



BIDVEST AUSTRALIA LIMITED

SUSTAINABILITY REPORT 2011

WELCOME

ABOUT OUR REPORT

Welcome to the 4th Bidvest Australia Limited Sustainability Report. In our first Report, we used the ethos of “Working Toward...”. As part of our progression, we are now using the Global Reporting Initiative protocol as the basis for the report. We trust you will find this report interesting and informative.

For the purposes of this report, unless noted as an exception, all aspects of Bidvest Australia Limited will be included with the exception of our franchise operations, Australian Independent Vendors (AIV).

REPORT PROFILE

Data included in this report relates to the 2010-2011 financial year unless otherwise indicated. The Sustainability Report is scheduled for publication in August each year.

As previously stated, this is the 4th report produced, with the first report appearing in 2008. A report has been produced every year since then.

This report covers all activities of Bidvest Australia Limited and its subsidiaries with the exception of Australian Independent Vendors (AIV). While Bidvest Australia is part of the Asia-Pacific Division of The Bidvest Group, Bidvest Australia limits its activities to within Australia. The company maintains a strong Import and Export component. Nor does this report extend to the operations of any partnerships or extended supply chain, e.g. suppliers and joint ventures.

Some economic indicators are included within this report

Bidvest Australia Limited operates within the guiding principles outlined in the BidValues Statement, which details our Corporate Governance and our Goals and Aims for our Suppliers, Customers, Staff, Community and Owners. These principles are embodied within this report.

Contact details are provided at the end of this report.

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OUR SUSTAINABILITY POLICY

SUMMARY OF ENVIRONMENTAL PROTECTION ACTIONS

BIDVEST AUSTRALIA LIMITED COMMITS TO:

- Adhere to or exceed environmental regulations relevant to our operations;
- Identify, mitigate and manage the environmental impacts and risks of its products and services;
- Optimise consumption of raw materials and energy, and minimise waste through applying a “reduce, reuse, recycle” philosophy;
- Work in partnership with our suppliers, customers and other relevant business partners, within our sphere of influence, to redesign and reduce the environmental impact of products, services and other business activities;
- Unlock the creative potential for sustainable solutions by working with employees to embed an environmental consciousness throughout the organisation;
- Include environmental considerations in our business decisions;
- Work with the appropriate government departments, community groups and other stakeholders to identify and resolve environmental issues relevant to the Bidvest business.

BIDVEST AUSTRALIA WILL PROMOTE TO OUR EMPLOYEES THAT:

- It is the responsibility of every employee to protect our environment.
- Excessive use of water, gas and electricity is both costly and wasteful and must be avoided.
- Waste chemicals, liquids, powders and dusts must not be poured down drains. They must be disposed of in accordance with local State and Council requirements.
- It is a legal requirement that all vehicles used for delivery of food must be maintained in a clean and hygienic condition. When washing vehicles, care must be taken to ensure that these activities are in compliance with local environmental protection plans and that chemicals used to wash and sanitise the vehicles do not enter the drainage system or into any rivers, creeks or estuaries.

- Excessive dust generation must be avoided as this also presents a health risk.
- Always conserve our energy resources and use the correct disposal methods.
- Waste should be minimised and all waste must, as far as is practicable, be recycled.

OBJECTIVES AND TARGETS

It is the responsibility of each business unit within Bidvest Australia Limited to develop and maintain Objectives and Targets appropriate to that business units needs.

A MESSAGE FROM RACHEL RUGGIERO

CHIEF OPERATING OFFICER



This is the first year that I am writing an Annual Overview. I am excited about the future prospects for Bidvest Australia and I trust you will find this “new look” report both interesting and informative.

It was a positive finish to the year with the last quarter confirming some signs of a recovery. Sales were up 4.76% on the prior year quarter however some of that was due to Easter falling in April this year and March last year. April,

May and June showed positive food inflation numbers but pricing margins continued to be squeezed and showed only a 1% dollar increase. Overall gross contribution was strong thanks to better than expected other revenue and expenses were reasonably well controlled, coming in under budget at just under 14%. Labour is still the biggest concern in the expense line and expectations of wage increases are in the 4 to 5% range.

The results for the 12 months showed a sales increase on prior year of 6.4% to \$1.8 billion, a slight margin increase to 15.12%, however well below budget expectations. Gross contribution was up on the prior year and budget at 18.79% and expenses were down on budget but slightly above prior year at 14.47%. Warehouse labour continues to drive the increase in expenses and EBA negotiations and overtime numbers have not helped. EBIT to sales was strong at 4.33%, above budget and last year and dollar EBIT was a record \$78.6 million. This is a fantastic result.

The Australian economy continues to run at two speeds and this is evidenced by the great results from our business units in mining areas and the slow growth numbers in all capital cities. The strong Australian dollar has not helped the tourism industry with numbers in Cairns and the Gold Coast significantly down on prior years. Unemployment is steady at 4.9% and the lucrative employment opportunities in the mining sector are making it difficult to obtain unskilled labour. Consumer confidence is low and the retail turnover in May fell .6% however the pleasing news is that the turnover in café's, restaurants and take-away foods rose .4% (ABS 4/7/11). The uncertainty of the Reserve Bank raising interest rates and the impact of the carbon tax are negatively impacting consumer spending. CPI for the March quarter came in at 3.3% on prior year quarter and impacted by unusually high fruit and vegetable pricing due to the January floods.

The Australian business has performed relatively well in these conditions thanks to a strong, committed management team and constant innovation. Suppliers are praising our growth numbers and from all indications we continue to take market share, albeit at reduced margins. Our innovative app for find food fast and our experiment with social media continue to attract attention and are proving to be successful ventures. There is positive sentiment amongst the ranks about the year ahead and we remain committed to the challenge of constantly innovating and remaining one step ahead of the competition.

Rachel Ruggiero

Chief Operating Officer

OUR COMPANY

Bidvest Australia is well and truly advanced in its aim of establishing Australia's first truly national foodservice distribution network, offering a complete range of food and food related products and services to our customer base.

Our distribution network encircles Australia.



OUR SERVICES NOW INCLUDE:

BIDVEST – FOODSERVICE	A general food service wholesale and distribution service providing a range of food and food related products to the Food Service Industry including hospitals, nursing homes, hotels, restaurants, schools and universities, prisons, contract caterers and airlines.
BIDVEST – LOGISTICS	A dedicated supplier to quick service restaurants, including KFC, Pizza Hut, Hungry Jacks and Subway.
BIDVEST – HOSPITALITY	A dedicated supplier of a range of hospitality goods and allied products to the hospitality industry, including tableware, flatware and kitchenware.
BIDVEST - MEAT	The Bidvest frozen and fresh meat division with a range of in excess of 500 lines. Bidvest is the first National Foodservice Distributor to be accredited by the Meat and Livestock Association. Bidvest Meat can organise a range of meat products, mainly primal and some cuts, sourced direct from reputable and approved abattoirs and distributed throughout Australia.
BIDVEST - IMPORTS	Imports is dedicated to ensuring that Bidvest imported products are brought into Australia, stored and distributed to Bidvest distribution centres efficiently and maintaining the integrity of the products. The Logistics site is registered with AQIS and is a Quarantine Approved Premise.
BIDVEST - FRESH	This division is dedicated to providing a range of high quality fresh meat, fruit and vegetable products.
AIV	A franchisee route and regional operation specialising in a personal relationship approach to small specialty delicatessens and food outlets.

This expansion has enabled Bidvest Australia to develop some cutting edge initiatives that enable Bidvest and its customers to enhance their sustainability programs, such as Bidvest's approach to e-commerce, which enables Bidvest and our stakeholders to reduce paperwork, reduce time waste, to reduce errors and to increase efficiency and maximise profits.

Our "one-stop-shop" philosophy allows our customers to maximise efficiencies in purchasing and reducing unnecessary costs, by offering a wide selection of products and services, competitive pricing and the ability to make payments through a single transaction.

Bidvest's ability to deliver a wide and diverse range of products in one truck or van enables us to reduce our carbon footprint and to partner with our customers and suppliers in the supply chain in our endeavours to reduce damaging impacts on our natural environment.

GROWTH AT BIDVEST

LISMORE – A further expansion in New South Wales with the acquisition of Northern Frozen Food Distributors.

IPSWICH – Unfortunately, following the severe flooding in Queensland, the decision was made to close this business unit and relocate to Brisbane.

SYDNEY – A large site was purchased at Girraween for redevelopment and refurbishment. This will enable Bidvest to relocate some of its Sydney distribution centres to a single site, saving rental/leasing costs and increasing efficiencies.

Bidvest now boasts 49 operating business units throughout Australia operating at 45 different sites.

CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY

Bidvest Australia Limited recognises it has an ethical responsibility to participate as a good corporate citizen. Our Board of Directors recognise the need to conduct the enterprise with integrity and in accordance with generally accepted corporate practices.

Bidvest Australia's Corporate Governance is exemplified by the BidValues Statement which defines and forms the basis of our organisational structure. The BIDValues Statement outlines our Vision, Philosophies, Strategies, Goals, Aims and KPIs for our Customers, Suppliers, Staff, Community, Government and our Owners. It is our national link to our global philosophy of being "Proudly Bidvest" and also our documented policy on fair dealing and ethical behaviour with all sectors in the supply chain.

OUR CODE OF CONDUCT

BIDVEST IS COMMITTED TO:

- The highest standards of integrity and behaviour in all its dealings with its stakeholders and society at large;
- Carrying on of business through fair commercial competitive practices;
- Trading with customers and suppliers who subscribe to ethical business practices;
- The promotion of employees to realize their potential through training and development of their skills; and
- Being responsible towards environmental and social issues.

OUR VISION

Bidvest is recognized as a significant force in the national and international foodservice industry.

Our **VISION STATEMENT** is:

*By exceeding our customers' expectations through
Innovation and the development of our people, thereby
Delivering maximum returns to our stakeholders.*

OUR STRATEGIES

The strategy of the group is to be invested in distribution, trading and service businesses supplying the foodservice, hospitality and leisure markets.

Acquisitions will be sought to complement the product and service offering as well as the geographical spread.

Bidvest Australia's strategy revolves around securing high levels of customer loyalty and becoming the foodservice products distributor of choice, rather than of necessity.

OUR PHILOSOPHIES

The Group's philosophy for motivating management is based on a decentralized structure with strong incentives to exceed realistic profit goals.

We are acquisitive and opportunistic by nature and will continue to be so.

We use our diversity and resources to create value.

With our focus on operational excellence, our execution is better than our competitors' and, where it isn't; we don't rest until it is.

It is not the products and services we provide that make the group successful, but the way we provide them – *it's not what we do, but how we do it.*

OUR COMMUNITY AND CORPORATE CITIZENSHIP

Bidvest is committed to actively participating in and improving the communities in which we operate. At a Corporate level, Bidvest is a substantial contributor to the broader Australian community and charitable organisations. However, we do not believe that this is the responsibility of Corporate alone. Every business unit is a member of its local community and they are expected to play their role in being good corporate citizens. As a result, many local charities and community organisations receive support from their local Bidvest business units.

2011 was a year of substantial natural disasters in Australia. Especially in the States of Queensland and Victoria, where extreme flooding, storms and Cyclone Yassi occurred. As part of its national emergency response commitment, Bidvest was active in the supply of food to the evacuation

centres and has also raised and contributed a cheque for \$45,000 to the Queensland Premier's Flood Appeal.

In addition to monetary assistance, Bidvest donates goods and stock to these emergency shelters as well as ongoing donations to local charities, such as FoodBank, The Salvation Army and organisations that provide shelter to the homeless.

PRIVACY POLICY

Bidvest Australia Limited respects and upholds the rights of customers to privacy protection and is bound by the Privacy Act (1988), the Privacy Amendment (Privacy Sector) Act 2000 and the National Privacy Principles. The Privacy Policy has been published to provide a clear and concise outline of how and when personal information is collected, stored, used and disclosed by Bidvest Australia Limited. The policy, and the Privacy Act, does not apply to employee records held by Bidvest Australia Limited which are covered by other Acts of Parliament.

ANTI-COMPETITIVE BEHAVIOUR

Bidvest Australia is subject to The Australian Competition and Consumer Commission (ACCC), The Fair Trading Act 1987 and other Acts of Parliament. The ACCC has approved all expansion activities undertaken by Bidvest Australia, where applicable, and Bidvest Australia continues to comply with all provisions of the Fair Trading Act.

OUR INTERNATIONAL TRADE OBLIGATIONS

As an importer of foreign products, Bidvest deals only with organisations that have a strong international customer base that provides some assurance that the organisations meet all international standards on human rights and ethical dealings. Bidvest will not knowingly develop business relationships with organisations that do not meet these expectations.

RENEWAL

All businesses have the need to re-invent themselves every so often to provide a new direction and to reposition themselves in the marketplace. Bidvest is no exception. Bidvest Australia Limited has embarked on a renewal of its image and direction and, as part of this, new logos have been implemented. The colours have been chosen to reflect the standard colour range for the Bidvest Group internationally and the stylised boomerang has been replaced with the full outline being provided and an enhanced colour treatment to emphasise the Bidvest Australian base.

The new logos are clean, simple and concentrate on what the Division is focused on.



The Sustainability logo has also been refreshed to highlight the young and vibrant nature of Bidvest and its sustainability programs and the excitement and hopes for the future as the young saplings mature and become developed trees.

OUR PRODUCTS

Bidvest Australia Limited has a range of products suitable to all our customers' needs.

Alfina's

Alfina's - A range of high end Mediterranean products, including olive oil, tomatoes and lasagne.



Caterers' Choice - A range of dry/frozen/chiller products across a broad spectrum. A mid range product with a brand presence, the majority of these products are packed by local suppliers, i.e. flour, biscuits, bacon, icecream.

SEACREST



Seacrest - Mid range Seafood only.



Seafrost - Mid range Seafood and Cooking oils.



Sopra – A brand fighter with some oil and pineapple in this brand.



Snochef – Brand fighter – seldom used.

BUSINESS SUSTAINABILITY

INNOVATIONS AND INVESTMENTS

E-COMMERCE

Bidvest offers a range of e-commerce options that enable our customers to reduce paperwork and increase efficiency, thereby increasing their sustainability. These options are continually refined and enhanced to provide greater benefits and efficiency to internal and external customers. For example:

Find Food Fast (FFF) and Find Hospitality Fast (FHF) are e-commerce programs that enable customers to access information on orders, place orders, make payments, undertake planning and costing of menus.

OPRI

An on-line facility that allows customers to investigate appropriate food options, including products that contain or are free from certain known allergies, products that meet specific religious or social needs such as Halal or Kosher, as well as gluten-free and organic products.

IFINDORDERFAST

An iPhone application enabling customers to monitor the progress of their orders from the convenience of their smartphone.

BIDCENTRAL

The Bidvest intranet, Bidcentral, is being utilised more effectively to communicate with staff and provide access to Find Food Fast for training, enabling a higher standard of customer service which reduces frustration and increases efficiency.

A COMMON IT PLATFORM

Bidvest Australia has in place a common IT platform that enables greater consistency and efficiency within the group. This platform is being constantly enhanced and the latest enhancements are designed to eliminate much of the paperwork that is being undertaken. This will reduce waste while, at the same time, increase efficiency and reduce costs.

Since 2009-2010, the virtualization of servers referred to in the Environmental Sustainability section has saved Bidvest an estimated \$288750 plus estimated annual savings of \$36404.

THE ELECTRONIC WAREHOUSE

The expansion of the electronic warehouse is continuing and the system is being constantly improved as issues are identified. This has resulted in a considerable reduction of paper used and increased efficiency.

A COMMON QUALITY MANAGEMENT SYSTEM

Bidvest Australia boasts a dedicated Quality Management System that incorporates ISO 9001:2008, Codex HACCP (Food Safety), OH&S, Environmental Sustainability and Corporate Governance issues. The Bidvest QMS also provides consistency within the group encouraging greater efficiencies and savings to enhance the sustainability of Bidvest, its customers and suppliers.

ISO, HACCP, ENVIRONMENT AND HEALTH & SAFETY CERTIFICATIONS

Bidvest Australia maintains a Quality Management System certified to ISO 9001:2008. The QMS remains robust and effective.

Our certified Food Safety (HACCP) programs remain robust and effective.

Certification has been achieved for ISO AS/NZS 4801 Health and Safety Management Systems.

Certification to ISO AS/NZS 14001 – Environmental Management Systems has commenced and certification is being processed.



THE BIDVEST ACADEMY IN AUSTRALIA



As part of Bidvest's ongoing commitment to maintaining its stability through a well-trained and educated workforce and the creation of a structured career path as the basis for Bidvest's continuing growth and sustainability, the Bidvest Academy was established in 2008. Courses have been designed and registered with the national authorities, enabling these courses to be integrated into accredited courses that will lead to the achievement of awards and degrees from Australian and New Zealand universities.

VALUE ADDED STATEMENT

“Value added” is the value which Bidvest Australia has added to purchased materials and goods through the processes of conversion and the sale of its products and services. This statement shows how the value so added has been distributed.

	2011		2010	
	\$AUD	%	\$AUD	%
Revenue	1,851,201,530		1,680,838,763	
Net cost of raw materials, goods and services	-		-	
	1,509,728,215		1,364,350,840	
Wealth created by trading operations	341,473,315		316,487,923	
Finance Income	1,887,496		875,975	
Other Income	574,501		1,033,607	
Total wealth created	343,935,312	100.00	318,397,505	100
Distributed as follows:				
Employees				
Benefits and Remuneration	263,912,058	76.75	244,443,978	76.80
Governments				
Taxation	21,191,852	6.15	18,508,907	5.80
Providers of Capital				
Finance Charges	9,843,630	2.90	7,659,388	2.40
Other Charges	510,253	0.20	1,932,800	0.60
Retained for growth	48,477,519	14.00	45,852,432	14.40
	343,935,312	100.00	318,397,505	100.00

2011 saw another year that produced good growth at Bidvest with more than 10% increase in revenue and more than 8% increase in the total wealth created.

OUR STAFF

Bidvest People are Ideas People.

"Our businesses are united by a positive attitude to sustainability that looks beyond today's obligations to tomorrow's opportunities." Brian Joffe, Chief Executive, The Bidvest Group 2009.

STAFF NUMBERS

Our staff numbers have remained stable for 2010-2011, increasing only from 2182 to 2184 in 2011, excluding contractors.

The male/female ratio as at 30.6.11 for the non-contracted workforce is 72.6% males and 27.4% female, with a very high percentage of the female workforce participating at high management levels. Refer to the section on Equal Opportunity following. The chart included is drawn from the EOWA Report as at the 30.3.2011.

GOVERNANCE

Bidvest Australia complies with all relevant employment and industrial legislation regarding recruitment, selection and employment conditions.

REMUNERATION

Bidvest Australia maintains a fair wage and salary structure either in accordance with Federal and State legislation or, more commonly, as per Industrial Agreements negotiated between management and staff. Bidvest generally maintains a level of remuneration above the industry sector standard.

HUMAN RIGHTS

Bidvest Australia maintains a rigorous program of anti-discrimination and ethical behaviour as defined in the various Risk Management Statements. Bidvest Australia continues to comply with all legislative requirements in relation to employment and company practices.

EQUAL OPPORTUNITY

Bidvest Australia has again been active in promoting equal opportunity in 2010

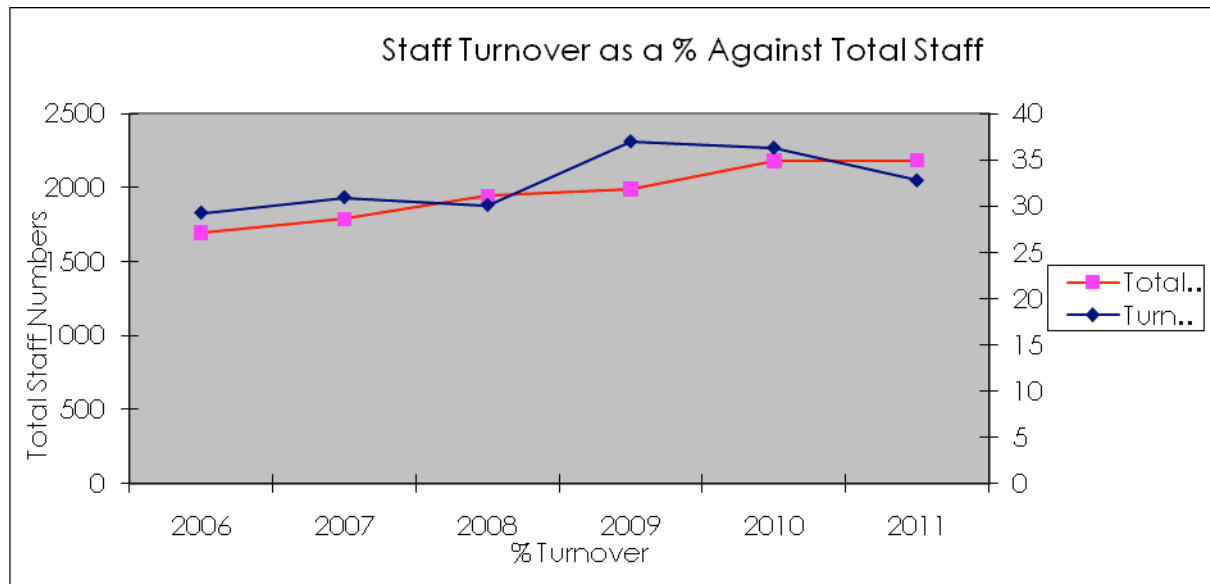
In 2011, Bidvest welcomed its first female Chief Operating Officer.

Bidvest has again achieved a good result with its Annual Report to the Equal Opportunity for Women in the Workplace Agency,

	Women		Men		Casual			%	
	Full time	Part time	Full time	Part time	Women	Men	Total Staff	Women	Men
Senior Executives	1						1	100	0
Executives	1		4				5	20.0	80.0
Nation/Regl Managers	6		11	1			18	33.0	67.0
General Managers	5	1	44				50	12.0	88.0
Other Managers	43	2	109	2			156	28.9	71.1
Supervisors	35	1	47				83	43.4	56.6
Admin Staff	132	19	34		24	3	212	82.5	17.5
Sales Staff	167	34	173		49	1	424	59.0	41.0
Operations Staff	44	1	808	15	29	353	1250	6.0	94.0
Total	434	58	1230	18	102	357	2199	27.0	73.0

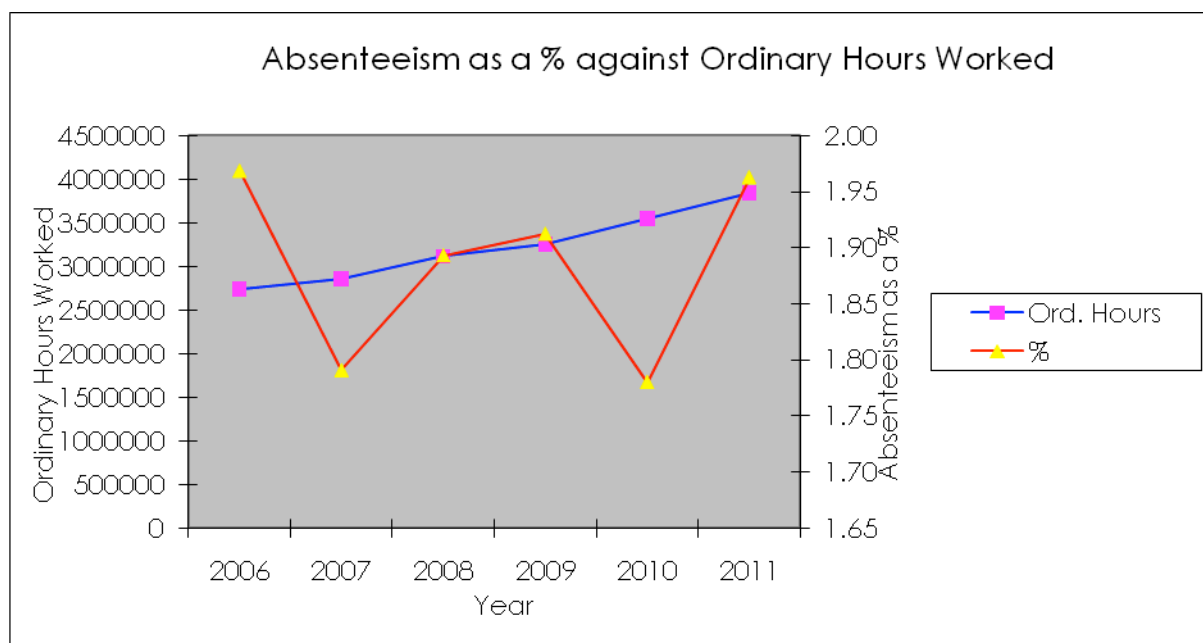
STAFF TURNOVER

Staff turnover has returned to around its historical trend of 30% in 2011 with a turnover of 32.75%. The increase in staff turnover in recent years was mainly attributed to the inevitable restructuring and staff attrition following acquisitions. There was some flow on into 2011 with a higher number of retrenchments recorded than is normal.



ABSENTEEISM

Staff absenteeism reversed the trend to fall as a percentage of the hours worked in 2011. As a result of increased family leave provisions, the absentee percentage rate has risen from 1.78% in 2010 to 1.96% in 2011. This has returned to the level of absenteeism last seen in 2006.



THE BIDVEST ACADEMY AND STAFF TRAINING

The Bidvest Academy reports a full year of high achievements. The Academy, in conjunction with the Transport and Logistics Skill Council, was successful in its application for funding from the Federal Government to develop a range of Diploma and Advanced Diploma courses in Logistics, Operations and Management for the foodservice sector.

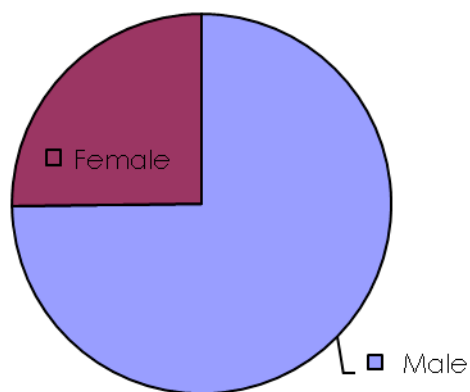
These qualifications will enable Bidvest to have highly motivated and competent staffing at all levels of employment with the tools and skills to enable them to meet the challenges that will be encountered in the future. Sixty-five (65) managers and potential managers from all over Australia are currently participating in either the Diploma or Advanced Diploma.

The Academy continues to offer Certificate III and Certificate IV courses to eligible staff in a wide range of disciplines. The following table details the participation rates at each of the business units, with 158 employees active as at 30.06.2011.

Employer	Active as at 1/07/10	Completions between 1/07/10 - 30/06/11	Cancellations between 1/07/10 - 30/06/11	New Enrolments between 1/07/10 - 30/06/11	Active as at 30/06/11
Bidvest Adelaide John Lewis	0	0	0	3	3
Bidvest Albury John Lewis Foodservice	5	2	1	0	2
Bidvest Brisbane	29	21	1	1	8
Bidvest Brisbane Meat Services	1	0	0	2	3
Bidvest Cairns	8	5	0	5	8
Bidvest Canberra	0	0	0	1	1
Bidvest Clayton	5	5	0	2	2
Bidvest Central Coast	2	0	2	0	0
Bidvest Coffs Provedores	5	3	0	0	2
Bidvest Corporate Melbourne Office	0	0	0	1	1
Bidvest Corporate Sydney Office	0	0	1	1	0
Bidvest Darwin	0	0	0	10	10
Bidvest Dymel	2	0	0	0	2
Bidvest Geelong John Lewis Foodservice	1	0	0	5	2
Bidvest Gold Coast	3	3	0	20	20
Bidvest Gold Coast Dymel Distributors	0	0	0	0	0
Bidvest Hervey Bay	5	4	0	1	2
Bidvest Hobart	0	0	1	7	6
Bidvest Homebush RM Smith Foodservice	20	5	9	17	23
Bidvest Hospitality Geelong	0	0	0	0	0
Bidvest Hospitality Melbourne	0	0	0	0	0
Bidvest Hospitality Supplies Brisbane	2	2	0	1	1
Bidvest Hospitality Sydney	6	3	3	6	6
Bidvest Mackay	2	0	1	2	3
Bidvest Macmont Hospitality Supplies Adelaide	2	0	0	0	2
Bidvest Newcastle	6	3	3	6	6
Bidvest North Plympton John Lewis Food Services	0	0	0	0	0
Bidvest Perth	0	0	0	2	2
Bidvest QSR Adelaide	0	0	0	2	2
Bidvest QSR Clayton	0	0	0	0	0
Bidvest QSR South Oakleigh	0	0	0	0	0
Bidvest QSR South Queensland	0	0	0	2	2
Bidvest Regency Park	0	0	5	20	16
Bidvest Stephenson's food services	6	3	1	6	8
Bidvest Sunshine Coast	24	13	6	4	8
Bidvest Townsville	8	5	1	3	5
Bidvest Wollongong	1	0	0	1	2
Totals	143	77	35	131	158

Enrolments Based on gender participation
Number of enrolments July 2010 - June 2011
Total - 131
Males - 98
Females - 33

Bidvest Gender Split 2010 - 2011 Enrolments 98 Males 33
Females



ENVIRONMENTAL SUSTAINABILITY

Actions need to have a focus to be specific, measureable, achievable, realistic and timely. That is S.M.A.R.T. behaviour.

IT INITIATIVES

The IT Department uses the Australian Government ICT Sustainability Plan 2010-2015 as a framework for its environmental initiatives.

- **PC/Laptop Strategy** - Increase energy efficiency for desktop fleet, this includes energy efficient PC's, laptops and monitors.

What we have been doing - The current PC fleet that we are deploying are 30% more efficient than a traditional PC. Power consumption when idle is 23watts, 30-45watts when in use and 2 watts in sleep mode. All PC's are set to sleep after 4 hours of inactivity.

- **Desktop Replacement Strategy** - Where possibly use thin client technology, thinclient use less than half the energy that a standard pc consumes.

What we have been doing - Bidvest now have over 420 thinclients deployed.

- **PC/Desktop/Laptop/Printer power management strategy**

What we have been doing - Power management settings on all new desktop, laptops, thin clients and printers are enabled.

- **Server Strategy** - Virtualize physical server where appropriate/ Cloud Computing.

What we have been doing - In the past 12 months we have decommissioned 20 blade servers, these are now virtualized. We have also moved some applications to a cloud environment reducing the need for physical or virtual servers to be hosted by Bidvest.

- **Printed documents Strategy** - reduce the amount of printed documents throughout the organisation through the use of IT.

What we have been doing - In the past 12 months we have automated several parts of the business to reduce the paper trail (for example we have reduced the amount of pages printed per invoice by 25% (3000 less pages a day printed)). This continues to be a focus for IT.

- **Zero active screensavers** - Aim for all screensavers to be a standard black screen reducing power consumption of monitors.

What we have been doing - In the past 12 months we have implemented a company wide setting which controls screensavers on PC's and implements the black/blank screensaver.

- **Zero e-waste and packaging waste to landfill** – reduce or recycle the amount of packaging waste associated with IT equipment. Gift or reuse old IT equipment.

What we have been doing - We have been reusing packaging materials. We have also sold second hand equipment which has been re-used.

- **Optimise ICT utilisation in business operations** - use such things as video conferencing to reduce travel, e-learning, e-payments etc.

What we have been doing - We have implemented Video conferencing into about 70% of all branches, meetings are also now held over the VC technology reducing air travel and increasing staff interaction.

- **Report Green ICT performance** - participate in green reporting

What we have been doing - IT included in annual report.

NATIONAL GREENHOUSE EMISSIONS REPORTING INITIATIVE (NGER)

2010 saw the first year that Bidvest was required to submit a return for NGER with the reporting threshold reduced from 500 terajoules to 350 terajoules. The report was not required to be submitted until September 2010, so forms part of this year's Annual Sustainability Report. In the year 2009-2010, Bidvest emitted approximately 367 terajoules. This has established a baseline for Bidvest against which we can measure our progress in responsible carbon emission control. While it is expected that this level will increase over time as Bidvest continues to expand, it is the aim to minimise the growth of emissions below the level that it might otherwise have attained.

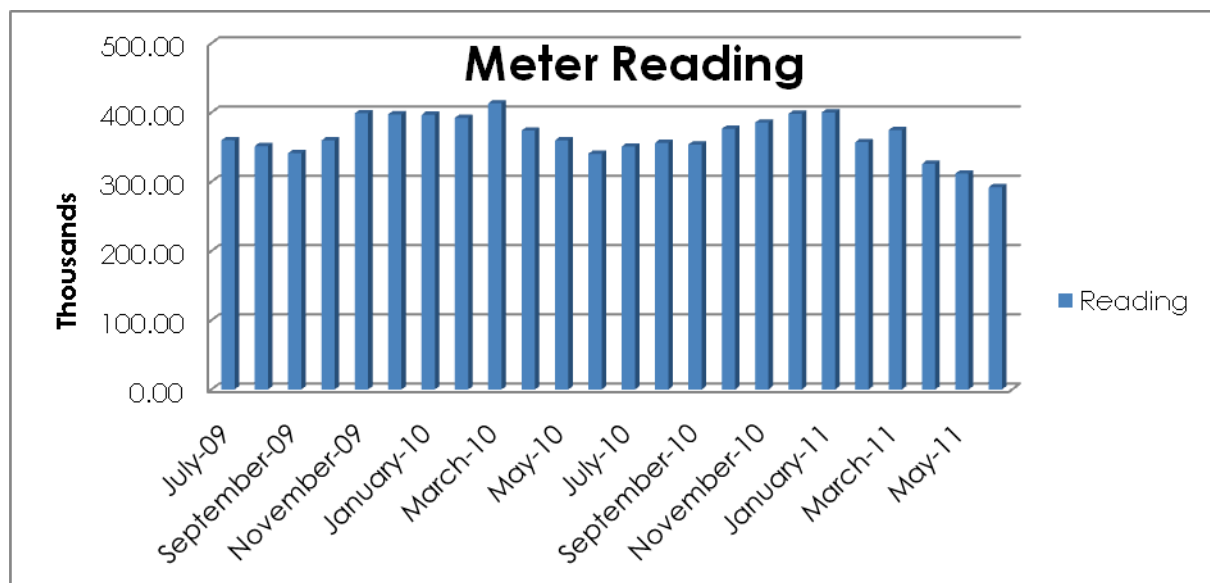
ELECTRICITY AND POWER

Bidvest continues to investigate ways of reducing electricity and power usage. Our ongoing growth, through acquisition and expansion of business, means that our electricity usage continues to increase on a year by year basis. However, energy efficient installations have tended to reduce the overall impact of this expansion.

In late 2010, Bidvest embarked on a joint investigation with the NSW State Government to find ways of reducing electricity consumption in our industry. As a result of this exercise, a number of initiatives have been identified that

have the potential to reduce the amount of electricity used at some of our freezers and cold rooms as well as reduce the cost of electricity and these will be implemented from 2011-2012.

Our Melbourne distribution centre is seeing the benefits from replacing their high voltage electric lights with low voltage energy efficient lighting throughout the warehouse, as can be demonstrated in the following graph. Electricity usage is falling. The Melbourne DC used only 292047 kWh in June 2011 compared with 350790 kWh in June 2010. Similar results are expected at out other distribution centres as they progressively move towards energy efficient power.



The Hervey Bay distribution centre is currently undertaking a program to replace its high energy use light fittings with low energy bulbs. Hervey Bay is also introducing a range of activities, such as timing devices and restructuring of activities to further reduce electricity consumption.

WATER

Despite the current trend to wetter weather, Australia remains a dry continent and Bidvest Australia continues to provide water saving features in its warehouses through the introduction of Water Efficiency Management Plans throughout the group and new truck washing facilities that use collected rainwater and/or filter the water before being fed back into the natural environment.

Our programs continue to gain pace with many business units reporting increased water saving methods being implemented at their sites, including more efficient methods of washing trucks, floors, etc.

TRUCKS

Bidvest Australia continues its fleet replacement program through the purchase of more efficient delivery vehicles, resulting in reduced fuel usage and increased noise abatement.

A decision has been made to introduce a new Green Fleet using hybrid Fuso Eco- Hybrid 4X2 FE84BEV trucks. Bidvest will brand these trucks with a new Green Logo to emphasis its environmental benefits. These trucks will come on-line during 2011-12.



FUEL

Our fuel consumption is continuing to be targeted, with greater use of more effective routeing systems being implemented. Many business units are reviewing their delivery schedules and encouraging customers to place larger and less frequent orders and introduced cut-off schedules to minimise the impact extra deliveries.

RECYCLING

Bidvest's recycling program is active and increasing in volume. However, due to the diverse recycling providers utilised throughout the Group, Bidvest is unable to provide an accurate figure for items recycled. Many providers do not provide statistics or provide only generic statistics, such as the number of bins collected and not the details of the contents of those bins.

On the basis of the information provided by these suppliers, Bidvest recycled, as a minimum,

Plastics (shrinkwrap) and cardboard

186587 kgs

Paper

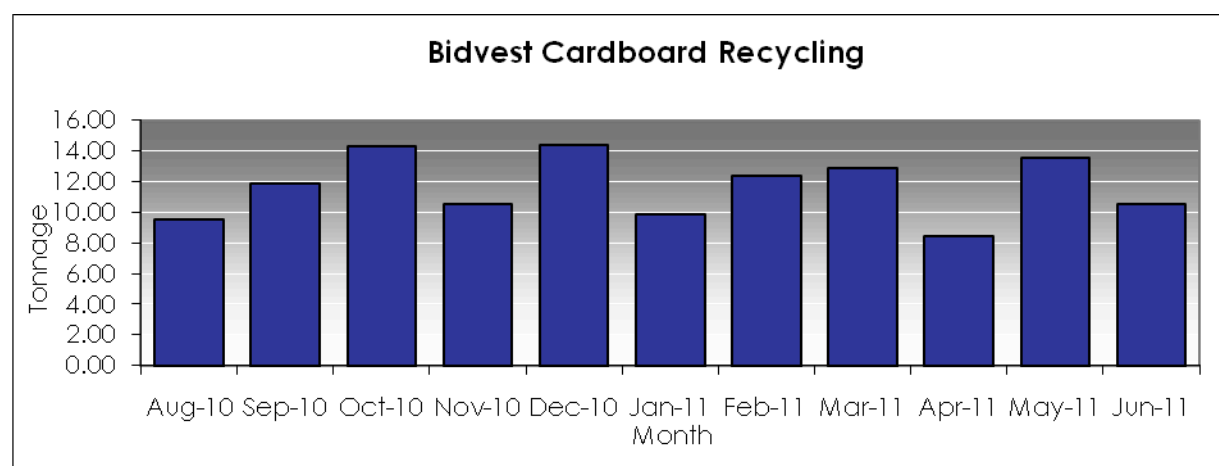
7080 kgs

This figure grossly underestimates the actual amounts recycled.

Our Wollongong distribution centre has partnered with the Sustainability Manager at The Illawara Retirement trust. The Illawara Retirement Trust has 20 sites that Bidvest services. Under the new arrangement, Bidvest will backhaul cardboard cartons and recycle these cartons through our system, reducing waste issues at the sites and giving Bidvest greater control over the recycling process.

Hervey Bay reports that they have reduced general waste by a half as a result of recycling and further reductions are expected.

Month	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Total
Cardboard	9.55	11.89	14.31	10.50	14.35	9.84	12.34	12.89	8.46	13.51	10.56	128.19
Plastic Film	2.49	2.49	4.44	2.62	3.90	2.64	3.84	3.20	2.95	3.69	3.27	35.50
Commingle	0.14	0.14	0.14	0.14	0.22	0.14	0.14	0.02	0.09	0.00	0.00	1.19
White Paper	0.38	0.33	0.53	0.67	0.36	0.43	0.43	0.72	0.58	0.79	0.65	5.87
Monthly Total - Recyclable	9.55	11.89	14.31	10.50	14.35	9.84	12.34	12.89	8.46	13.51	10.56	128.19
Monthly Variance - Recyclable	19%	24%	20%	-27%	37%	-31%	25%	4%	-34%	60%		



PARTNERING WITH INDUSTRY

Bidvest Australia continues its program of partnering with customers, suppliers and other stakeholders.

As previously reported, Bidvest has partnered with the NSW Government to identify ways of reducing electricity usage in the foodservice sector and with the Illawarra Retirement Trust.

One other partnership developed in 2010-2011 is with Delaware North, one of the world's largest caterers, to supply a range of sustainable products, including flatware and tableware, on an exclusive or preferred-supplier basis. This has enabled Bidvest to develop trade relationships and strategies in developing, promoting and supplying sustainable products within the foodservice sector.

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