next Action Plan.

23. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 6

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Work with packaging suppliers to improve the recycle content of used packaging.	Improve packaging recycle content by 10 %. Baseline: recyclable content % of current packaging is unknown so the first action is to establish a baseline. The Procurement Team has been working on acquiring Product Information from all packaging suppliers and has completed around 43% of this project. It is anticipated that by next Report, this will almost be completed.
2.	In line with the above objective, feed mills will work with packaging suppliers and waste / recycling providers to establish if ingredient bags can be made suitable for recycling. This will be established by 31 March 2015.	This action has been completed. Ingredient bags are suitable for recycling and all feed mills are currently doing so. This has led to the increase in Feed Mill recycling recovery rate from 9.91% last Reporting Period to 34.36% for this Period, yielding a significant outcome and consequently, savings in the cost of waste disposal to landfill.
3.	If required, update supply contracts to include the requirement of take-back and recycling schemes for used packaging by 31 March 2016.	100% of suppliers who collect and recycle used packaging, such as chemical containers, have been engaged to do so in all areas apart from Individual Bulk Containers used in Feed Mills. This will be an action to carry forward to the next APC Action Plan. Volumes of packaging returned to suppliers or other disposal options (such as Drum Muster) are quantified but not reported centrally.
4.	Reduce the number of ingredient bags used in processing activities by 20% through examination of delivery in bulk to store in bulk silos. Complete by 31 March 2015.	The feasibility study has been completed in conjunction with one supplier with the outcome that bulk is not feasible due to the following constraints: a) Shelf life concerns b) Room on some sites to erect additional storage space c) Number of ingredients required d) Ingredient changes due to different products in and withdrawn from the market This action has been completed with the status quo retained at this time.

24. Describe any constraints or opportunities that affected performance under this KPI

As previously reported, the limiting factor for improving recyclable content of the packaging used is food safety requirements and also the ability of the packaging to remain robust under some storage conditions that are cold and often wet. Much of the packaging used is dictated by the retailers who provide specifications over which the business has little influence.

However, good gains have been achieved through diligent efforts by the Feed Mills in working with waste providers in NSW and Queensland. It is hoped that this can be translated to the ingredients supplied in IBCs which will pose another challenge going forward.

KPI 7: % signatories showing other Product Stewardship outcomes.

25. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 7

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?
1.	Assess systems to move from paper based to electronic based to save paper.	To reduce paper usage for monitoring QA, WHS and EMS systems. Introduction of Information Leader – in progress with QA. This is now well implemented but not yet fully complete. For next Report, there will be a quantification of how much paper this action has saved across the Group in the QA Department. It has not yet commenced for the WHS or EMS systems.
2.	Reduce the amount of wasted packaging which is discarded due to discontinuation of product lines. The purchasing of packaging in bulk can lead to excessive waste if this occurs as suppliers are unwilling to have it returned to them. It is not possible to set a target due to the unpredictability of this; however, overall packaging use of trays purchased for this reporting period has been set as a baseline and a % reduction in purchase can be established for next reporting period.	This has proved to be difficult to implement due to lack of a robust system to measure and quantify savings. The action extends to more than simply trays purchased. The new Action Plan will concentrate on designing and implementing a system to capture wastage due to discontinuation of product lines and levels of stock ordered are to be reviewed and streamlined.
3.	Reduce, or preferably eliminate, paper towels in use in areas of high consumption.	The Tamworth Dyson Air Blade trial units have been removed and the site is seeking another type of stainless steel hand dryer unit. Three of the other major primary processing plants now have 16 installed in total, some in production areas and some in the washrooms. Hand driers have been installed in Gawler Hatchery as well. This action continues to be examined with further implementation pending across major sites in the Baiada Group.
4.	All EMS Certified sites now have annual KPI reduction targets for water, electricity and gas usage aligned to the Financial Year.	For 2014-15 Financial Year, of all KPI targets set (151 in total) across primary processing, further processing, hatcheries, feed mills and rendering: 57% were met or exceeded 26% were within 10% of the target

26. Since the beginning of the reporting period, has your company had any other outcomes related to product stewardship?

Yes No

If yes, please give examples of other product stewardship outcomes

The Targets outlined above were not part of the original APC Action Plan covering this period; however, they are relevant to this KPI and as such have been included here.

27. Describe any constraints or opportunities that affected performance under this KPI

These initiatives were easy to implement as management recognised the benefits, both environmental and financial, that could be gained from these actions and they were driven by them to achieve success. This is also highlighted by improved reporting across the Group. The challenge going forward is to incorporate the breeder farms into this process, which has commenced.

KPI 8: Reductions in packaging items in the litter stream.

28. Please indicate your progress this year towards achieving your annual targets and milestones for KPI 8

	Target: According to your Action Plan, what did you set out to do?	Actual: What did you achieve?																																								
1.	Support litter reduction initiatives and events on and around each site by conducting a site and surrounds inspection at least weekly to identify housekeeping issues, including visible litter.	Weekly site inspections for each major site have continued throughout the calendar period that relates to this Reporting Period. These audits aim to remove litter from sites as well as monitor environmental compliance and general housekeeping. Compliance for the past six (6) years is listed below: 2010: 74.26% 2011: 76.28% 2012: 78.12% 2013: 87.34% 2014: 91.23% 2015: 95.25% (Target of 92% compliance) The target for the 2016 Calendar Year is to retain 95% compliance level.																																								
2.	Business Clean Up Australia Day – events to continue to be organised Nationally. Target is to have: (i) 100% of major sites participating in Business Clean Up Australia Day; (ii) Annual increase in number of bags / kgs collected; and (iii) Number of participants.	<table border="1"> <thead> <tr> <th>YEAR</th> <th>SITES%</th> <th>BAGS</th> <th>KGS</th> </tr> </thead> <tbody> <tr> <td colspan="4">PARTICIPANTS</td> </tr> <tr> <td>2011</td> <td>73%</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2012</td> <td>79%</td> <td>51</td> <td>659</td> </tr> <tr> <td>2013</td> <td>100%</td> <td>210.5</td> <td>1297.</td> </tr> <tr> <td>4</td> <td>205</td> <td></td> <td></td> </tr> <tr> <td>2014</td> <td>100%</td> <td>184.5</td> <td>1293.</td> </tr> <tr> <td>7</td> <td>198</td> <td></td> <td></td> </tr> <tr> <td>2015</td> <td>100%</td> <td>206</td> <td>2691.</td> </tr> <tr> <td>5</td> <td>188</td> <td></td> <td></td> </tr> </tbody> </table> <p>In 2015, the 100% participation rate was maintained with an increase in the collected number of bags and kilograms of litter. Unfortunately, participant numbers declined slightly. More sites were targeted for participation in 2016 and these outcomes will be reported next year.</p>	YEAR	SITES%	BAGS	KGS	PARTICIPANTS				2011	73%	NA	NA	2012	79%	51	659	2013	100%	210.5	1297.	4	205			2014	100%	184.5	1293.	7	198			2015	100%	206	2691.	5	188		
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29. Describe any constraints or opportunities that affected performance under this KPI

Packaging for products manufactured by Baiada are rarely used outside the home / kitchen environment due to the types of product manufactured. Therefore, the focus continues to be on reducing litter impacts on our sites and in their immediate surroundings. This is gaining more traction now with the introduction of the Baiada Environmental Management System into the breeder farms in the Group, so further participation in Business Clean Up Day is anticipated as well as additional weekly auditing to identify litter and general housekeeping (which includes environmental compliance) on each farm.

Your Experiences

This section lets you share with us any achievements, good news stories and areas of difficulties in making progress against your plan and the Covenant goals and KPIs.

30. Key achievements or good news stories

The Product Development, Marketing and Procurement teams have commenced working on a project to reduce the amount of packaging contained in the retail box. Currently, it has a cardboard outer (secondary packaging) with the product contained in a plastic bag within. The possibility of removing one of these layers of packaging is currently being examined.

The Marketing Department prints publications and poster material to advertise internally and outside the business on initiatives, new and existing products. Baiada can now claim that this material is all made from 60% recycled materials.

With the Awards presented in 2014, a decision was made to upload environmental awards and accomplishments on both the Baiada Intranet & Internet. This will continue to be the case going forward, and will include any recognition from the Australian Packaging Covenant.

A review of all the company printers was conducted by the Baiada Information Technology Department, and most network printers are now set on double-sided default printing in black and white.

The Committee decided to expand involvement by more Departments by inviting a Product Development person to attend one of the meetings. This person is now incorporated as a permanent Team member.

31. Areas of difficulties in making progress against your plan, Covenant goals or KPIs

Areas of difficulty have been explained in the body of this Report under each relevant KPI.