



AUSTRALIAN PACKAGING COVENANT ACTION PLAN 2010-2015

Nutrimetics Australia Pty Ltd
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I. Executive Summary

For more than 40 years, Nutrimetics Australia and New Zealand has been the vehicle through which thousands of women and men have earned the income they want and enjoyed the flexibility they need to live the life they love.

Nutrimetics has continued with the Covenant initiatives since the time it joined NPC in 2000. A number of significant covenant goals were achieved in the past ten years including five years packaging trend data, recycling in workplace and reliable data capturing system.

The new APC action plan outlines the goals and targets for the Key Performance Indicators (KPI) based on design, recycling and product stewardship.

The main focus of the action plan being:

- Implementation of sustainable packing guidelines and review existing product packaging for environmental sustainability
- Educate important stakeholders including suppliers, internal staff and consultants on APC concept of smarter packaging, less waste and cleaner environment.
- Review and formalising existing purchasing policies and effective management of company environmental related activities.

Nutrimetics is committed to sustainability and to the Australian Packaging Covenant on Design, Recycle and Product stewardship.

2. Company Summary

Nutrimetics Australia was founded in 1961 with pioneering in the development of naturally enriched skincare and bodycare makeup products for women. After more than 40 successful years nutrimetics continues to be the world premier in direct selling of skincare and cosmetic products that are based on naturally enriched, botanical extracts that are innovative, and premium quality.

In November 2005 nutrimetics was taken over by Tupperware Brands Corporations. However the business strategy and operations of nutrimetics remain independent. The connection with Tupperware now opens up many new opportunities for the sharing of expertise and environmental initiatives that both parties have committed to. As Tupperware is currently a signatory to the Packaging Covenant, it also brings with it the possibility of sharing knowledge and environmental commitments with each other so that both Tupperware and nutrimetics benefit, from an environmental point of view, from the takeover.

Nutrimetics first signed up to the National Packaging covenant on 26th June 2000. This was a key undertaking for nutrimetics as the brand is based on the company's commitment to natural products, and environmentally sustainable packaging.

3. Nutrimetics Strategies

It is Nutrimetic's opinion that sufficient non-animal alternative safety testing can be utilised and it is no longer necessary to perform animal tests on cosmetic finished products.

The ingredients used in the formulations are strictly selected following Nutrimetics ingredient policy which excludes animal derived products except honey and beeswax which are harvested in a non harmful way are chosen for formulating.

Nutrimetics connection with Tupperware enables us to utilise the most advanced and environmentally friendly packaging system developed through new technologies and products. Nutrimetics also affiliated to the Tupperware Global social responsibility program.

4. Nutrimetics employee and selling structure

Nutrimetics is a direct selling organisation, which has its focus in the area of skincare, makeup and body care. The company also succeeds and producing quality household products, Nutritionals and food supplements. The company's head office is located in Balmain NSW, with distribution/sales centres in Melbourne, and Brisbane. The company currently has 110 employees at its Balmain office in NSW, and 40 employees at the other national centres in Victoria, and Queensland. Its sales force comprises 55,000

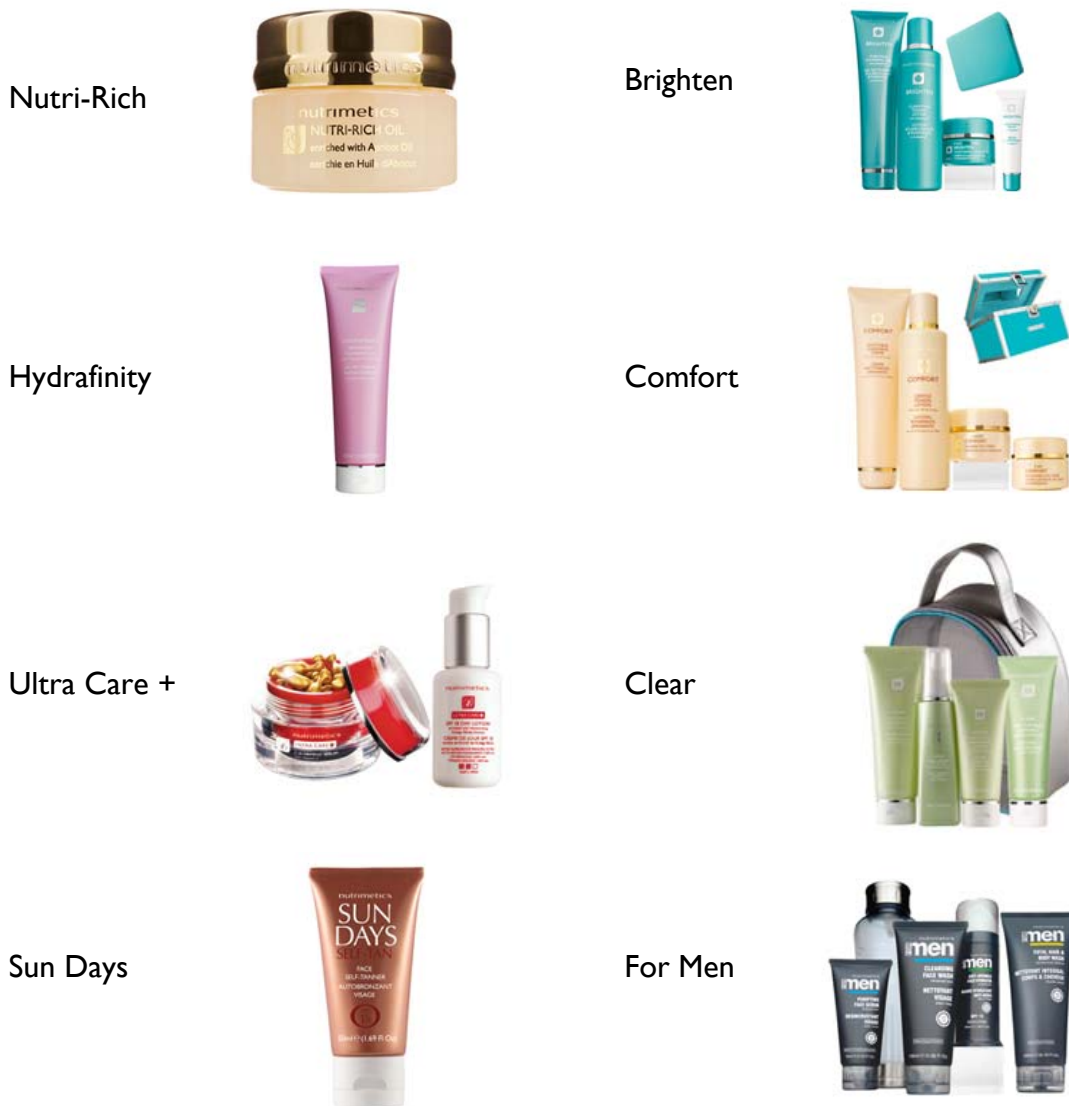
consultants/distributors. Nutrimetics is considered to be a brand owner in the packaging chain, dealing with manufacturers, transporters, and recyclers. Some of which are part of the Packaging Covenant.

The supply chain is made up of a group of local and international suppliers. The majority of products are manufactured outside of Australia. The overseas suppliers are located in Europe, Asia, and New Zealand.

5. Brands Owned by Nutrimetics Australia

Nutrimetics has been a pioneer in naturally enriched cosmetic and skincare products. The product range includes Colour cosmetics, Skincare products, Household Cleaning products, and nutritional supplements. The company has its own manufacturing plant in New Zealand and sources finished products from Europe, North America and Asia.

Following are some of the leading ranges of products sold in Australia



Botanicals



Restore



Nutri-Spa



nc (Colour)



Nutri- Clean



Heritage



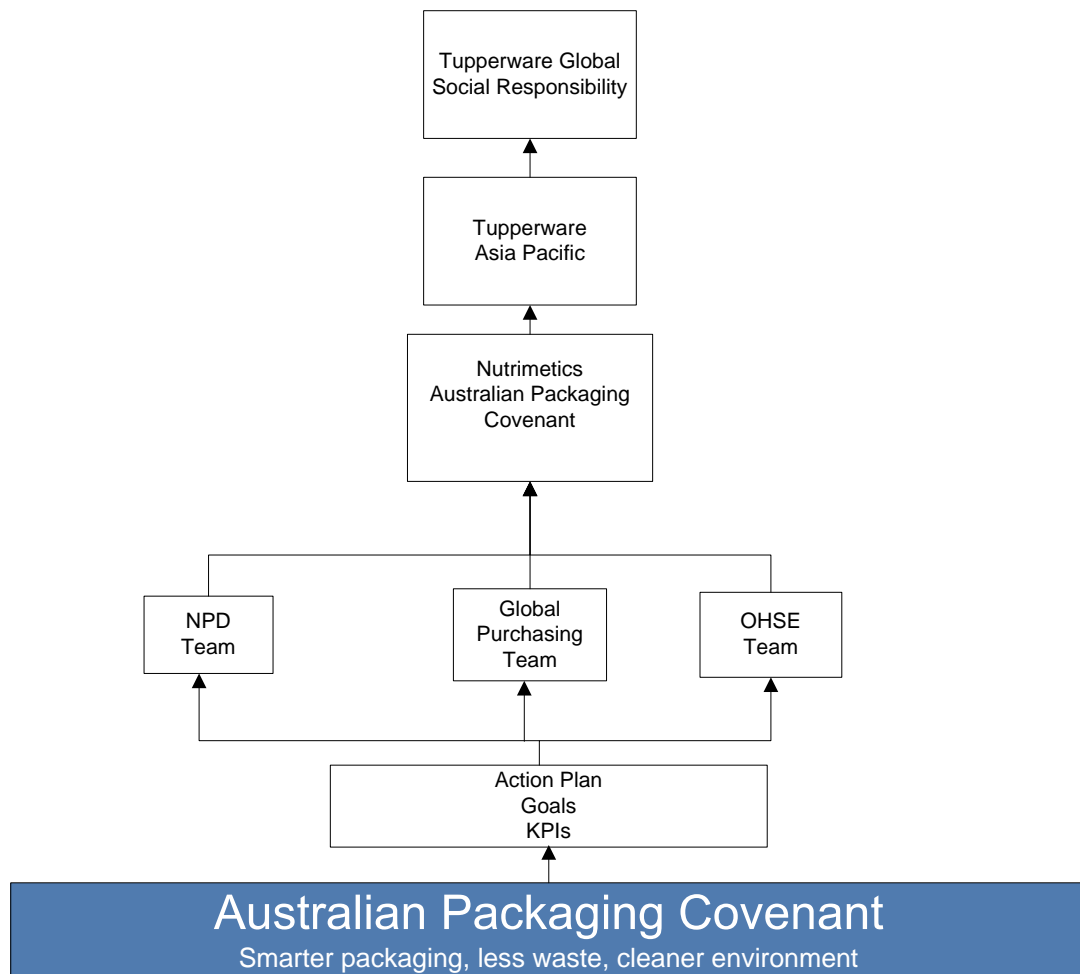
Nutritional supplements



Aromatherapy



6. **Nutrimetics Australia and Global Social Responsibility**



7. **Implementing the Sustainable Packaging Guidelines**

The Nutrimetics Packaging Action Plan included the following steps.

- Step 1: Formal integration of APC into Nutrimetics corporate strategy.
- Step 2: Introduction of Action Plan to New Product Development (NPD) team.
- Step 3: The packaging matrix of existing products.
- Step 4: Packaging grouping template is developed to guide packaging groups and review.
- Step 5: Communicated with each team member and conducted series of meeting to identify issues.
- Step 6: Commenced development of the five year APC action plan.

Step 1 - Formal integration of APC into Nutrimetics corporate strategy.

Commitment to APC was formally incorporated into Nutrimetics Australia New Zealand Business Strategy. The Covenant is coordinated through the technical division. Significant findings and contributions of Nutrimetics Australia towards environmental sustainability will be incorporated into Tupperware Asia Pacific and Tupperware global social responsibility program.

Step 2 - The Action Plan and identification of key process

The action plan was introduced to the NPD team, which consists of packaging, R&D, marketing, purchasing, regulatory personal and key stakeholders were identified.

Step 3 - The packaging matrix of existing products

The technical team examined the existing product portfolio to determine packaging groups and packaging supplier details. The process became easier with the utilisation of existing packaging database that was developed for the NPC.

Step 4 - Packaging grouping template is developed to guide packaging groups and review

The existing products were categorised into five packaging categories.

The majority of the Skincare and Body Care products are grouped into three major packaging groups and the Colour cosmetic products are grouped into two categories.

The SPG template based on the packaging types and a common template is developed for existing products and for new products.

Step 5 - Communicated with each team member and conducted series of meeting to identify issues.

The SPG template was discuss with the senior packaging technologist and modified to suit specific application.

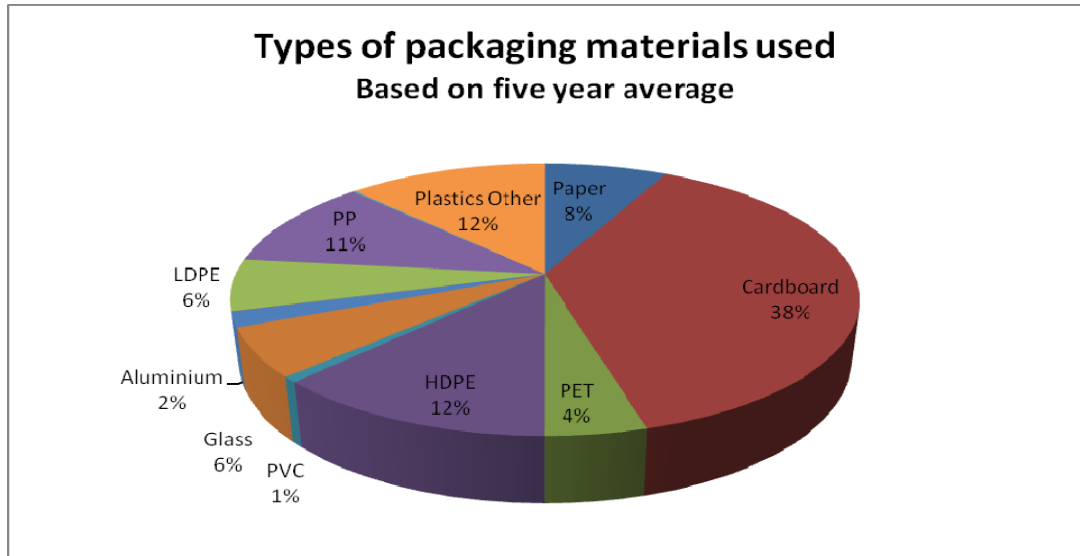
All other important stakeholders were briefed with the Action Plan and actions to address were identified and discussed.

Step 6 - Commenced development of the five year APC action plan.

The Action Plan was formalised and submitted to the management team for endorsement.

8. Packaging materials and formats used by Nutrimetics

Nutrimetics products are manufactured using a variety of packaging materials. While the primary product packaging is currently sourced from virgin materials to ensure consistency and customer satisfaction the warehouse secondary packaging, fillers and shipper cartons are made of recycled cardboards.



The packaging used in Nutrimetics products can be grouped into the following major packaging groups

Packaging group	Product applications
Jars	Skincare crèmes
Tubes	Skincare lotions
Bottles	Skincare oils and Bodycare products
Barrels	Colour products
Others	Colour products
Paper and Cardboards	Secondary packaging and shipper cartons

9. **Nutrimetics Contact Details**

For information regarding Nutrimetics' National Packaging Covenant Action Plan & Report please contact:

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10. **Nutrimetics Australia Action Plan 2010-2015**

Nutrimetics is a brand owner and packaging user required to show performance against following Covenant goals

I. Design - Packaging optimised to achieve resource efficiency and reduced environmental impact without compromising product quality and safety. If the organisation is in the supply chain, there must be specific actions about how it intends to use the Sustainable Packaging Guidelines for design and procurement.

KPI 1: Proportion of signatories in the supply chain implementing the SPG for design or procurement of packaging.

Action 1: Implementation of Sustainable Packaging Policy document for Marketing, International Development Team and to the Operations department on procurement of all new packaging materials.

Responsibility: Packaging Technologists, Brand Mangers and Global Supply.

Specific targets to meet this action:

1. Prepare Sustainable Packaging Guideline policy document (by June 2011)
2. Educate Brand managers and Packaging specialists on the new requirement. (by Aug2011)
3. Adaptation of the new guideline by NPD team (by Aug 2011)

Action 2: Review of existing packaging jars for compliance to Sustainable Packaging Guidelines.

Responsibility: Packaging Technologists and Regulatory Affairs.

Specific targets to meet this action:

1. Grouping of all existing products made of jars (by June 2011)
2. Undertake and complete review by obtaining information from suppliers and other sources (by Dec 2012)

Action 3: Review of existing packaging bottles for compliance to Sustainable Packaging Guidelines.

Responsibility: Packaging Technologists and Regulatory Affairs.

Specific targets to meet this action:

1. Grouping of all existing products made of bottles (by June 2011)
2. Undertake and complete review by obtaining information from suppliers and other sources (by Dec 2013)

Action 4: Review of existing packaging Tubes for compliance to Sustainable Packaging Guidelines.

Responsibility: Packaging Technologists and Regulatory Affairs

Specific targets to meet this action:

1. Group all products made of Tubes (by June 2011)
2. Undertake and complete review by obtaining information from suppliers and other sources (by Dec 2012)

Action 5: Review of existing packaging Barrels for compliance to Sustainable Packaging Guidelines.

Responsibility: Packaging Technologists and Regulatory Affairs

Specific targets to meet this action:

1. Grouping all existing products made of Barrels (by June 2011)
2. Undertake and complete review by obtaining information from suppliers and other sources (by Dec 2014)

Action 6: Review of existing unclassified packaging materials for Sustainable Packaging Guidelines.

Responsibility: Packaging Technologists and Regulatory Affairs

Specific targets to meet this action:

1. Grouping all existing products made from unclassified packaging categories (by June 2011)
2. Undertake review and obtain information from suppliers and other sources (by Dec 2014)

2. Recycling - Efficient collection and recycling of packaging

KPI 3: Proportion of signatories with on-site recovery systems for recycling used packaging

Action 7: On-site recovery system for used packaging and recyclable waste.

Responsibility: Global Supply and Regulatory Affairs

Specific targets to meet this action:

1. Prepare formal policy documents for used packaging and recyclable waste (by Dec 2011)

Action 8: Warehouse recovery system for used packaging and recyclable waste.

Responsibility: Global Supply and Regulatory Affairs

Specific targets to meet this action:

1. Prepare policy document for effective recycling of warehouse waste (by Dec 2011)
2. Continue to monitor the waste going to landfill – encourage staff to recycle paper, cardboard and co-mingle waste

KPI 4: Proportion of signatories with a policy to buy products made from recycled products or materials

Action 9: Company wide policy on purchasing products made from recycled materials.

Responsibility: Global Supply, OHSE Committee and Regulatory Affairs

Specific targets to meet this action:

1. Prepare buy recycle policy document (by Dec 2011)
2. Continue to monitor the purchasing products made from recycled material and purchase of environmentally friendlier stationary products

3. Product Stewardship - Demonstrated commitment to Product Stewardship.

KPI 6: Proportion of signatories that have formal processes for working with others to improve design and recycling of packaging

Action 10: Packaging supplier commitment to sustainable packaging

Responsibility: Global Supply and Regulatory Affairs

Specific targets to meet this action:

1. Assess all packaging suppliers on commitment to sustainable packaging – send questionnaire to all nutraceuticals packaging suppliers and evaluate them (by June 2012)
2. Prepare global policy for purchasing sustainable packaging (Dec 2011)

KPI 7: Proportion of Signatories demonstrating other product stewardship outcomes

Action 11: Consumer education on effective disposal of waste – Packaging disposal information

Responsibility: Marketing Brand Mangers

Specific targets to meet this action:

1. Packaging disposal information in Product information sheet. Review existing products(by June 2013)
2. Implement packaging disposal information for all new products in the Product Information Sheet (By June 2011)

11. Action Plan Summary

Design: Optimise packaging to use resources efficiently and reduce environmental impact without compromising product quality and safety Packaging designed to avoid or minimise the use of materials and other resources

KPI	ACTION PLAN REQUIREMENT	RESPONSIBILITY	TIMELINE OR MILESTONES (MM/YEAR)	EVIDENCE
KPI 1: Proportion of signatories in the supply chain implementing the SPG for design or procurement of packaging	Implementation of Sustainable Packaging Policy document for Marketing, International development team and to the Operations department on procurement of all new packaging materials	Packaging Technologists Global Supply Brand Mangers	June 2012	Supply chain policy document
	Review of existing packaging jars for compliance to sustainable packaging guidelines	Packaging Technologists Regulatory Affairs Manger	Dec 2012	Packaging dossier
	Review of existing packaging bottles for compliance to sustainable packaging guidelines	Packaging Technologists Regulatory Affairs Manger	Dec 2013	Packaging dossier
	Review of existing packaging Tubes for compliance to sustainable packaging guidelines	Packaging Technologists Regulatory Affairs Manger	Dec 2012	Packaging dossier
	Review of existing packaging Barrels for compliance to sustainable packaging guidelines	Packaging Technologists Regulatory Affairs Manger	Dec 2014	Packaging dossier
	Review of existing packaging unclassified packaging materials for compliance to sustainable packaging guidelines	Packaging Technologists Regulatory Affairs Manger	Dec 2014	Packaging dossier

Recycling: Efficient collection and recycling of Packaging

KPI	ACTION PLAN REQUIREMENT	RESPONSIBILITY	TIMELINE OR MILESTONES (MM/YEAR)	EVIDENCE
KPI 3: Proportion of signatories with on-site recovery systems for recycling used packaging	Prepare policy document on on-site recovery system on used packaging and recyclable waste.	Regulatory Affairs Manger Global Supply	Dec 2011	Supply chain policy document
	Preparation of a formal policy document for effective recycling of warehouse packaging waste	Regulatory Affairs Manger Global Supply	Dec 2011	Recycling policy document
KPI 4: Proportion of signatories with a policy to buy products made from recycled products or materials	Prepare policy document on buy materials made from recycled packaging	Regulatory Affairs Manger Global Supply OHSE Committee	Dec 2011	Buy recycle policy

Product Stewardship: A demonstrated commitment to product stewardship by the supply chain and other signatories

KPI	ACTION PLAN REQUIREMENT	RESPONSIBILITY	TIMELINE OR MILESTONES (MM/YEAR)	EVIDENCE
KPI 6: Proportion of signatories that have formal processes for working with others to improve design and recycling of packaging.	Assess all packaging suppliers on commitment to sustainable packaging.	Global sourcing	June 2012	Supplier commitment
	Prepare global policy for purchasing sustainable packaging.	Global sourcing	Dec 2011	Supply chain policy document
KPI 7: Proportion of signatories demonstrating other product stewardship outcomes.	Consumer education on effective disposal of waste – Packaging disposal information in Product information Sheet – review existing products.	Marketing Brand Mangers	Dec 2013	Product information sheet
	Implement packaging disposal information of all new products in the Product information sheet.	Marketing Brand Mangers Regulatory Affairs Manger	June 2011	Product information sheet