

2016-
2018

R. Weatherdon & Co Pty Ltd Australian Packaging Covenant Action Plan



1. Executive Summary

R. Weatherdon & Co Pty Ltd is a family-owned and operated business established in 1975. At Weatherdon we endeavour to provide comprehensive and stylish high quality products to the hotel, hospitality and office markets.

We specialise in three core areas;

- Guestroom accessories for the 4 and 5 star accommodation industries
- Office, kitchen and janitorial products
- Specialty and custom products for the general hospitality market

We are constantly adapting and updating our product range to offer our clients "one stop shop" purchasing for their requirements.

With our head office centrally located in St Leonards, Sydney and our warehouse distribution centre located at Port Botany, Sydney Airport, we are able to offer an efficient delivery service throughout Australia and New Zealand. We also have sales offices in Melbourne and the Gold Coast.

2. Brand Listing

Our products are grouped under three core brands as listed below.



"Nero"

Nero is our innovative & exciting range of user friendly electrical appliances. Equally at home in the hotel and office environment.



"Compass"

When looking for a great range of furnishing products such as bins, ashtrays, crowd control, bathroom, laundry accessories and desk accessories - go Compass.



“Connoisseur”

Our own unique range of glassware, crockery & cutlery to suit all food & beverage needs whether it will be in the hospitality industry or office market.

3. Packaging Summary

A majority of Weatherdon products are distributed in cardboard outer and inner cartons. A small percent of items are distributed without cartons which are typically nested items within a large polybag to protect products in transit.

Our sourced products arrive in cardboard cartons with a number of forms of internal packing which includes poly bags, colour boxes, polystyrene and bubble-wrap. A majority of this packaging is determined by the need to protect fragile products during the shipping process (nationally and from overseas) – for example, crockery, glassware, bins and various electrical items. The packaging is also dictated by the needs of our customers, either for retail sale or general public use in hotels. As Australia is a small market packaging is often determined by global demands rather than our own. Despite these limitations we are committed to reviewing existing company policies and seeking any opportunity to improve our packaging requirements to efficiently minimise our environmental impact.

Our aim is to develop and implement a specific plan of action to adapt to SPG (Sustainable Packaging Guidelines) for our range of products and packaging supply chains. Every action is linked to KPI's (Key Performance Indicators) and set targets and commitments of the Covenant.

At Weatherdon we supply a wide and varied range of product for different market segments. Because of this variety, we consider the best possible course to take is to efficiently and progressively target the highest volume items in each 12 month period for assessment according to the Sustainable Packaging Guidelines. We feel this plan will produce the greatest benefit in the shortest amount of time.

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Covenant Action Plan: Goals, Outcomes & KPIs

1. Design

Covenant Goal/KPI	Actions	Responsibility	Baseline Data	Target
<ul style="list-style-type: none"> Optimise packaging efficiently and reduce environmental impact without affecting product quality (KPI 1) 	<ul style="list-style-type: none"> Conduct meetings to inform relevant staff of SPG requirements to ensure awareness Discuss possible packaging adjustments (if any) Evaluate packaging by brand environmental criteria aligned to the APC's Sustainable Packaging Guidelines 	<ul style="list-style-type: none"> MD, Procurement Manager, Marketing Executive, Warehouse Manager 	<p>Currently no guidelines in place</p>	<ul style="list-style-type: none"> Conduct meetings and verify development process by Oct 2014 Assess brand packaging monthly to <ol style="list-style-type: none"> minimise material use increase overall recyclability reduce impact of litter by Oct 2014 Review as products are reordered from suppliers and new products planned

Overview

For Weatherdon our goal is to research ways in which we can optimise packaging to use resources efficiently to minimise our environmental footprint without compromising product quality and safety standards. For this to be possible our team are committed to review current practices for new product procurement, implement brand packaging reviews at the rate of one a month, and examine possibilities for suppliers to provide information for the requirements of Sustainable Packaging Guidelines (SPG).

2. Recycling

Covenant Goal/KPI	Actions	Responsibility	Baseline Data	Target
<ul style="list-style-type: none"> • Efficient collection and recycling of packing in the workplace and product line (KPI 3) • Percentage of signatories with a policy to purchase products made from recycled packaging (KPI 4) 	<ul style="list-style-type: none"> • Review existing methods of recycling in our office and warehouse • Inspect current re-use rates of cartons in warehouse and find opportunities to improve recycling • Identify recycled content procurement opportunities (including products, office consumables and packaging) and communicate approach to key staff. 	<ul style="list-style-type: none"> • All office and warehouse staff • Office purchasing and warehouse staff 	<ul style="list-style-type: none"> • We currently have limited recycling practices in our office • Warehouse currently recycles materials for use • We do not currently purchase recycled packaging as a policy 	<ul style="list-style-type: none"> • Every desk, printer area, and kitchen to have recycle bins by Feb 2014 Report volumes of material collected for recycling annually. • Identify opportunities for improvement in current practice by April 2014 • List of procurement opportunities identified and communicated to key staff by December 2014. Purchases tracked and reported annually.

Overview

Our goal for recycling is to make contributions to improving our existing packaging recovery rate in the office and warehouse itself, and during the distribution process. A way to achieve this is the improved use of on-site recovery systems for recycling used packaging.

Furthermore, we can consider a policy to purchase products with recycled material content, and implementing a detailed system of observation to measure and minimise current waste in the office.

3. Product Stewardship

Covenant Goal/KPI	Actions	Responsibility	Baseline Data	Target
<ul style="list-style-type: none"> • Proportion of signatories that have formal processes for working with others to improve design and recycling of packaging (KPI 6) • Percentage of signatories demonstrating other product stewardship outcomes (KPI 7) • Reduce number of packaging items in litter (KPI 8) 	<ul style="list-style-type: none"> • Develop procedures to work with overseas suppliers and customers on product packaging • Seek opportunities to source green products • Maintain existing Nero ranges – identifying opportunities to expand • Implement disposal instruction criteria within artwork development/approvals process and place instructions on packaging to encourage recycling and minimize litter 	<ul style="list-style-type: none"> • Managing Director, Procurement Manager • Managing Director, Procurement Manager • Procurement Manager, Marketing Executive 	<ul style="list-style-type: none"> • We currently do not have guidelines in place • No formal process exists • Nero product range exists • No packaging currently has disposal instruction on them 	<ul style="list-style-type: none"> • Enact guidelines and discuss changes with relevant parties by April 2014 and review October 2014 • Report activities linked to procurements each year • Establish process and implement by April 2014 • Nero product range maintained and any relevant development reported annually • Guidelines and artwork to be changed on packaging to show disposal instructions Oct 2014 for next review

Overview

Weatherdon's goals for product stewardship are to demonstrate our commitment by working with third parties and consider rethinking our designs to make consumers and other distributors more aware of their impact on the environment.