

**REGISTER OF
CONTRACT AGREEMENTS**

CONTRACT AGREEMENT NO: CA02/20

TITLE: Visy Board Industrial Packaging Contract Carrier Agreement

I.R.C. NO: IRC2/4784

DATE APPROVED/COMMENCEMENT: 19 September 2002

TERM: 12

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 6 December 2002

DATE TERMINATED:

NUMBER OF PAGES: 16

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to contactors engaged by Visy Board Pty Ltd at the company's Smithfield operations, who fall within the coverage of the Transport Industry - General Carriers Contract Determination

PARTIES: Visy Board Pty Ltd -&- the Transport Workers' Union of Australia, New South Wales Branch



**VISY BOARD
INDUSTRIAL PACKAGING**

A registered name of Visy Board Pty Ltd
A C N 005 787 913



**INNOVATIVE PACKAGING
SOLUTIONS.**

158-160 McCredie Road
Smithfield NSW 2164
Telephone: 61-2-9794-3000
Facsimile: 61-2-9794-3030



**APPOINTMENT OF THE TRANSPORT WORKERS UNION OF AUSTRALIA (NSW BRANCH)
TO PROVIDE TRANSPORT SERVICES FOR VISY BOARD PTY LTD**

I wish to confirm the appointment of your company as per attached acknowledgement of agreement. (the "Contractor") as a contractor to provide the transport services described in Schedule 1 ("Transport Services"). The terms of the agreement shall be 12 (twelve) months from the 1st April, 2002. Should the Parties wish to re-negotiate a new agreement such negotiations will be commenced 3 months prior to the expiry of this agreement.

Should the Company decide not to re-negotiate a new agreement the terms of this agreement will continue to be applied whilst existing drivers remain on site.

(Termination provisions will be in accordance with terms of this agreement. Plus any negotiation severances)

1. Parties bound Visy Board (Smithfield N S W) Contract Carriers and The Transport Workers Union N.S.W. Branch.

2. Transport Services

The Contractor to provide the Transport Services will, at the Contractor's cost and expense;

- (a) Perform the Transport Services or supervise the performance of the Transport Services to ensure they are performed in a proper, expeditious and commercially reasonable manner, exercising all reasonable care and meeting Visy's operational requirements in the conduct of its business;
- (b) Ensure all persons performing the Transport Services are appropriately licensed, qualified and experienced;
- (c) Achieve the service levels specified in Schedule 2;
- (d) Be responsible for the provision, weekly cleaning, maintenance and running costs of all vehicles used to perform the Transport Services and ensure the vehicles together with any other equipment, materials or parts used to perform the Transport Services are fit for their intended use and comply with all relevant statutory requirements;
- (e) Be responsible for the security of goods being transported for Visy as set out in this agreement and by having adequate and appropriate insurances (per clause 7).
- (f) Make good to the reasonable satisfaction of Visy any damage or loss caused as a result of performing the Transport Services.
- (g) Comply with and observe Visy's Health and Safety Policy, all laws and all requirements of any responsible authority in the performance of the Transport Services;
- (h) Obey any reasonable request or direction given by Visy or its representatives concerning or related to the performance of the Transport Services. (as set out in this agreement)

- (i) Contractors will perform all transport deliveries / duties outside the boundary's of the Smithfield site other than T.P.C deliveries, Express Packaging, Chep and Loscam pick up and deliveries. The parties recognise that all Express Packaging pick up and deliveries is work in progress.

3. Personnel

All persons employed or engaged by the Contractor to undertake and perform the Transport Services will at all times remain employees or contractors of the Contractor and the responsibility of the Contractor. The Contractor will be solely responsible for and pay all wages, holiday pay, long service leave, occupational superannuation, payroll tax, workers compensation levies and other like payments imposed by relevant industrial awards, statutes or the law in respect of each person employed or engaged by the Contractor to undertake and perform the Transport Services. If requested by Visy, the Contractor will provide documentation that shows that the Contractor complies with this paragraph. The Contractor must indemnify and keep indemnified Visy for any claims or demands made in respect of the same.

4. Relief Driver

Relief driver arrangements shall be limited to the following circumstances;

- (a) Where a contractor is incapacitated, a relief driver shall be accepted for a Period of up to six (6) months.
- (b) Where a contractor is incapacitated as a result of personal illness, a relief Driver may be accepted subject to Visy being provided with Satisfactory evidence of incapacity from a qualified medical practitioner in respect of any period exceeding two (2) days.
- (c) If a driver is faced with an unforeseen circumstance (ie: Family Death, Court Supena, Weekend Tragedy) then the two day period may not apply.
- (d) Visy reserves the right of refusal under clause 17. Of this Agreement.

5. Vehicle Breakdown

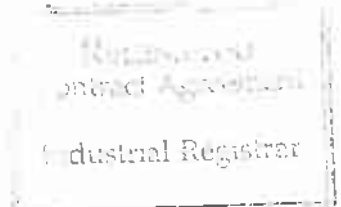
A hire truck may be substituted for a vehicle temporarily out of action due to breakdown provided such is solely operated by the Sub Contractor. The Principle Contractor shall accept responsibility for reasonable towing charges occasioned by a breakdown whilst operating on the Principle contractor's behalf. The Sub Contractor shall seek and obtain approval for such charge from the Principle contractor's Despatch Manager.

6. Uniforms

Contractors shall be provided with two (2) uniforms and one (1) pair of safety footwear annually. The Contractor will at all times ensure that they wear the uniforms provided by Visy, which will include Visy's logo, when performing the Transport Services. Failure to do so may result in either the Contractor being requested to return home to obtain their uniform or suspension of the Contractors services for a period of one (1) day may apply.

7. Records

The Contractor must maintain and keep secure proper and complete records relating to the provision of the Transport Services. The Contractor must make all such records available to Visy immediately upon request. All the following documentations are required back at Visy Board on a daily basis or they could hold up the payment process; Signed Pod's, Signed pallet dockets, and Drivers run sheet. 10.00am daily must submit the previous day's truck running sheets. The driver is required to ensure he brings all relevant paper work back signed and ensure all pallet dockets are completed correctly, or this may incur a cost to the contractor for lost pallets.



8. Insurance

8.1 Before providing any Transport Services, the Contractor will, at its own expense, effect and maintain throughout the term of this Agreement the following insurances:

- (a) General Liability Insurance - covering liability to third parties for loss, damage, deterioration or destruction to property (including loss of use of such property) and/or to any person for death or bodily injury (including sickness and disease) as a result of an occurrence in connection with or arising from the performance of the Transport Services;
- (b) An insurance policy against liability for death or injury to persons employed or engaged by the Contractor including liability by statute and at common law;
- (c) An insurance policy in respect of any vehicle used in connection with the performance of the Transport Services to cover liability for third party debt for bodily injury as required by the appropriate statutory authority.
- (d) Workers compensation insurance (Work cover)
- (e) Unowned trailer insurance up to \$50,000.
- (f) Proof of public liability insurance, work cover, superannuation and unowned trailer insurance would be required on an annual basis.

8.2 The General Liability Insurance required to be effected by the Contractor under clause 7.1 shall:

- (a) Be in the name of the Contractor; and
- (b) Be for a limit of liability of not less than \$10 million for any one occurrence; and
- (c) Should the Contract Driver seek to change or cancel their policy, they shall notify Visy Board prior to any such change taking effect.
- (d) Incorporate a clause where Visy's entitlements under the policy will not be prejudiced due to the actions of any other person insured by the policy.

8.3 The Contractor will ensure that any subcontractor engaged in accordance with clause 17 in the performance of the Transport Services is similarly insured.

8.4 Before the Contractor commences the performance of any Transport Services and thereafter, whenever requested in writing by Visy, the Contractor will produce evidence to the satisfaction and approval of Visy of the insurance policies referred to in clause 8.1. If, after being requested in writing by Visy to do so, the Contractor fails to produce evidence of compliance with the insurance obligations under this clause 8 to the satisfaction and approval of Visy, Visy may without prejudice to any other rights Visy may have under the terms of this Agreement, effect and maintain the insurance policies on behalf of the Contractor. The amount paid will be a debt due from the Contractor to Visy.

9. Rates

9.1 The rates as varied and payable by Visy to the Contractor are as set out in Schedule 3. The contractor must provide to Visy satisfactory evidence for the purpose of good & service tax by providing Australian Business Number.

10. No Minimum Payments

The Contractor acknowledges that:

- (a) Visy does not guarantee minimum payments (per day, week, month or year) but will comply with the provisions of clause 17 in the Transport Industry General Carriers Contract Determination 1996.
- (b) Visy does not guarantee consistent loadings on a month by month basis.
- (c) Visy will not be liable for any charges or penalties where demand for Transport Services is reduced or temporarily suspended, regardless whether due to circumstances within or outside Visy's control.

11. Payment

The Contractor will render Visy an account by the due dates, duly notified by Visy to the Contractor for Transport Services rendered during the preceding period. The account shall be paid within (14) days from the due date.

12. Changes to Transport Services

If Visy requires any changes to performance of any aspects of the Transport Services it will endeavour to give the Contractor as much notice as reasonably practicable. (per clause 1)

13. Liability for Goods

The Contractor will be responsible for any loss, damage or theft of goods transported for Visy from the time the Contractor commences to provide the Transport Services in respect of the goods until the time the goods are delivered to Visy or its Customers. (per clause 23 n)

14. Indemnity

The Contractor will be responsible for and indemnify and keep indemnified Visy against any actions, accidents, liabilities, claims, losses, damages, demands, costs or expenses made against or suffered by Visy arising, directly or indirectly, foreseen or unforeseen, as a result of any act or omission in undertaking and performing the Transport Services. This indemnity will extend to both death or bodily injury (including sickness and disease) to persons and loss, damage, deterioration or destruction to property (including loss of use of such property) caused, directly or indirectly, from performing the Transport Services. (per clause 7)

15. Act in Best Interests of Visy

The Contractor will undertake the Transport Services and generally act with a view to promoting the business of Visy, and will not do anything which may interfere, harm or damage:

- (a) the business of Visy or its operations; or
- (b) Visy's relationship or goodwill with its customers, its employees or its contractors.

16. Nature of Relationship

Visy and the Contractor agree, that the Contractor shall provide the Transport Services to Visy as an independent contractor and nothing in this letter shall be taken as constituting the Contractor, or any person engaged by the Contractor in respect of the provision of the Transport Services, as employee or servant of Visy.

17. Termination

17.1 Visy has the right to terminate the Contractor's appointment at any time by giving notice in writing to the Contractor if: -

- (a) the Contractor breaches any terms or conditions of its appointment contained in this letter;
- (b) the Contractor becomes subject to any form of insolvency administration including, without limitation, the appointment of a receiver, receiver and manager, liquidator, provisional liquidator or administrator; or
- (c) in Visy's reasonable opinion, the carrying out of the Transport Services is not undertaken or completed to Visy's requisite standard; (per this agreement)
- (d) the Contractor or any person engaged by it commits any act or omission, which in Visy's reasonable opinion, is adverse to Visy's business or to Visy's relationship with its customers. Such acts would include, but not be limited to, theft, assault, abusive behaviour, falsifying records etc.

17.2 Visy or the Contractor's may terminate the contractors appointment prior to the expiration of the term other than under clause 16.1 . The Contractor and Visy shall terminate on the occurrence of any of the following events:

- (a) upon cessation of business of either party.
- (b) upon the provision of one (1) months notice to the other by either party. (or in the case of Visy Board by providing on months in lieu of notice).
- (c) in accordance with Visy / TWU disciplinary procedures as contained in Schedule 1 Item 4.
- (d) In accordance with the provision set out in 16.2 (c) there will be a cooling off period of one (1) week between the Contractor and Visy before disciplinary matters are decided.

The Contractor acknowledges that it will not be entitled to any other payment or compensation relating to or arising as a result of the termination of its appointment.

18. Assignment

The Contractor will not assign or sub-contract its rights to undertake and perform the Transport Services or any part thereof without the prior written consent of Visy. In addition, the Contractor will not appoint or permit any other person not in its sole employment to perform the Transport Services or any part thereof without the prior written consent of Visy.



19. Confidentiality

The Contractor will, and ensure any persons engaged by it to perform the Transport Services will, keep all information disclosed to it concerning Visy and its affairs strictly confidential.

20. Sale of Truck

Nothing in this Agreement or elsewhere, actually or implied, obliges Visy to enter into any arrangements for the provision of transport services with any party being the purchaser of a Truck from a Contractor.

Subject to requirements, Visy agrees to interview the purchaser of a truck from a Contractor and assess the suitability of such purchaser to provide transport services to Visy.

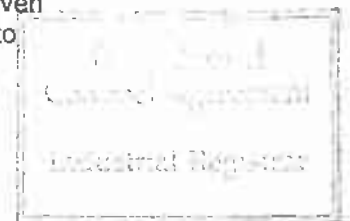
Any new Contractor will be subject to a probation period of three (3) months immediately following the commencement of an agreement to provide transport service during which such agreement will be terminable with notice if for any reason Visy is dissatisfied with the service provided, and sufficient time will be given to sell his/her truck in the yard.

The Contractor selling their truck will have a three (3) year period passed before returning to the yard unless undertaking a purchase of a base truck and goes to the bottom of the list of seniority.

- (a) The Contractor selling their truck does so on the recommendation that the purchaser recognises the truck's market value. The Contractor shall neither during nor after the term represent itself as being in any way connected with or interested in Visy's business. This includes claims to holding routes, runs or goodwill.
- (b) The Contractor (the new fleet member), who did not buy into the yard structure, shall not sell or offer for sale the Vehicle into the yard structure of Contractors for a period of five (5) years.
- (c) Any vehicle sold into the yard structure of Contractors after three (3) months qualifying period will be done so in conjunction with the Acknowledgment signed by the contractors solicitor or accountant, in accordance with the terms contained in this agreement.

21. Notices

A party notifying or giving notice to the other must give notice in writing addressed to the address of the recipient advised or as altered by notice given in accordance with this clause and left at or sent by prepaid post or by fax to that address.



22. Disputes Settlement Procedure

In relation to this Agreement it is acknowledged that:

22.1 Regular consultative meetings between Contractors delegates and the Principal Contractor shall be held throughout the duration of this Agreement.

- (a) Conditions shall apply only to the Contractors to Visy.

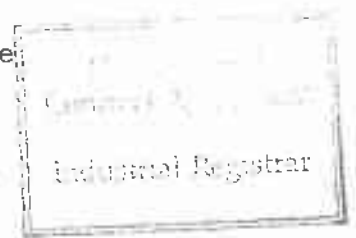
22.2 In the event of an industrial dispute:

- (a) The Contractors delegates shall negotiate with the Operations and Distribution Managers of Visy.

- (b) If the dispute remains unresolved discussions will take place between Visy's Management and the Transport Workers Union Organiser.
- (c) If negotiations are unsuccessful the parties shall advise N.S.W. Industrial Commission of a dispute.
- (d) At all times while these steps are being undertaken, work shall continue normally and the status quo returned whilst the dispute is being settled.

23. Load Matters

- (a) Loading and invoicing of load shall be the sole responsibility of Visy's personnel.
- (b) All loading shall be supervised by the Contractor and subject to the Contractor approval regarding load safety. (per RTA regulations)
- (c) It is Visy's intention to engage the permanent Contractors to Visy for carriage in the metropolitan area. Boundaries as nominate in the Schedule 1 Item 3.
- (d) If another permanent semi driver is required or any special vehicle, first Option in order of seniority shall be given to a current operator of a table Top truck.
- (e) Starting time shall be adhered to. No truck should commence before starting time each day unless booked to start early by despatch.
- (f) Goods returned should not be paid both ways. Load shall only be paid for delivery.
- (g) For goods picked up from any delivery point other than when making a delivery their pallet space rate shall apply as specified Schedule 3.
- (h) Doubled up pallets shall be paid by pallet space. All top pallets must be reported to the despatch manager if wider or longer than a standard size Pallet (eg Chep Loscam). Top pallets not reported to the despatch manager shall attract no extra payment.
- (i) Trip distances are measured from base to base. A standard rate shall apply for a trip to designated towns.
- (j) The roster system shall be adhered to with the next driver in line being Requested to do the trip. All drivers must sign the trip board on returning to the yard.
- (k) The rates applicable to the specific tasks covered by services provided under this Agreement are set out in Schedule 3.
- (l) Drivers taking back-loads from the yard must do a full inspection and pallet count, and ensure the load is secure prior to leaving the yard.
- (m) All drivers must ensure that the number of pallets on the invoice and the pallet docket match what is actually on the load.
- (n) The driver is responsible to the best of their ability and knowledge that the loads are secure and safe before leaving the yard.
- (o) No product is to be returned without a pick up authorisation.
- (p) Any loading or paperwork errors must be reported immediately to Despatch, where practicable on the same day as invoicing.
- (q) All drivers must ensure they have the appropriate equipment to carry out the transport service. (ie; ropes, straps, angles, tarps etc.)



- (r) All loads are to be secure before leaving the yard (ie: angles and ropes).
- (s) Pallet procedure to be followed at all times. (see schedule 2.)
- (t) Drivers are required to back-load at Visy's request.
- (u) It is the driver responsibility for the quality of goods delivered the next day after back loading, if the driver feels the load will get wet or the place the truck is parked is unsuitable the driver has the right to refuse the load.

24. Company Logo

The provision of Visy's Company logo on trucks shall be available at Visy's expense, as will reasonable cost of restoring back to the condition prior to the logo's placement.

25. Duration of Agreement

This Agreement shall be effective from and remain in force for one (1) Year from 1st April, 2002.



Please indicate your acceptance of the above terms and its agreement by signing and returning the attached copy of this letter to Visy.

Signed for and on behalf of Visy Board Industrial Packaging Pty Ltd

Date: 5/6/02

Geoff Cashion
General Manager Operations

VISY BOARD SMITHFIELD

Signed for and on behalf of The Transport Workers Union of Australia NSW Branch

Signed: Date: 17/6/02

Authorised Representative
TWU NSW Branch

For and on behalf of Garry Gilbert

Date: 4/6/02

Signed:

For and on behalf of Bass Hill Tpt

Date: 4/6/02

Signed:

(THE PALAMARA FAM. TRUST)
TRADING AS
For and on behalf of Palamara Tpt

Date: 4/6/2002

Signed:

For and on behalf of Naldon Holdings

Date: / /

Signed:

For and on behalf of Leisureview

Date: 4/6/02

Signed:

For and on behalf of S&M Cincotta

Date: 4/6/2002

Signed:

For and on behalf of Fast Fertilizers

Date: 4/6/02

Signed:

For and on behalf of Rob & Lin Tpt

Date: 4/6/02

Signed:

For and on behalf of Roy Catanzariti

Date: / /

Signed:

For and on behalf of JAB Transport

Date: 4/6/02

Signed:

For and on behalf of K&S Johnstone

Date: 4/6/02

Signed:

For and on behalf of K&Z Transport

Date: / /

Signed:

For and on behalf of Straightline Logistics

Date: / /

Signed:

For and on behalf of K&K Lindsay

Date: 5/6/02

Signed:

SCHEDULE 1

Transport Services

- Item 1. To: Visy Board Industrial Packaging Pty Ltd
158-160 Mc Credie Road
Smithfield NSW 2164
- Item 2. To provide the appropriate trucks as specified by Visy, and to carry out deliveries based on Visy's needs and requirements associated with the customer's demands.
- Item 3. **Metropolitan Boundaries.**

The area defined as the metropolitan area is bounded by Camden, Berowra, Emu Plains, Heathcote, and Palm Beach.
- Item 4. **Termination of Services.**

Standard company disciplinary procedures;
1. Verbal counselling / warning
2. Written warning
3. Final written warning
4. Termination of contract

This provision doesn't effect Visy Board right to terminate the appointment in accordance with clause 17.1

SCHEDULE 2

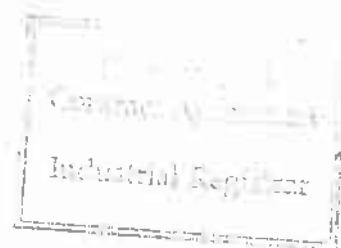
Transport Service Levels and SOP's

Work within the boundaries of Visy's SOP's

Days Off / Annual Leave

If a driver is unable to attend work or is unable to work a full day they must give despatch Twenty-Four (24) hours notice where possible.

Any driver wishing to go on leave must discuss this with the Distribution Manager, giving one (1) months notice.



Drivers Pallet Procedure

- EVERY DELIVERY MUST HAVE A PALLET MOVEMENT DOCKET.
- IT IS YOUR RESPONSIBILITY TO CHECK THE QUANTITY ON THE DOCKET IS CORRECT, BEFORE LEAVING DESPATCH.
- ALL DOCKETS MUST BE HANDED IN DAILY TO DESPATCH.

EXCHANGE DOCKETS

- IT IS YOUR RESPONSIBILITY TO EXCHANGE ALL PALLETS AT THE TIME OF DELIVERY (ie; CHEP, LOSCAM, PLAIN, SPECIAL etc.)
- YOU MUST WRITE THE QUANTITY OF PALLETS YOU ARE BRINGING BACK AND GET THE CUSTOMER TO SIGN THE DOCKET. (Both Pallet & Delivery Dockets)
- IF THE CUSTOMER DOES NOT HAVE EXCHANGE PALLETS YOU MUST RING THE PALLET CONTROLLER OR DISPATCH BEFORE UNLOADING.
- WHEN DELIVERING TO A CUSTOMER THAT USES CHEPCard, (ie; Coca-Cola, Lever Rexona, Dairy Farmers etc.) YOU MUST BRING THE CHEPCard RECEIPT BACK ATTACHED TO THE PALLET MOVEMENT DOCKET.
- WHEN RETURNING TO VISY WITH EMPTY PALLETS YOU MUST GET THE FORKLIFT DRIVER THAT UNLOADS THE PALLETS TO SIGN THE DOCKET AS PROOF OF RETURN.

REMEMBER: YELLOW IS THE CUSTOMERS COPY, GREEN IS TO BE RETURNED SIGNED, TO DESPATCH DAILY.

TRANSFER DOCKETS.

- GET THE CUSTOMER TO SIGN THE TRANSFER DOCKET.
- GIVE THE CUSTOMER THE YELLOW COPY, RETURN THE **GREEN** TO DESPATCH WITH THE INVIOCE POD.(Proof of Delivery)
- WHEN THE DOCKET IS WRONG OR THE CUSTOMER IS REJECTING THE STOCK, DO NOT ALTER THE QUANTITY OR CROSS-OUT. YOU WILL NEED TO MAKE A NOTE ON THE BOTTOM OF THE DOCKET SO AS THE PALLET CONTROLLER CAN MAKE THE ADJUSTMENT WHEN YOU RETURN.
- WHEN YOU HAVE A CUSTOMER PICK-UP AND YOU HAVE NO PALLETS TO EXCHANGE, THE CUSTOMER WILL NEED TO TRANSFER THE PALLETS TO VISY OR GIVE VISY AN IOU FOR THE PALLETS.

REMEMBER:

ANY PROBLEMS REGARDING PALLETS, MUST BE DIRECTED TO THE PALLET CONTROLLER OR DESPATCH MANAGER.

PALLETS ARE THE DRIVERS RESPONSIBILITY ON BEHALF OF VISY BOARD

THE PALLET MOVEMENT DOCKETS, MUST BE SIGNED BY THE CUSTOMER, DRIVER AND FORKLIFT DRIVER, TO MAKE THE DOCKET A VALID P.O.D. (Proof of Delivery).

THE DRIVER IS REQUIRED TO ENSURE HE BRINGS ALL RELEVANT PAPER WORK BACK SIGNED AND ENSURE ALL PALLET DOCKETS ARE COMPLETED CORRECTLY, OR THIS MAY INCUR A COST TO THE CONTRACTOR FOR LOST PALLETS.

SHORT LOADS

- TRAILERS QUICK HITCH SYSTEMS IS NOW OPERATING.

- *PERMANENT CONTRACTORS WILL BE GIVEN FIRST OPTION TO DO SHORT LOADS*
- *PRIOR TO ALLOCATING WORK TO CASUAL OPERATORS*

SCHEDULE 3

TRANSPORT RATES

The following Rates Schedule will apply

SEMI OPERATIONS

Hourly Rate	\$ 50.00 Per Hour
Bottom Pallet	\$ 7.00
Top Pallet	\$ 1.00
Kilometre Rate	\$ 1.08
Call Back	\$ 40.00
Saturday Min	\$266.00

RIGID'S OPERATIONS

Hourly Rate	\$ 40.00 Per Hour
Bottom	\$ 7.00
Top	\$ 3.50
Kilometre Rate	\$.80
Call Back	\$ 40.00
Saturday Min	\$177.00

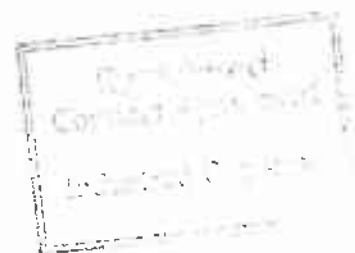
RIGID X 10 PALLET TRUCK

Bottom	\$ 8.90
Top	\$ 4.50
Kilometre Rate	\$.80
Call Back	\$ 40.00
Sat. Min	\$177.00

Definition of a load if the floor of the truck is full with six pallets and the vehicle is a 14 Pallet vehicle Visy will pay for 14 spaces single layer only. eg. (Double Pallets) this method applies with 20 pallet trailers, 22 pallet trailers and 10 pallet tray. Approved kilometre rate for country areas are as follows. Drop rate of \$10.00 per drop after 3 drops on metropolitan deliveries only.

VISYBOARD TRIP KLM FEBRUARY 2002.

ACT	600	MITTAGONG	243
ALBION PARK	350	MOSS VALE	270
BATHURST	408	NOWRA	390
BERKLEY VAL	334	OAK FLATS	350
BILPIN	169	ORANGE	518
BULLI	200	PEATS RIDGE	240
CAMPVALE	396	PICTON	200
CARDIFF	385	POKOLBIN	425
CARRINGTON	390	PORT KEMBLA	252
CARRINGTON FALLS	345	ROBERTSON	345
COORANBONG	334	RUTHERFORD	394
FREAMANS REACH	136	SANGATE	382
GATESHEAD	380	SOMERSBY	200
GOSFORD	215	TAHMOOR	200
GOSFORD (East or West)	220	TOMAGO	393
GLOSSODIA	136	UNANDERRA	252
GOULBURN	400	WILBERFORCE	160
KANGAROO VALLEY	320	WINMALEE	160
KULNURRA	300	WOLLONGONG (North)	200
LAMBTON	385	WOLLONGONG	185
LISAROW	314	WYEE	298
LITHGOW	278	WYONG	270
MAITLAND	370	YERINBOOL	237
MANGROVE MOUNTAIN	270	(TRIPS WILL HAVE MINIMUM OF 225 K.L.M	
MAYFIELD	385	APPLY)	



TRAILER MAINTENANCE

Formerly paid for by the Contractor this will now be undertaken and paid for by Visy Board

Call Back fee only applies if the drivers has completed his days task and is contacted at home to come back to effect deliveries.

Hourly rate will only apply when agreed by the Distribution Manager and drivers concerned for extraordinary circumstances.

Signed for and on behalf of Visy Board Industrial Packaging Pty Ltd.

Signed 

Date 5.6.02

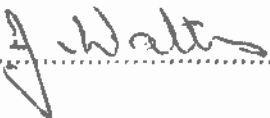
Operations Manager.

Signed for and on behalf of The Transport Workers Union of Australia NSW Branch.

Signed 

Date 17.6.02

Authorised Representative.
TWU NSW Branch

Signed 

Date 17.6.02

Authorised Representative.