

Safety leadership



Linfox Founder, Lindsay Fox opened the 'Safety Summit' at this year's Australian Trucking Association (ATA) Trucking Convention in Canberra.

The Summit discussed fatigue management, unions, rest areas and the chain of responsibility.

Industry regulators, supply chain members and drivers spoke at the session.

Lindsay spoke about the new Digital Tachograph

(smart card) and Optalert technologies and their potential improvements for driver safety. He also discussed the new Australian Fatigue Laws which take effect in September 2008.

Shane Falkiner, Linfox's Asia Pacific Compliance Manager said, "Lindsay is passionate about the safety of our people and highlighted the programs and innovations we use in striving for Vision Zero."

Left: Lindsay Fox addressing the Summit.

New Malaysian fleet

Linfox recently purchased 12 Scania trucks for our work with BP Chemicals in Malaysia.

Ben Sullivan, Linfox's Country Manager Malaysia said, "The Scania trucks carry larger loads, providing greater cost efficiencies."

Linfox's team of 47 drivers operate 18 trucks per day for BP. They handle a wide range of dangerous goods 24 hours a day, seven days a week. Products include



purified terephthalic acid which is used by the textiles industry.

Linfox has worked with BP Chemicals Malaysia for more than 10 years. In January 2008 Linfox

renewed its contract with BP, extending our work to include warehousing at BP's Kuantan terminal on the east coast of Peninsular Malaysia.

"I am delighted that our work with BP continues growing.

It's a credit to the hard work and high safety standards of our team," said Ben.

Above, from left: Anthony Gragony, Ben Sullivan, Raja Arumugam, Peter Sjoblom (Scania), JL Goh.

**vision
ZERO**



Leading the way

Linfox's recent leadership conference reaffirmed our Making it Happen goals for 2010.

Safety remains our key priority. Everyone in the business shares responsibility for safety and the senior leadership team must focus on actions that keep our people safe.

Michael Byrne, CEO said,



From left: Danny Butt, Mark Robinson, Rod Mills.

"We must refocus on improving our safety performance. And the business must match commercial returns to our operational excellence and

implement our significant new business wins flawlessly."

Peter Fox, Linfox Chairman said, "We must continue our 'run to quality' and deliver excellent service to our

customers. Our operations are highly professional and the business is in a good position for future development."

Conference participants took part in two series of workshops; one addressed profitability in the business and the second addressed issues raised by the employee opinion survey.

A conference report is available on the Lintranet and at Linfox sites.

Merit award

Linfox New Zealand (NZ) recently won Lion Nathan's 'Supplier Merit Award for Most Improved Supplier in Finished Goods Logistics'.

Bruce Edmunds, Lion Nathan's National Distribution Manager said, "The award acknowledges the stellar effort, achievement and results delivered at all four Linfox managed sites. The team has harnessed warehouse operations, developed strong achieving

managers and teams, and partnered with Lion Nathan and our other suppliers to best service our customers."

Bruce also noted that Linfox meets Lion Nathan's peak volume demands and continues to improve operations.

John Kershaw, Linfox's Country Manager New Zealand said, "Linfox has managed inventory and order fulfillment for two brewery sites and two premium wines sites for Lion Nathan since 2006. Congratulations to all four teams."



Our Lion Nathan New Zealand Managers, from left: Matthew Shoolbread, Site Manager Lion Nathan PSW Auckland, Jasper Aungjers, Site Manager Lion Nathan Auckland Brewery, Stu Black, Site Manager Lion Nathan LNL Christchurch, Marc Von Guionneau, Site Manager Lion Nathan Christchurch Brewery, Merv Phipps, NZ FMCG Operations Manager.

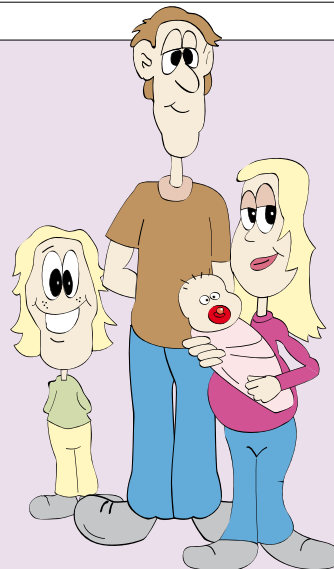
Parental leave

Linfox recently launched its new Australian Parental Leave policy.

Simon Thorne, Group Manager Human Resources Australasia said, "The policy recognises our need to balance work and family life and encourages new parents to return to work at Linfox."

New mothers will receive full pay for the first eight weeks of Parental Leave.

Employees returning from Parental Leave are entitled to return to their previous position or an equivalent position at Linfox. This also applies to parents who have adopted.



The policy applies to permanent weekly and monthly paid employees in Australia who have worked for Linfox continuously for a year or more. We are reviewing the policy for other countries.

The Parental Leave policy is available in the 'Policies and Procedures' section of the Lintranet.

Outstanding safety



Three sites recently achieved outstanding Lost Time Injury (LTI) free records. Arnott's in Queensland and Adidas in Mulgrave, Victoria celebrated one year LTI free and Mobil in Townsville, Queensland celebrated 2,000 days LTI free.

Steven Paine, Linfox's Site Manager at Arnott's said, "The Arnott's team

continually focus on improving safety. Safety is part of our business; it always comes first. We have created an entirely new picking area in another warehouse to boost safety and productivity."

At the Adidas site a big effort to change the working culture has helped reduce LTIs and keep safety at the front of mind. In Townsville

our Mobil team leads the way in safety with great experience and ongoing driver training. Congratulations to all three teams on their safety focus.

Above, the Arnott's Queensland team, from left: Dennis McGee, David Millar, Jeffrey Brown, Troy Ostenfeld, Kris Hardy, Matthew Yandall, Steven Paine, Robert Burgess, Michael Dalton, Tim Simpson, Neil Thackeray.

Compact waste

Linfox's tobacco site at Greystanes in New South Wales recently installed a cardboard and plastics compactor to boost recycling and reduce their impact on the environment.

Patrick Norris, Site Manager said, "The site produces about 100 cubic metres of waste weekly. The compactus helps us sort and flatten cardboard and plastic for recycling, reducing our waste to the tip by nearly a quarter."

The increased recycling cuts costs by around \$27,000 per year by reducing the number of cardboard bulk bin pick-ups and by recycling plastic.

Linfox's Environment and Climate Change Working Groups are identifying opportunities to improve our environmental performance across the business.

For information on how your site can be 'greener' contact Bernard Martin in the environment team at Bernard_Martin@linfox.com or on 61 3 9869 8575.



Celebrating History

In May 2008 Linfox presented our customer Coles with framed letters that track the 44 year relationship between the two companies.

Michael Byrne, CEO said, "Linfox strongly believes in

developing its partnerships with its customers. The framed letters are a testament to our longstanding association with Coles. They celebrate our history and mark our commitment to continued service excellence."

Linfox recently signed a new contract with Coles to expand our current distribution work in New

South Wales and Victoria.

"We look forward to continuing our working partnership with Coles, adding new efficiencies and innovations to its supply chains," said Michael.

Above, from left: James Dixon, Jim Redfern, Coles, Peter Fox, Adrian Leach, Andy Sanderson, Coles, David Fox, Michael Byrne, Mick McMahon, Coles, Shona Slimmon, Coles, Lindsay Fox.



From left: Lee Ball, Peter Butler, Ben Setu.

Leadership profile

Jason Adams, Linfox Thailand Operations Director, loves working with people in different countries and cultures. His work goal is to find the right balance of service and cost to add value for our customers.

Jason has been at Linfox for two and a half years. He is responsible for

the operations of key customers, Unilever and BlueScope Steel in Thailand.

“Working in Asia is challenging and rewarding. I have worked in India, Malaysia, China and Thailand where work practices and culture differ from Australia. It requires focus on people development and change management,” said Jason.

“We have great teams of people here in Thailand and they all work well together. I enjoy working with them and supporting the development of their knowledge and skills.”

At home, Jason enjoys spending time with his family. He learns stringed instruments from each country that he lives in and is an avid reader and sports fan.



Jason Adams.

Swanning around

Linfox is a keen sponsor of local ‘Aussie Rules’ football in Asia. We support the ‘Malaysian Warriors’ and the ‘Vietnam Swans’.

Drew Franklin, Vietnam Operations Manager said, “It’s great to have a piece of home here in Vietnam. Linfox’s sponsorship of the Vietnam Swans is a great way to be involved in the local community.”



Linfox’s Drew Franklin (circled) with the Vietnam Swans.

There are 12 teams from different Asian countries in the competition. The Swans

recently sported their new Linfox branded jerseys at a match against Singapore.

“Unfortunately we lost the Singapore match; but we looked great,” said Drew.

Diploma of business

Linfox College provides our employees with a wide range of online and classroom courses.

The College’s Diploma of Business is run in conjunction with the Melbourne Business School and teaches participants management principles.

Linfox Victoria’s Brett Ambler, Michael Hough and



From left: Michael Haugh, Brett Ambler, Dennis Porcellato.

Dennis Porcellato recently received their Diploma of Business certificates from

Michelle Gibson, Group Manager Organisational Development.

Michael Haugh, Linfox Carter Holt Harvey National Warehouse Manager said, “The 12 month course helped me increase my business skills and will help develop my career.”

Congratulations to the graduates on their hard work and dedication to this course. For more information on Linfox College courses contact Leza Parker at leza_parker@linfox.com.