

CCA People

Over the past five years there has been enormous diversification in the range of and scope of CCA's business and the product portfolio – we produce not only the world's most popular carbonated beverage, Coca-Cola, but we have expanded successfully into water, low-calorie carbonated beverages, sports and energy drinks, fruit and vegetable products and, in 2006, premium alcoholic beverages.

The changes in the business are reflected in our people. Across the Group, CCA employs more than 18,000 people. The small selection of people featured on these pages reflect our diversity across geographical locations, age and gender.

To meet the challenge of not only attracting the best people, but retaining them – a key challenge in Australia's tight labour market where unemployment has fallen below 5% – CCA has implemented a range of incentive programs, starting with remuneration programs which reward individual and team performances.

Across CCA, the focus on succession planning through the Organisational Capability Review (OCR) programs and leadership development continues to be a high priority. A highlight for higher potential female employees in Australia was the implementation of two one-day workshops designed for women to network and develop leadership potential.

Working parents can now access more flexibility in the workplace under CCA's new childcare program being implemented in stages with a national childcare provider, and available under salary sacrifice arrangements.

Employees can purchase additional annual leave and access more cost-effective and flexible superannuation arrangements through an external superannuation master trust.

Across CCA, a notable achievement in 2006 was the continued improvement in the level of workplace safety. An increased commitment to strengthening occupational health and safety systems across the business has resulted in an overall decrease in work injuries and accidents.

Australia, SPC Ardmona and Indonesia have reported excellent results in this area, with Indonesia focusing on driver safety, HIV/AIDS prevention and Avian Bird Flu awareness.

SPCA reduced lost time injuries by 50% over the past three years. Indonesia has also rolled out a home ownership program, introduced OCR programs and employed more than 40 national graduate training program participants. In New Zealand, employees have lost weight thanks to the Around NZ Challenge, a wellbeing program where they were all encouraged to walk 10,000 steps every day. The program was very well supported, with an 80% participation rate.



Garth Kearvell

Sales Manager, Neverfail, Western Australian

It was as a uni student, filling supermarket shelves at night, that Garth fell in love with the food and beverage industry. "There's always new products coming onto the market, and we all have to eat and drink," Garth said.

Garth joined Neverfail in November 2005 and his entrepreneurial streak led him to instigate a unique partnership between Neverfail, the WA Police and Neighbourhood Watch in Perth, where the Neverfail contract drivers have taken on the role as mobile eyes and ears in their communities, delivering not only spring water, but also keeping a friendly look-out in the neighbourhoods. The in-kind sponsorship, launched in September 2006, has been a huge local success – the equivalent, WA Police say, of an extra five police cars on the roads every day.



John Faunt

**Art Studio Co-ordinator,
CCA PNG Marketing**

While John is probably best known in Papua New Guinea for his band Hausboi, which has reinvigorated the local music scene with its distinctive Melanesian sound, he also manages a unique side of CCA Marketing in PNG.

Utilising the Art Studio's latest technology, including a T-shirt screen printer, John is responsible for the design and production of point-of-sale material to the trade. He also works on local Coke advertising campaigns and has delivered a distinctive look to brand communication.

"CCA has given me the space to express my creativity," John said. "I love working here. I also love Coke Zero."

Rina Helianti

**Operational Financial Support Manager,
CCA Indonesia**

Tax specialist by day, tireless charity worker in her spare time, Rina, who joined CCA in March 2000, is a special person. While at work, Rina loves nothing better than digging deep into a tax problem and solving it, outside the office, she is in her element being useful to others.

Rina's philanthropic drive began when she heard about a family whose eldest daughter died after going without food so her siblings could eat. Rina and her husband began collecting donations for the family. Today thanks to her work setting up a special bank fund, 160 children receive food every week and many have accessed micro-loans to start their own businesses. Rina also created a small children's library at the local mosque.



Tracey Wagner

**Operations and Logistics Manager,
Victoria**

Tracey runs the warehousing and production operations at Mentone and Moorabbin and, armed with a Masters degree in Logistics, is considered a rarity as a female senior manager in Australian Operations and Logistics. "It's a challenging job," she says. "Everyone was watching Mentone when the DC got up and running, and I'm pleased to report that we've had two really successful Christmas periods."

Tracey says she has never worried about being female in a male-dominated work environment. "I love my work and my approach is no different because of my gender. I have always gone at things with 110% effort."



Cathy Boatwright Production Line, CCA NSW

Ron Boatwright Process Operator, Smithfield Distribution Centre

It was Ron who persuaded his mother Cathy to end her days as a truck driver and work for CCA. Together the Boatwright's have been at CCA for a total of 21 years and are looking forward to the developments at Eastern Creek and Northmead. For years they've organised fundraising for the Children's Hospital, and are on CCA's "smoking committee" helping employees deal with non-smoking rules.

"This company has changed a bit, but it's still a good company. They look after you," Cathy said. Ron concurs, "I started as a casual and thought I'd be there for one day. I came back on day two and never left."



Linda Boswell

**State Business Manager HORECA,
Western Australia**

CCA's move late last year into alcoholic beverages came just at the right time for Linda, who started with CCA in Perth in October 2005. She was thrilled to add the premium beer brands to her HORECA (hotels, restaurants and cafes) portfolio and her work with the beer launch has contributed to WA leading the nation in penetration. Linda is also passionate about helping women achieve their potential.



Kirsten Woodward

**Consumer Affairs Manager,
National Contact Centre**

Kirsten has been riding her bike to work for a decade, and credits her "hippie" dad for her passion for the environment. She instigated and helped develop a plan to save energy at the National Contact Centre using a "Light Eco" device, which saved 102 tonnes of CO₂ emissions and reduced energy costs by \$10,000. Kirsten, who started with CCA as a temp 11 years ago, says she loves nothing better than solving a tough consumer problem.

As a mother she appreciates the flexible conditions at CCA and her next eco-project is to decrease use of office polystyrene cups.

Barrie Gibbons

Queensland State Manager, Grinders

When he was in publishing, Barrie hung around with writers in cafes, drinking coffee. He loved it so much he opened his own café and became Queensland distributor of Grinders coffee. He stayed on when CCA bought Grinders in 2005 and since that time Barrie and his team have doubled the business.



Peter Carey

General Manager, CCA South Australia

Peter "Super" Carey still holds the record for most number of games played in the SA National Football League – 448 – for the Tigers. He has returned to Adelaide and is home-hunting near his beloved Glenelg Oval. Peter is looking forward to the production of Jim Beam RTDs in Adelaide in April 2007.



Simon Mills

Crop Supply Manager, SPC Ardmona, Shepparton, Victoria

Growing up on a farm gave Simon an invaluable background in the often tough lives of farmers. At SPC Ardmona, he buys and manages all the raw fruit from the moment it leaves the farm gate right through to the factory door. Simon, who gets out of the office at least one day a week to check out crops, likes working with the farmers of the Goulburn Valley. He also works with growers on innovation, utilising SPCA's research and development funds of around \$250,000 a year. His love for his community is reflected in his commitment to SPCA's Share-A-Can, which has donated millions of dollars worth of product to Foodbank in the past decade. His favourite SPCA product? "Sliced peaches for breakfast."

