



# Australian Packaging Covenant - Action Plan

April 2011-April 2016

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## CHRIS' GREEK DIPS

### AUSTRALIAN PACKAGING COVENANT

### ACTION PLAN

April 2011-April 2016

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**Plan Approved for Implementation by:**

Arthur Xipolitos  
General Manager  
Cantire Investments Pty Ltd trading as Chris' Greek Dips



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## 1.0 Executive Summary:

Cantire Investments Pty Ltd trading as Chris' Greek Dips is a privately owned and operated Australian company producing Greek style products to the domestic and export markets. Chris' Greek Dips has been a signatory to the National Packaging Covenant since November 2001 and is now transitioning to the Australian Packaging Covenant (APC). Chris Greek Dips is committed to the sustainable design, use and recovery of packaging.

A summary of previous achievements is located at **Appendix A**.

The General Manager is the senior executive for the company and along with the Board of Directors fully supports the company's commitment to the APC. A cross-functional team has been established (named the Sustainable Packaging Team) to ensure the company not only complies with its obligations under the APC but identifies and implements continuous improvement initiatives in its endeavours to achieve sustainability in packaging. The Logistics Manager has been appointed as the APC Champion who is also a member of the Sustainable Packaging Team. The APC Champion is across the various business functions that will be impacted by our sustainable packaging obligations and both able to "wave the flag" and be actively involved in compliance at various stages of the process. Refer to **Appendix B** for the draft Charter for the Sustainable Packaging Team (note Charter is currently being finalised, refer Action Plan 1.1).

### The Company:

Cantire Investments Pty Ltd believe that, as a family run company, everything we do reflects directly on who we are as people. We strive to be the leader in innovation within the dips and yoghurt category, while pursuing excellence at all times.

Cantire Investments Pty Ltd employs approximately 100 staff. The company has two sites in Thomastown, Victoria:

1. 24 Commercial Drive - Manufacturing operation
2. 46 Northgate Drive - Sales, Administration and Dispatch departments

In addition we have sales staff located in New South Wales, Queensland and Tasmania.

The family also operates a second company, Magnissia Pty Ltd trading as Pazari which imports and wholesales food products. Magnissia Pty Ltd is an associated company and it is also a party to the APC.

The company's place in the supply chain is manufacturer of product for the retail and food service sector.

### Products:

Products include:

- The manufacture of a range of branded dips in tubs ranging from 125g to 500g for the retail market and in 2.3kg buckets for the food service industry.
- A contract manufactured range of Yoghurt products.
- The manufacture of a range of private label dips.
- Imported food products for example Avocado and Greek Feta Cheese.

Refer **Appendix C** – Current Product Range for Chris Greek Dips Branded Products.

### Packaging materials used at our manufacturing operation include:

Cardboard boxes  
Plastics Tubs and Buckets, with plastics lids  
Foil  
Labels  
Cardboard sleeves  
Shrink wrap

An example of a typical range of packaging materials is located at **Appendix D**.



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### 2.0 Schedule for Packaging Reviews:

#	Packaging Group	Review Timetable		Responsibility*	Comment
		Commence	Complete		
1	120mm Diameter Pack	August 2011	June 2012	SPT	
2	97mm Diameter Pack	July 2012	June 2013	SPT	
3	Multi Pack	March 2011	April 2011	SPT	This range is currently being reviewed as part of another project so the Packaging review will be incorporated as part of that project
4	Buckets	January 2012	March 2012	SPT	This range is currently being reviewed as part of another project so the Packaging review will be incorporated as part of that project
5	<b>Co-Packed Products:</b>				
5.1	Yoghurt range - Bulla	June 2012	December 2012	SPT	
6	<b>Imported Products:</b>				
6.1	Avocado range - Fresherized	June 2013	December 2013	SPT	
6.2	Feta Cheese range - Delta	June 2013	December 2013	SPT	

**\*Responsibility** – note that whilst the responsible party for each **Packaging Review** has been identified as the **Sustainable Packaging Team (SPT)**, it will be this team, in accordance with its Charter, to engage and coordinate all other relevant key stakeholders as relevant to each review.

The above schedule is a guideline for when packaging groups will be reviewed. Prior to this scheduled review timetable (ie. where a new product development initiative or change to an existing product arises) the related packaging group will be considered for review at an earlier time wherever possible.



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### 3.0 Action Plan Summary Table:

	Covenant performance goals & KPIs		Actions	Responsibility*	Baseline data	Target	Timeline	Evidence
1	<p><b>Design</b> – optimise packaging to achieve resource efficiency and reduce environmental impact without compromising product quality and safety.</p> <p><b>KPI 1</b> – Proportion of signatories in the supply chain implementing the Sustainable Packaging Guidelines (SPG) for design or procurement of packaging.</p> <p>Target: 70% of Covenant signatories with documented policies and procedures for evaluating and procuring packaging using the SPG or equivalent.</p> <p>Target: 70% of Covenant signatories assessing 100% of new packaging and 50% of existing packaging against the guidelines.</p>	1.1	Establish <b>Sustainable Packaging Team (SPT)</b> and publish Charter. Refer Appendix B for the draft Charter	SPT	Team in early stage of formation.	Team formally established	April 2011	Charter, Minutes
		1.2	Develop a <b>packaging review template</b> in line with the SPG and a <b>Packaging Review Procedure</b> outlining the review process	SPT	No procedure and template currently exists	New Packaging Review Procedure and Packaging Review Template	April 2011	Records of reviews in accordance with procedure
		1.3	Review <b>New Product Development (NPD) process</b> and incorporate packaging review criteria in accordance with the Packaging Review Procedure for <b>new</b> product packaging	SPT	NPD task list	Update NPD task list	June 2012	Records of completed tasks against NPD task list
		1.4	Review <b>Approved Supplier Program</b> procedure and incorporate packaging review criteria in accordance with the Packaging Review Procedure for <b>existing</b> product packaging	SPT	Existing Approved Supplier Program procedure	Revised Approved Supplier Program procedure	June 2012	Updated Approved Supplier Program procedure
		1.5	Review <b>existing</b> Approved Suppliers and identify APC (or equivalent) compliance.	SPT	Existing Supplier Information file	Revised Supplier Information file	January 2012	Updated Supplier Information file
		1.6	Review <b>Approved Supplier Program</b> procedure and incorporate criteria for assessing <b>new</b> suppliers against sustainable packaging compliance.	SPT	Existing Supplier Questionnaire and New Raw Material Evaluation Form	Revised Supplier review records and raw material review records	June 2012	Updated Supplier review records and Raw Material review records



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	Covenant performance goals & KPIs		Actions	Responsibility*	Baseline data	Target	Timeline	Evidence
		1.7	Carry out review of existing packaging in accordance with the Packaging Review Procedure and the Packaging Review Schedule (refer section 2.0 Schedule for Packaging Reviews)	SPT	Packaging Review Schedule	Completion of Packaging Reviews	December 2013	Records of completed reviews
		1.8	Document review findings & opportunities for improvement and manage improvements through the Sustainable Packaging Team	SPT	No findings currently exist	Opportunities for improvement progressed according to plan	June 2014	Records of findings & opportunities, Minutes
2	<p><b>Recycling</b> – the efficient collection and recycling of packaging.</p> <p><b>KPI 3</b> – Proportion of signatories with on-site recovery systems for recycling used packaging.</p> <p><b>KPI 4</b> – Proportion of signatories with a policy to buy products made from recycled packaging.</p> <p>All Covenant signatories will have a formal, documented policy of buying recycled products or material.</p>	2.1	Review and document <b>existing recycling systems</b> and identify improvements	SPT	No review or documented system. Refer Appendix A for the current recycling baseline data	Review undertaken and system documented	November 2011	Review records, Documented system
		2.2	Manage recycling system <b>improvement initiatives</b> through the Sustainable Packaging Team.	SPT	No current improvement initiatives	Recycling improvements from reviews	December 2014	Minutes, Recycling improvements records
		2.3	Develop <b>procurement policy</b> for purchasing products made from recycled packaging  (Note – for relevant non-food contact materials only)	SPT	No policy currently exists	Completed policy	November 2011	Policy





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	Covenant performance goals & KPIs		Actions	Responsibility*	Baseline data	Target	Timeline	Evidence
3	<p><b>Product Stewardship</b> – a demonstrated commitment to product stewardship by the supply chain and other signatories.</p> <p><b>KPI 6</b> –Proportion of signatories that have formal processes for working with others to improve design and recycling of packaging.</p> <p>Target: 70% of Covenant signatories are implementing formal policies and procedures in working with others to improve design, procurement and recovery of packaging.</p> <p><b>KPI 7</b> – Proportion of signatories demonstrating other product stewardship outcomes.</p> <p><b>KPI 8</b> - Reduction in the number of packaging items in the litter stream.</p>	3.1	Review current processes/initiatives for working with others in the supply chain, identify process improvements and <b>document procedures for ongoing supplier and customers reviews</b> to ensure activities are formalised and records maintained	SPT	No formal documented procedures for working with suppliers and customers	Documented procedure for working with suppliers and customers	October 2012	Procedure for working with suppliers and customers
		3.2	Review current <b>waste management</b> contracts and identify opportunities for incorporating recycling of packaging	SPT	No current improvement initiatives. Refer Appendix A for the current recycling baseline data	Recycling improvements from reviews	December 2014	Minutes, Recycling improvement initiatives with waste management contractors
		3.3	Review sustainable packaging initiatives and opportunities with <b>major suppliers and customers</b> in accordance with the procedure for working with suppliers and customers (refer 3.1)	SPT	No current improvement initiatives	Sustainable improvements from reviews	December 2014	Minutes, Sustainable improvements records
		3.4	Review opportunities to include “ <b>Tidy Man logo</b> ” labelling on packaging that cannot be recycled	SPT	No labelling opportunities currently identified	Labelling opportunities identified	December 2014	Minutes, Labelling records



**\*Responsibility** – note that whilst the responsible party for each **Action** has been identified as the **Sustainable Packaging Team (SPT)**, it will be this team, in accordance with its Charter, to engage other relevant key stakeholders throughout the organisation to progress the relevant Action.



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### Appendix A – Summary of Previous Achievements

Area	Description	Data
<b>Design &amp; Product Stewardship</b>	Shelf ready cartons are used for stores, thus reducing additional packaging requirements (same packaging used for both delivery and display).	90% of cartons are shelf ready
	Reduced the thickness of the plastic tub lids for the “blue lid” range of product.  Note - investigated reducing the thickness of the tub but was unable to do this due to a food safety requirement.	The 70% “blue lid” range represents about 70% of business
<b>Reuse/Recycling</b>	Olive containers are on-sold for reuse by third parties.  Yoghurt containers are returned to the supplier for reuse.  Mayonnaise containers are reused on site for other processes.	100% reuse of olive, yoghurt and mayonnaise containers
	Tahini 20kg plastic storage buckets are cleaned and reused in the factory for storage of fresh ingredients and also on sold.	100% reuse of Tahini storage buckets
	All cardboard is sent either to a recycling company or to a company who specifically takes cardboard for the purpose of reuse.	100% of all cardboard



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### Appendix B – Sustainable Packaging Team Charter - DRAFT

The following Charter has been drafted by the SPT and is to be ratified at the next meeting planned for April 2011.



### Sustainable Packaging Team Charter

#### 1. Purpose

Chris' Greek Dips is fully committed to sustainability in packaging and the Australian Packaging Covenant (APC). A cross-functional team has been established (named the Sustainable Packaging Team) to ensure the company not only complies with its obligations under the APC but identifies and implements continuous improvement initiatives in its endeavours to achieve sustainability in packaging.

The purpose of this Charter is to define the objectives, structure, operating procedures and administrative arrangements of Chris' Greek Dips' Sustainable Packaging Team (SPT).

#### 2 Objective

The objective of the SPT is to act as the vehicle for driving sustainable packaging opportunities and ensure compliance with the requirements of the APC in accordance with the company's APC Action Plan.

#### 3 Team Structure & Composition

The team is made up of cross functional representation as follows:

- General Manager
- Marketing & New Product Development Manager
- Operations Manager
- Logistics Manager (APC Champion and Chairperson)
- Finance & Business Services Manager
- Management System Coordinator (APC Contact Officer and Minute Taker)

#### 4 Training

All members will be provided with various relevant documentation by the APC Champion (or delegate) as way of induction. This documentation will include but not be limited to:

- The company's current Australian Packaging Covenant Action Plan
- The company's Sustainable Packaging Timeline
- Material from the Australian Packaging Covenant website such as the Sustainable Packaging Guidelines and the Australian Packaging Covenant
- This Charter
- Copies of recent SPT minutes
- Reference to material located on the Management System Sustainable Packaging Intranet site

#### 5 Meetings

The SPT meetings will be held at 11.00am on the last Friday of every month (unless notified otherwise by the Chairperson)

#### 6 Chairperson

The APC Champion will act as the Chairperson. In the Chairperson's absence the Minute Taker will act as Chairperson.

#### 7 Minute Taker

The APC Contact Officer will act as Minute Taker. In the Minute Taker's absence the Chairperson will act as Minute Taker.

Date 25 March 2011	Authorised A. Nieldon, General Manager	PRINTED COPIES MAY NOT BE THE LATEST VERSION	Page 1 of 2
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### Appendix B – Sustainable Packaging Team Charter – DRAFT – *continued*



## Sustainable Packaging Team Charter

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### 8 Agenda

The agenda will focus on achievement of the Action Plan and use the Sustainable Packaging Timeline to monitor and record actions and progress.

### 9 Minutes

Minutes shall be taken by the Minute Taker using the company's [Minutes Template](#).

Minutes shall be issued within one week of each meeting and shall be distributed as follows:

- a) One copy to each SPT member
- b) Copies of the minutes shall be posted on the Management System Sustainable Packaging Intranet site.

### 10 Responsibility of Members

#### APC Champion:

The APC Champion is across the various business functions that will be impacted by the company's sustainable packaging obligations and both able to "wave the flag" and be actively involved in compliance at various stages of the process.

#### APC Contact Officer:

Provide support to the APC Champion and act as the contact point between the company and the Australian Packaging Covenant for such things as reporting requirements and general communication.

#### All SPT members will:

- a) Attend each meeting
- b) Consult with and educate others in their business function in regard to sustainability policies and procedures
- c) Report back any issues of concern

### 11 Support & Resources Available to Members

The company will ensure that all SPT members are provided with the necessary training, resources, time and facilities to enable them to perform their roles effectively.

The Sustainable Packaging Timeline will be maintained as the fundamental tool for recording detail, progress and timelines for such things as:

- Detail of Action Plan items
- Packaging Review Schedule
- Results of Packaging Reviews



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### Appendix C – Current Product Range for Chris Greek Dips Branded Products

TRADITIONAL 2.3KG	
	Hommus 7024
	Tzatziki 7056
	Eggplant 7015
	Caviar (Taramasalata) 7012
	Spring Onion 7047
	Avocado 7002
	Spicy Capsicum 7007
	Semi-dried Tomato 7053
	Olive (Kalamata) 7033
	Guacamole 7021
	Beetroot 7230
CHUNKY 2KG	
	Tomato, Cashew & Parmesan 7216
	Basil, Cashew & Parmesan 7215

TRADITIONAL 125G	
	Hommus 7106
	Spicy Capsicum 7109
	Spring Onion 7108
	Tzatziki 7107
	Avocado 7164

TRADITIONAL 200G	
	Spring Onion 7051
	Avocado 7005
	Spicy Capsicum 7010
	Semi-dried Tomato 7055
	Kalamata Olive 7034
	French Onion 7020
	Cheese & Chive 7172
	Corn Relish 7173
	Three Olive 7177

TRADITIONAL 500G	
	Hommus 7029
	Tzatziki 7062

NATURAL YOGHURT	
	Traditional Greek Style Yoghurt 1KG 7084
	Traditional Greek Style Yoghurt Twin Pack 2 x 200G 7101

TRADITIONAL 250G	
	Hommus 7028
	Tzatziki 7061
	Caviar (Taramasalata) 7013
	Eggplant 7016
LITE & FRESH 200G	
	Lite & Fresh Tzatziki 7058
	Lite & Fresh Spicy Capsicum 7175
	Lite & Fresh Spring Onion 7176
	Lite & Fresh Hommus 7026



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## Appendix D – Typical Range of Packaging Materials (generally applicable to Chris' Greek Dips Branded Dip Products - Tubs)



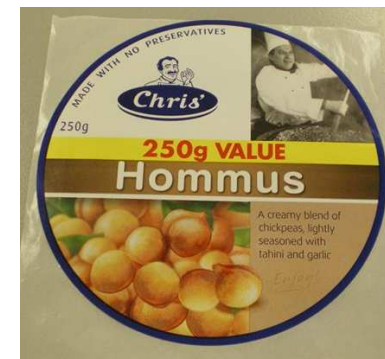
Plastic Polypropylene



Aluminum foil



Plastic



Plastic label on Paper backing



Recyclable B-Flute



Paper



Plastic shrink wrap