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CEO'S PERSPECTIVE



Brad Latham

2007 proved to be both an extremely productive and successful year for Sydney Markets Limited.

Thank you must go to the SML Board, Management, staff and all Stakeholders, together with members of the Council of Market Representatives Committee, Fresh For Kids Committee and the Paddy's Advisory Committee for their continued commitment to Sydney Markets.

Some Highlights from 2007 are as follows:

- SML's strong cash flow to reduce debt has seen borrowings reduce from \$56.5 million at 1 July 2006 to \$50.250 million at 31st December 2007.
- SML's financial position to date is in line with agreed targets.
- Sydney's Paddy's Markets continues to be our most recognised brand and the most successful retail markets in Australia.
- The successful purchase of adjoining properties in line with our land acquisition strategy for future expansion.
- The Master Plan process has progressed well with approval from Strathfield Council for the construction of:
 - Warehouses L & W totalling 7,000m²
 - 15 new Provideore Units located behind Buildings G & T

- Forklift Bridge connecting South Road with the Hard Vegetable Area
- Green Point Environment Management initiative continues to deliver outstanding results with the addition of three additional waste separation streams; including plastics, steel and pallets.
- As part of SML's Partner Program with The Department of Environment & Climate Change (DECC) a 'One-2-Five Environmental Management Diagnostic' workshop was conducted in July last year. The outcome from the DECC'S analysis on our Environmental Management and Sustainability Procedures, was a 'three star' rating. At the time of this analysis only 4 other companies in N.S.W had received a 'three star' rating which confirms our ongoing commitment to environment issues.
- Sydney Water, after completing an analysis on our current water management practices and proposed water savings, awarded SML the highest possible rating of 'five stars', which is above average when compared to the overall industry sector.

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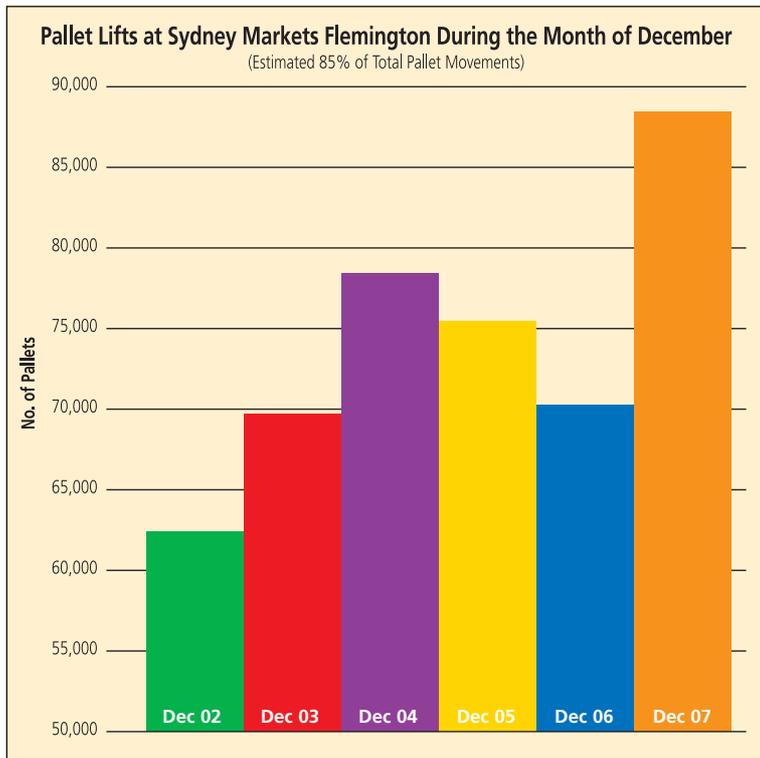


CEO'S PERSPECTIVE *continued...*

- SML's Board and Executive Team headed to Griffith in September 2007 to inform all industry associations about the benefits of the Central Market and our plans and visions for the future. The forum also allowed industry association representatives to present details on their involvement in this region and gave attendees the opportunity to voice their concerns about the supply chain and industry issues. The feedback received from this forum was extremely positive and confirms our commitment to continue these style of briefings in 2008.

DECEMBER RECORD

- It was interesting to note December 2007 proved to be a record month for the number of pallets unloaded on site. As you can see from the graph below, the pallet count for December 2007 represented a significant increase over previous years. This type of result is not only encouraging but confirms the importance of the Central Market system in the horticultural supply chain.



The Year Ahead

HORTICULTURAL CODE COMMITTEE

As previously reported, I was appointed by the Federal Government, along with 5 other members, to the newly formed Horticultural Code Committee, to give advice to the Australian Government on the operation of the Horticulture Code of Conduct.

The Committee first met in November last year and the second meeting will take place at Sydney Markets in February. The focus of this meeting will be to examine submissions received from industry associations relating to the terms and conditions of the Code.

MASTER PLAN UPDATE

It's exciting times ahead as we are now calling for construction tenders for the new Warehouse W and the new Forklift Bridge.

Tenders have been received and the contract for the construction of Warehouse L and the forklift bridge will be awarded shortly.

Thomas & Coffey Limited has been appointed to construct both the new Site Services Building and the 15 providore units, with construction to commence early March and completion in July.

The Roads and Traffic Authority has provided its concurrence to the proposed upgrade of the Southwest Truck Entry/Exit access. This documentation will assist Strathfield Council when considering this application.

INDIA – CENTRAL MARKET PARTNERSHIP OPPORTUNITY

Negotiations with a consortium who are tendering for the rights to design and construct a new Modern Terminal Markets in India are continuing.

SML has submitted a formal Licence Agreement which is being considered by the consortium.

STRATEGIC PLANNING MOVING FORWARD

A Strategic Planning Workshop has been scheduled late February, where the Board and Senior Management will work together to formulate our strategy for the next five years and beyond.

The outcome from this workshop will generate our long term goals and articulate a vision for SML over the next five years. The next step will be to schedule and implement a strategy to ensure we reach that vision.

These are exciting times ahead for Sydney Markets and I look forward keeping you updated throughout 2008.

BRAD LATHAM

Chief Executive Officer

Sue Dodd a worthy recipient of the 2007 Market Industries Committee Merit Award

Congratulations to Sue Dodd, SML's Retail Marketing Manager, who received the Market Industries Committee Merit Award, presented on Saturday night 24th November 2007 at the NSW Chamber of Fruit and Vegetable Industries Christmas Dinner Dance, held at the Four Seasons Hotel.

The Market Industries Committee Merit Award is presented to recognise those who the younger members of our Markets' family believe have made a significant contribution to our Markets and our industry. Potential recipients are nominated by Market Industry Committee members and the award is voted on at the November Market Industries Committee Meeting, with the result kept secret between the President, Vice President, Deputy President and Secretary of the Market Industries Committee.

This merit award was conceived in 1994 and has had some well known names as recipients (see list below):

| | |
|---------------------|------------------------|
| 1994 David Whiteman | 2001 Lui Cicco |
| 1995 Stan Hunt | 2002 Joe Antico |
| 1996 Eric Milne | 2003 Andrew Caltabiano |
| 1997 Col Johnson | 2004 Bill Chalk |
| 1998 Colin Gray | 2005 Ralph Johns |
| 1999 Nick Moraitis | 2006 Brad Latham |
| 2000 Eric Kime | 2007 Sue Dodd |



Sue Dodd and Market Industries Committee President, Paul Moraitis.

BRUNO RICCIO – A remarkable man with a huge heart

We were all very saddened to hear of the passing of Bruno Riccio, who passed away when he was on his way to visit a sick friend in hospital on New Year's Eve – he suffered a sudden heart attack.

To say that Bruno was a Markets man is an understatement. His love of the Market and the Market people was only exceeded by his love for his family.

Bruno suffered from heart problems for many years, however, that didn't stop him from putting everything into his fund raising efforts, particularly for The Victor Chang Cardiac Institute.

A month before Bruno's passing he received notification from the Australia Day Council that he would be presented with and 'Order of Australia' on Australia Day. How wonderful it was that he was recognised for his mammoth fund raising efforts, which in turn has enabled so many people to benefit from the implementation of new preventions, treatments and often cures.

Bruno will be remembered for his vivacious personality, his enthusiasm for life and most of all his desire to help others.



The Victor Chang Freshest Ball

**SATURDAY 3RD MAY 2008
AT ROSEHILL GARDENS EVENT CENTRE**

A tribute to Bruno Riccio

A great night was had at the NSW Chamber Dinner Dance

A tremendous night was had when the fresh fruit and vegetable industry gathered on Saturday 24th November for the NSW Chamber of Fresh Fruit and Vegetable Industries Dinner Dance, held at the Four Seasons Hotel.

More than 500 guests enjoyed a fun filled evening hosted by the colourful Glenn Wheeler with a surprise appearance from Con The Fruiterer; Mark Vincent was sensational and the floor was jammed with people dancing to the Enormous Horns.

The evening provided the opportunity to reward and recognise those in the industry for their outstanding efforts.

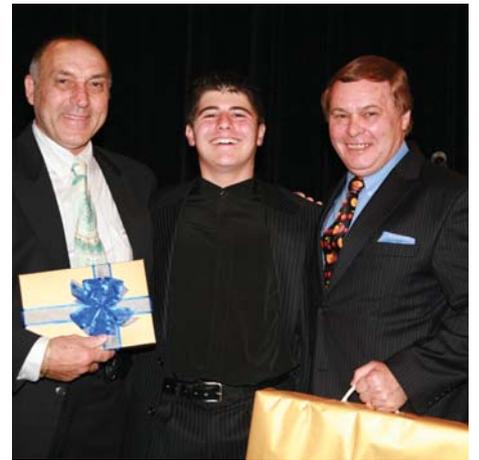
The first award went to Sue Dodd, who was presented the Market Industries Committee Merit award for 2007, followed by the announcement of the 2007 Greengrocer of the Year Awards. Best Fresh Farm Market, Caringbah was presented Metropolitan Greengrocer of the Year, with TJ's Country Fresh in Kincumber declared the Regional Greengrocer of the Year.

The evening also provided Variety the Children's Charity the opportunity to present the very prestigious 'Variety International Presidential Award' to the NSW Chamber of Fruit and Vegetable Industries Inc., in recognition of their contribution to the children's charity. This award was accepted by the Chamber's President, Bill Chalk, on behalf of all Chamber members and staff who have all put in an outstanding effort over the past years for this very worthy charity.

Brad Latham, Sydney Markets Limited's CEO congratulated Sue Dodd firstly for receiving the Market Industries Merit Award in recognition of her contribution to the industry and additionally for her continued efforts in running the highly sought after Sydney Markets Greengrocer of the Year Program.

Brad Latham congratulated not only the winners of the Regional and Metropolitan Greengrocer of the Year Award, but also all who participated in the Program, saying "It's encouraging to see the continual growth in the independent fruit and vegetable retail sector. The general public shop at independent Greengrocers because they know they will get quality fresh produce at reasonable prices with positive customer service".





Everyone gets to enjoy Chinese New Year celebrations in our Markets

A celebration of cultural diversity and many years of tradition took place at Sydney Markets to mark the beginning of Chinese New Year.

The annual Lion Dance throughout the Market was busy blessing the hundreds of businesses on site for a prosperous year ahead and it is believed the Lion Dance wards off evil spirits and brings good luck for the New Year.

IT'S THE YEAR OF THE RAT

As the first in the cycle of 12 Chinese zodiac signs, people born in the Year of the Rat are natural leaders with a strong drive for success. These charming, hard working perfectionists are motivated by material success, making them thrifty but usually very successful.

Earth Rats are very stable, taking a slow and steady approach to acquiring wealth and influence; avoiding risks which could compromise their achievements.



WHAT YEAR ARE YOU?

|  |  |  |  |  |  |  |  |  |  |  |  |
|--|---|---|---|---|---|---|--|---|---|---|---|
| Rat | Ox | Tiger | Rabbit | Dragon | Snake | Horse | Sheep | Monkey | Rooster | Dog | Pig |
| 1924 | 1925 | 1926 | 1927 | 1928 | 1929 | 1930 | 1931 | 1932 | 1933 | 1934 | 1935 |
| 1936 | 1937 | 1938 | 1939 | 1940 | 1941 | 1942 | 1943 | 1944 | 1945 | 1946 | 1947 |
| 1948 | 1949 | 1950 | 1951 | 1952 | 1953 | 1954 | 1955 | 1956 | 1957 | 1958 | 1959 |
| 1960 | 1961 | 1962 | 1963 | 1964 | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 |
| 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 |
| 1984 | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 |
| 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |



Big-hearted wholesalers & Fresh for Kids support the Variety Kids Christmas Party

The Variety Kids Christmas Party is the highlight of year for over 5,000 special kids. This party is hosted by the Ladies of Variety (LOV). This dedicated volunteer group of ladies are responsible for all the supporting activities for the Party.

Many entertainers donate their time and talents for the benefit of the kids. Clowns, dancers, Santa and Fairy Sparkle provide hours of laughter and smiles for the children.

Other forms of entertainment came from the Police and Fire Services, along with the Harley Davidson Association, an Animal farm and of course Mr and Mrs Santa Claus listening to all the wishes of every special child.

Mega Bite Apple and Summa Strawberry proved to be a big hit with the kids when handing out 'Fresh for Kids' promotional material.

To feed 5,000 children, 2,500 carers and 500 volunteers is indeed no small feat and this is where some generous Wholesalers from our Market rose to the challenge and donated over 30,000 pieces of fresh fruit.

Therefore a big thank you goes to Lui Cicco, who was instrumental in organising and delivering the fruit, and to the following SML Wholesalers:

- **Sinclair & Antico** – **Joe Antico**
- **Southern Cross Produce** – **Bill Chalk**
- **F H G Rogers** – **Aldo Santamaria**
- **Apollo Fruit Supply Co** – **Glenn Howlett**
- **Growers Market** – **M Sergi**
- **Kirkwood** – **Paul Leonie**
- **XL Fruit & Veg** – **Ross Roppolo**
- **N & A Fruit Distributors** – **Robert Cathels**
- **All Seasons Produce** – **Dom Pisciueneri**
- **Moraitis Group** – **Paul Moraitis**
- **P W Chew** – **Greg Bradshaw**
- **Harris Farm Market** – **Angus Harris**
- **A & H Fruit Supply** – **Frank Petulla**
- **Golden Fruit Supply** – **Damian Hendriks**



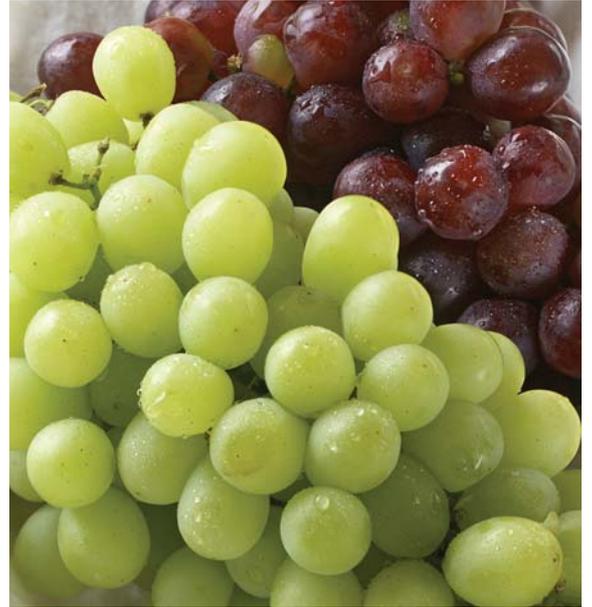
Wine Grape Season announced

The Sydney Markets annual wine grape trading season is due to begin soon with the impending arrival of wine grape growers and traders from New South Wales, Victoria, and South Australia carrying wine grapes by the truckload. The wine grape season commences Friday 7th March and concludes Saturday 10th May 2008.

Amateur wine makers from all over Sydney will make their way to Sydney Markets throughout the 10 week season to purchase wine grapes to create their own special drops for the cellars.

Wine grapes will be sold from 12:00 noon – 5:00pm on Fridays and on Saturdays from 4:00am until 4:30pm. Stands will be set up near the rail siding at Sydney Markets.

If you would like more information, or would like to sell grapes during this 10 week season, please call Barry Baker on 0417 325 232.



Sydney Markets Sports Scholarship Awards

Each year as part of the 'Fresh for Kids' Program, Sydney Markets sponsors the School Sports Foundation.

Part of this sponsorship agreement entitles Sydney Markets Limited to award two students in Year 11 or below for their sporting achievements.

In December last year SML's CEO, Brad Latham, attended the New South Wales Combined High Schools "Blues Night" and had the pleasure of presenting awards to Jason Johnson from Marsden High School and Sophie Kleeman from Newcastle High School.

Both students were selected by the NSW Combined High School Sports Association resulting from nominations received for sporting Blues across all sports. Each student received \$1,000 plus a year's supply of fruit and vegetables to the value of \$1,500.



SML CEO Brad Latham with scholarship recipient Jason Johnson.

Fresh for Kids goes to Griffith

Recently Riverina Citrus became a welcome sponsor of the Sydney Markets 'Fresh for Kids' Program.

Marina Elyeh, Marketing Programs Manager was invited by Riverina Citrus to present the 'Fresh for Kids' program at the 2007 Citrus Review and Outlook Forum held in Griffith in November last year.

The forum was designed to provide growers

A tasty learning experience for children

Sydney University Sports in conjunction with Camp Australia conduct numerous sporting camps during school holiday periods.

These camps are designed to encourage children to stay active during school holidays, by providing them the opportunity to participate in sports including volleyball, cricket, tennis, netball, softball, fencing and archery.

As a major sponsor of this program, 'Fresh for Kids' was able to provide a variety of fresh fruit for children to enjoy and at the same time educate them in a fun and interactive way about the benefits of a healthy diet rich in fresh fruit and vegetables.

Recently 'Fresh for Kids' supported Riverina Citrus by providing the children the opportunity to enjoy the taste of Valencia oranges, and at the same time educate them about their colour and appearance.

Unlike the navel orange, Valencia's have a greener skin which at times deters people from buying them. Children were advised that, like other sun-smart Australians, locally grown Valencia oranges apply their own natural sunscreen as a defence against the sun's ultra-violet rays, known as 're-greening'. The greenish skin of the Australian Valencia creates a protective barrier to keep the inside fresh, juicy and delicious when it's hot outside. All orange varieties go through the re-greening process but the Australian Valencia is a shade greener due to the fact that they are the only orange variety grown in Australia at the height of summer.

"The visit was a wonderful opportunity to educate the next generation of consumers and ones who have a crucial part to play in the weekly shopping list a little more about fruit. Most people eat with their eyes, especially young children. It's important for them to understand the process involved in getting the fruit to their plate, even if the fruit ends up a little green around the edges. Although they were reluctant at first to pick a wedge of orange they soon came around" said Marina Elyeh, SML's Marketing Programs Manager.

Riverina Citrus became welcome sponsors of the 'Fresh for Kids' program in mid 2007 and joins forces with Papaya Australia, Australian Table Grapes Association and Australian Bananas in supporting the 'Fresh for Kids' program.



with valuable information throughout the citrus domestic and export supply chain.

The 'Fresh for Kids' program was one of many well received presentations provided on the day with other representatives including Citrus Growers of SA, NSW Department of Water & Environment, NSW Department of Primary Industries and Louis Melbourne.

Left to right Con Karanicolos, Marina Elyeh, David Harris and Olivia Kevedaras



Greengrocer of the Year Awards

BEST FRESH FARM MARKET

Awarded 2007 Metropolitan Greengrocer of the Year

Located outside the Caringbah Shopping Village adjacent to the car park, Best Fresh Farm Market is an inviting store with a relaxed ambience.

This award winning greengrocer packs in a splendid selection of quality fruit and vegetables into a narrow, well ordered space. The produce is traditionally displayed in a single tier and the mirrored walls provide the feeling of abundance. The store complements its fresh produce with a serviced deli and numerous continental groceries.

Best Fresh has a wide frontage and fully utilises this space by, showcasing weekly specials. Inside, the store displays glisten with the season's best buys. Pricing tickets are easy to read, consistent in appearance, well branded and include interesting and useful tips and trivia on fresh produce.

Staff are passionate about customer service and product knowledge and present neatly in navy and gold uniforms.

Zappia brothers, Steve, Ben and Victor have collectively owned this store since 1993. Frank Mirabito joined the partnership in 2007 and under his management the business has gone from strength to strength.

Best Fresh Farm Market
54 President Avenue, CARINGBAH



SML CEO Brad Latham, Paul Moraitis, Con The Fruiterer, Victor Zappia and Frank Mirabito.

Congratulations to our winners!

TJ'S COUNTRY FRESH

Awarded 2007 Regional Greengrocer of the Year

In the 19 years that Justin Bourke has operated his fruit and vegetable business, TJ's Country Fresh in Kincumber, he has continually evolved his store to ensure he is meeting the needs of his customers.

It was only two years ago the premises underwent a massive makeover and this local business has never looked better. The store has wide aisles, big displays and stocks a superb range of quality fruits, vegetables, herbs and fresh cut flowers. Shoppers can also source an interesting array of cheeses, cold meats, continental and Asian groceries.

Staff are chatty, helpful and enthusiastically answer customer inquires. If it's car delivery service that you need then they offer that too. If you are not sure what to cook for dinner then TJ's Country Fresh has loads of fresh ideas and recipe cards.

TJ's Country Fresh is open 7 days a week from 8 am to 6 pm and also operates a providoring business that supplies market fresh produce to restaurants and hotels throughout the Central Coast region.

TJ's Country Fresh, Shop 13, Kincumber Shopping Village, Avoca Drive, KINCUMBER



Justin Bourke and Gavin Scotts of TJ's Country Fresh with Con The Fruiterer (centre).

Florist of the Year Awards

FLORISTS TAKE TOP AWARD AT INDUSTRY DINNER

The Florist of the Year Winners for both the Metropolitan and Regional areas was announced at the Annual NSW Flower Growers Group Ball on Saturday, 10 November.

A LAZY DAISY FLORIST

2007 Metropolitan Florist of the Year

The Metropolitan recipient was **A Lazy Daisy Florist** located in Revesby. Although Wayne and Rhonda were unable to attend the evening's festivities, the husband and wife team were excited about their achievements. No strangers to awards and recognition, Wayne and Rhonda have received several small business awards over the years and were also presented with the September Florist of the Month earlier this year.

The couple have been in the floristry industry for over 29 years and have enjoyed the highs and the lows. These days the busy store has 4 staff members, Leesa, Nicole, Andrew and Sue who helps out with deliveries and it is their commitment that helps in maintaining the high standards required to win these awards. Wayne continues to buy the flowers and Rhonda keeps an eye on the paper work.

Wayne and Rhonda will be using some of their advertising package, which they received as part of their award, towards signage and website development. "The advertising dollars help florists to extend their marketing and branding and the generous credit from Temples Florist Sundries is very welcome. We are grateful for the award, the regular reports during the year and most importantly the industry recognition which is invaluable" said Wayne.

FINE FLOWERS

2007 Regional Florist of the Year

Pam Harman, owner of **Fine Flowers** also agrees. "The Florist of the Month Award is a good measuring tool for businesses. It lets you know how you're travelling and compares you with other florists within the program. Being acknowledged within the industry for your hard work is fantastic" she said.

Pam was the proud recipient of the **Regional Florist of the Year Award** which she accepted on the night. "I didn't think that we were going to win, as all the finalists were exceptional florists. But I guess the changes I made to the store over the last year have made a wonderful impact" said Pam.

Pam worked for 16 years as an employee of Fine Flowers before the opportunity to purchase the store in 2006 became available. Since the purchase Pam has continued to work at her store making changes that have helped increase her customer database and sales. "Owning and running your own business can be difficult, but luckily I have a supportive husband and great staff" said Pam.

As well as receiving a trophy, the Regional and Metropolitan winners received a \$3,000 advertising package from Sydney Markets Limited and a \$1,000 credit voucher from Temples Florist Sundries.

"The Florist of the Year winners should be commended for their achievement. I have been involved in the Florist of the Month program for the past 3 years and have seen how the valuable information and resources available to participating florists have helped many business owners achieve some outstanding results" said Marina Elyeh.

"I would also like to thank our major sponsor Temples Sundries Florist, for their continued support and I look forward to working with them in the coming year" said Marina Elyeh, Marketing Programs Manager for SML.



SML CEO Brad Latham, owner of Fine Flowers Pam Harman, SML Marketing Programs Manager, Marina Elyeh and Temples Sales Representative Grant Richards at the Annual Flower Growers Dinner Dance

Monthly winners of the Florist of the Month program, receive a plaque of recognition, an advertising package to the value of \$1,200, one month free parking/entry pass to Sydney Markets plus a \$100 gift voucher from Temples Floristry Supplies.



Left to right Wayne, Sue, Rhonda, Leesa, Nicole and Andrew (Back) accept Florist of the Year Award.

SML Employee of the Month

OCTOBER 2007 – ROSS BROWN

Ross is a valued employee of Sydney Markets Limited who consistently performs at a high level each month in the GTA area.

In October last year he was quick to respond to a fire in a forklift enclosure on the C-line fence, in which he handled the situation in a professional manner by quickly extinguishing the fire, which stopped any further damaged to the Markets property.

Ross is highly respected by all staff members and a pleasure to work with.

Keep up the good work Ross!



NOVEMBER 2007 – LUKE MCQUILLAN

Luke has shown tremendous initiative, demonstrated strong teamwork skills and has become an instrumental member of the SML team.

Although his role as Marketing Assistant takes much of time, he is often asked to juggle a number of odd jobs from time to time by other staff members, which increases his already busy workload, but he has at all times risen to the challenge with the minimum of fuss.

Luke's positive attitude, his commitment to his role and his fun sense of humour makes him a very worthy recipient of this award.

Congratulations Luke.



DECEMBER 2007 – DARKO MRAOVIC

Darko did an outstanding job managing the HVA with the increasing movements of semi trailers and trucks during the busy December period.

It is Darko's knowledge of Market roadways and the Weighbridge area, which ensured the Christmas period operation was incident free and operated in a professional and safe manner.

Darko was instrumental in the communication of Christmas Tree trading. He distributed flyers and communicated daily, advising all of what was required and needed to be done on a day to day basis, which resulted in an incident free operation.

Darko is fully committed to his role, shown exceptional initiative not only throughout December but the whole of 2007, and is highly respected by all within the Market. He truly does deserve this award.

Well done Darko.



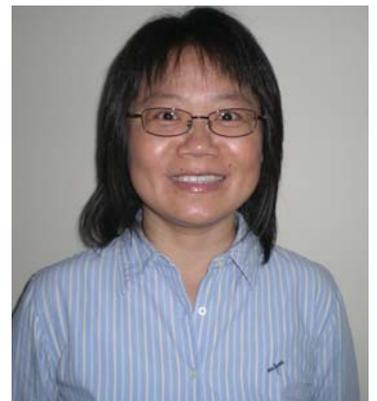
JANUARY – QIN ZHANG

Qin is the quintessential multi-tasking quiet achiever. Qin's primary role is Accounts Payable, but she also handles bank reconciliations and electricity billing, provides backup to the Payroll Officer, and ensures that no pressing matter is overlooked when her Manager is on leave.

Qin regularly handles cashier and reception roles, and provides an interpreting role when required by our many Mandarin speaking tenants and customers. Qin has a quick smile and readily obliges on requests for assistance and information – no task is too difficult that cannot be handled with her tact and discretion.

She recently did an outstanding job in assisting new employee Moira Rebello into the Accounts Receivable position.

Thank you Qin for your willingness to help and your professional work ethic. You truly are a highly respected staff member.



SML Employee/Team of the Year

EMPLOYEE OF THE YEAR – BARRY BAKER

Barry performs at a high level every month in all areas and is often called upon by Managers to assist with problems that arise around the Market each day.

Under his leadership his team has been instrumental in identifying fake vehicle passes as well as locating and charging people who dump rubbish and incident/accident statistics in and around the Market and roadways have decreased over the past twelve months.

Barry has trained the majority of new staff on site, and ensured they are fully conversant to answer all questions relating to the Market operations.

Barry will not ask a staff member to do anything he is not prepared to do himself. He is an inspiration to all who work with and know him and he is truly worthy of this award.

Thank you Barry for your commitment to SML, your strong work ethic and your ability to get the job done.



RUNNER UP EMPLOYEE OF THE YEAR – CONRAD D'CRUZ

It's Conrad's friendly and helpful advice that makes him a first port of call for many SML staff members.

Whether they have a problem to solve or just seek reassurance, Conrad's roll as Finance Manager and years of experience supports the prompt advice he so capably provides.

His team is responsible for answering tenant billing queries and collections, timely processing of monthly accounts and payroll and ensuring that Sydney Markets' suppliers do not have to worry about payment once their service has been performed.

His incisive variance analysis and significant input in the budgetary process ensures he is well respected by his Management colleagues.

Well done Conrad; you exemplify the approach "not a problem"!



TEAM OF THE YEAR – ENVIRONMENT TEAM

Under the management of Con Kapellos

Green Point was officially created in 2005 and its operation comprised of the Environment Manager and Operations staff rostered from other areas.

Since then Green Point has doubled in size and three staff have been dedicated to working at Green Point during the week and one on weekends.

Seven waste streams have since been identified and fourteen farmers have become regular collectors of organic waste.

The Environment team currently comprises the following personnel:

| | |
|-----------------------------|----------------------------|
| Environment Manager: | Con Kapellos |
| Green Point Market Officer: | Spiro Kokkenes |
| Green Point Market Officer: | Troy Tuckey |
| Green Point Market Officer: | Michael Kadry |
| Green Point Market Officer: | Neil Upton |
| Green Point Market Officer: | Chane Baptist (Relief) |
| Green Point Market Officer: | John Kalavritinos (Relief) |

During the past twelve months the Green Point "team" has performed at a consistently high level. This has been confirmed by monthly audits conducted by the Environment Manager in conjunction with the Operations Manager.

The team at Green Point implemented several changes and has put forward a number of ideas for streamlining procedures to better serve all Market tenants.

The Environment Team's success is evident in the improved waste diversion targets and lower waste removal budgets that have since been achieved.

SML has become a member of the Department of Environment & Climate Change (DECC) Sustainability Program. The DECC sustainability benchmarking comparison with other businesses has rated SML's overall ranking with a 3 star rating.

This placed SML in the top 4 Companies that have been assessed to date by DECC.



Easter/Anzac Trading Hours 2008

To All Market Traders & Buyers

This year the holiday period will be as follows:

| | |
|-------------------|-------------------------|
| Good Friday | Friday, 21 March 2008 |
| Easter Saturday | Saturday, 22 March 2008 |
| Easter Sunday | Sunday, 23 March 2008 |
| Easter Monday | Monday, 24 March 2008 |
| Anzac Day Holiday | Friday, 25 April 2008 |



HOLIDAY TRADING TIMES



Flemington

GTA Wholesale Fruit & Vegetable Markets

- Closed for trading Good Friday, Easter Monday and Anzac Day holiday



Flemington

Sydney Flower Market

- Closed for trading on Good Friday, Easter Monday and Anzac Day holiday
- Open on Easter Saturday



Flemington

Sydney's Paddy's Market – Flemington

- Open on Good Friday (from 9:00am), Easter Saturday and Easter Sunday
- Open from 12.00 noon on Anzac Day (Friday 25 April).



Flemington

Sydney Swap & Sell Market

- Open Easter Saturday (22 March)



Haymarket

Sydney's Paddy's Market – Haymarket

- Open every day through Easter (Thursday 20 to Monday 24 March)
- Open from 12.00 noon on Anzac Day (Friday 25 April).



HAND PALLET TRUCK

\$495*

99 YEAR GUARANTEE†

FROM THE WORLD'S

NO.1

FORKLIFT MANUFACTURER



THE NUMBERS REALLY STACK UP

The Hand Pallet Truck from Toyota Material Handling has the features you would expect from the world's largest manufacturer of forklifts. Its rugged construction includes welded joints, a stainless steel lowering valve for a long, trouble-free life and climber wheels for easy entry and exit from pallets. An angled high-strength polymer hand grip and twin ball-bearing steering mechanism will put you in charge of any load.

SOLUTIONS FOR EVERY PALLET



1800 425 438

www.toyotamaterialhandling.com.au

*Price is for a standard LHM230 model with standard pump (price excludes GST). Offer only available from Toyota Material Handling branches. Additional costs including delivery charges may apply.
†99-year functional guarantee on the bearing component of our lifters, i.e. the fork frame; conditions apply – contact your Toyota Material Handling branch for further information.

ENVIRONMENTAL UPDATE

SINCE 2005 SYDNEY MARKETS RECYCLED OVER 12,000 TONNES!

Early in 2005, prior to the introduction of Green Point, Sydney Markets was recycling 15% of their total waste streams.

SML had a long term vision to source, separate and divert waste streams, in order to reduce our waste disposal costs and at the same time gain obvious environmental advantages, by not disposing to landfill.

The Green Point Depot, in conjunction with Veolia Environmental Services and in consultation with all stakeholders was built in August 2005.

Green Point Waste Stream Expansion (see below)

| 2005 | 2006 | 2007 |
|-----------|-----------|-----------|
| Organic | Organic | Organic |
| Cardboard | Cardboard | Cardboard |
| | Pallets | Pallets |
| | | Steel |
| | | Plastics |

TOTAL WASTE RECYCLED FOR 2007

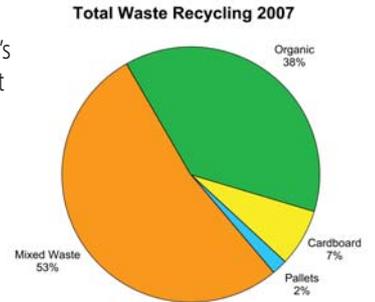
53% Mixed Waste – Delivered to Veolia's Woodlawn Bio-Reactor where methane gases are captured and converted to energy.

38% Organic Waste – Delivered to Earthpower

Technologies at Camellia where it was then processed and converted into energy and fertiliser products.

7% Cardboard – Collected by Veolia and recycled into other packing products.

2% Pallets – Delivered to Veolia's where they convert it to woodchip.



Sydney Markets diverted a record 58% of our total waste during January 2008. Since the introduction of Green Point in August 2005, Sydney Markets has recycled over 12,000 tonnes.

REMEMBER, DELIVER IT, DON'T DUMP IT!

If you witness anyone disposing waste other than using the Green Point Depot, please call our hotline on 0414 829 770.

For information regarding environmental matters, please contact Con Kapellos, SML Environmental Manager (02) 9325 6173 or 0417 325 173.

SYDNEY MARKETS OPERATIONS REPORT

ATTENTION ALL FORKLIFT OPERATORS

Operators of forklifts and other vehicles in the Markets are reminded that mobile phones MUST NOT BE USED whilst driving forklifts or vehicles on roadways or in common areas. Mobile phones can only be used by a forklift operator or driver of a vehicle when a forklift or vehicle is legally parked.

SUMMER CLEANING TIMES

The summer cleaning schedule has been delayed by one hour to allow for extra organic waste and cardboard collection prior to equipment such as bobcats and sweepers pushing waste for collection.

ATTENTION ALL BIKE RIDERS

Tenants and customers of the Markets are reminded that approved helmets must be worn whilst riding bicycles and motorbikes on roadways and common areas within the Markets. It is against the law not to wear a helmet when riding on roadways.

BAD BEHAVIOUR WILL NOT BE TOLERATED

SML will not tolerate bad or threatening behaviour. SML has a banning policy which can impose bannings from the site for periods ranging from 3 months to life, depending on the nature of the incident. Incidents range from theft to assault and banning from the Markets can be enforced by the NSW Police under the trespass legislation.

CHILDREN IN THE WORKPLACE

All children who attend the Markets during wholesale and retail operating hours, especially during school holiday periods, must be supervised at all times.

REDEVELOPMENT OF PARKING AREA ADJACENT TO BUILDING J

As part of SML's Master Plan the area adjacent to Building J will be redeveloped for the for the storage of site cleaning equipment and will no longer be available for general parking. Vehicles currently parking in this area will be required to use the multi-storey car parks.

SML WELCOMES

Moira Rebello – Accounts Receivables Officer.

SITE SERVICES REPORT

POWER FACTOR

A contract has been awarded to JKT Electrical to replace the two faulty 400 KVA power factor correction units in Building "J" Substation. This is part of an ongoing maintenance program.

BUILDING "O" SWITCHBOARD

An order has been placed with Fredon Industries to replace the fire damaged electrical switchboard. Additionally, the meters installed will be compatible to smart metering.

BUILDING WORKS – Approved Contractors

All building work, alterations and additions to any premises on site must be approved by Sydney Markets Limited by submitting a Sydney Markets "Building Application".

Each of the following contractors meets Sydney Markets approval requirements in relation to Public Liability Insurance, Workers Compensation, Trade License, Hot Work Permit and Occupational Health and Safety:

ELECTRICAL

Fredon Industries9325 6002

ROLLER DOORS & GENERAL METALWORK

J C Roller Doors Pty Ltd (Julio Caceras)0418 229 664

PLUMBING & ROOFING

S N King (Rodney Gibbons).....0417 488 948

Unapproved contractors working on site will be instructed to cease work until they have provided to Sydney Markets all information required for approval and have undergone a site induction.

Tenants will be held responsible for works carried out by their contractors, including the making good and consequential effects.

If you intend to undertake building work, please contact SML's Site Services Department on 9325 6217 who can assist you in the preparation and completion of your application.

ROAD REPAIRS

Sami Road Services are undertaking repairs to the expansion joints.

COOL ROOM APPLICATIONS

Tenants are reminded, when Cool Room Applications are submitted to SML, to pay particular attention to Point 10 of the application which refers to the Building Code of Australia (BCA) C1.10a – Fire Hazard Properties, with reference to Table E1.5 Requirements for Sprinklers. This table states that sprinklers are required for buildings over 4m.

Sydney Markets cannot approve cool rooms that are over 4m in buildings that are not sprinklered. Constructing a cool room over 4m would trigger the need for sprinklers for the whole building. All tenants need to comply with the BCA.

SYDNEY MARKETS PROPERTY REPORT

The following Plaza offices are available for lease:

Suite B31 – 36.99m²

This is a northerly facing partitioned office suite. This suite has been newly carpeted and has new air conditioning.

Suite C3 – 32.40m²

This is a bright northerly facing open plan office. This suite has been repainted and has new air conditioning.

Suite C4 – 61.15m²

Good sized, open-plan corner office with built-in storage. This suite has been repainted and has new air conditioning.

All suites have security locks and parking available for employees.

Interested parties can arrange a viewing by telephoning the Property Manager, Anthony Bloomfield on 9325 6240.

NEW TENANTS

SML welcomes the following new Plaza tenant:

Suite B10 – Regional Road Express.

NO SMOKING

All Office Suite tenants are reminded that these areas are SMOKE FREE ZONES. Occupiers of any Market space are required under the *Smoke Free Environment Act* to see that persons do not smoke in their premises.

REMINDER

Notification by Tenants of Shareholding Change

Tenants are reminded to advise SML of any shareholding changes to their businesses. Effective 1 January 2008 non-disclosed changes in shareholdings will result in document handling charges of \$730.00 + GST along with the applicable consideration fee.

Sydney Markets Conference Centre

The Sydney Markets Conference Centre is also available for hire. The Centre can be used as one unit or divided into two. For details and bookings please contact Luke McQuillan on 9325 6295 or the Property Manager on 9325 6240.

MARKET SECURITY & SAFETY AWARENESS

- It is the responsibility of all Market users to be vigilant and proactive when it comes to Security and Safety in the workplace.
- Articles not regarded as commonplace, such as unattended baggage, abandoned vehicles or strange behaviour must be brought to the attention of Security or Market Officers.
- All Market users should familiarise themselves with Market Emergency and Evacuation procedures and also be aware of muster point locations for individual areas.
- Awareness of your area will ensure that Security and Safety is optimised in the workplace.

'SAFETY IS NO ACCIDENT'

**On site Security or Market staff can be contacted
24 hours a day by calling 0409 325 232**

- **ACCESS CONTROL** – The photo ID Room is open as stated or by appointment by contacting Jim Basetas on 0407 325 230 or Zak Gudelj on 0407 325 224.
- A **JUSTICE OF THE PEACE** is available at the B Building office or by telephoning 0407 325 230.

CCTV FOOTAGE

A tenant recently advised SML Security of a person who was observed stealing a tray of figs from his stand.

SML staff were able to track the offender through the Markets CCTV system and action was taken accordingly.

If you observe this type of behaviour or anything you believe to be reportable, please do not hesitate to contact Security on 0409 325 232.

Customer Service Help Line

Your comments on our service delivery are welcome. If you have comments or suggestions please call the Customer Service Help Line:

9:00am – 4:30pm Monday to Friday

Phone: 02 9325 6298
Facsimile: 02 9325 6300
Email: customerservice@sydneymarkets.com.au

**Post: c/- Sydney Markets Limited,
PO Box 2, Sydney Markets NSW 2129**

EVACUATION & ASSEMBLY AREAS

In the event of an emergency, Alarms/PA systems and/or loudhailers will be used to notify tenants and employees of the evacuation and where to assemble.

Market Officers will be positioned at points throughout and around the various buildings to direct evacuated people to the appropriate designated Assembly Areas.

Your Evacuation and Assembly areas are listed below. Please make yourself aware of the Assembly area nearest your place of work.

Assembly Areas for Warehouses and Other areas are as follows:

| | |
|----------------------------------|----------------------------------|
| Control Centre | Western Growers Carpark |
| Market Plaza & Hotel | Plaza Tenants Carpark |
| Warehouse X | Western Growers Carpark |
| Warehouse H | Flower Market Rear Carpark |
| Warehouses T & J | Open Area West of J Shed |
| Warehouses G & Q | Open Western Carpark |
| Flemington Offices & Warehouse U | Eastern Growers Carpark |
| Warehouses R & K | Open Eastern Carpark |
| Warehouses M & O | Outside Potts St Toll Gates |
| Warehouses N, S & L | Grass Area next to Site Services |
| Weighbridge | Grass Area next to Site Services |
| HVA Offices & Compound | Grass Area next to Site Services |
| V&Y Multi Store Carparks | Open Carparks at either end |

Assembly Areas for Growers and Retail Markets are as follows:

| | |
|----------------------------|-------------------------|
| Building D, Doors 1 - 4 | Western Growers Carpark |
| Building F (Flower Market) | Western Growers Carpark |
| First Aid Centre | Western Growers Carpark |
| SMCS Office | Western Growers Carpark |
| Building D, Doors 5 - 9 | Eastern Growers Carpark |

Assembly Areas for Wholesale Markets are as follows:

| | |
|-----------------|----------------------|
| Buildings A & B | Open Western Carpark |
| Buildings C & E | Open Eastern Carpark |

Fire Wardens for SML are as follows:

| |
|---|
| Markets Site: Chief Warden Adrian La Cava & Deputy Chief Warden Shane Chester. |
| Plaza Area: Warden Marilyn Loch & Deputy Warden Michael Eu. |
| Flower Market: Warden Barry Baker & Deputy Warden/s Danny Michael/ Greg Dillon. |
| Operations Area (Warehouses): Warden Barry Baker & Deputy Warden Danny Michael. |
| Wholesale Area (GTA): Warden Jim Basetas & Deputy Warden Zak Gudelj. |
| Growers Area (GTA): Warden Jim Basetas & Deputy Warden Zak Gudelj. |

Evacuations should be conducted in a calm and orderly manner.

OCCUPATIONAL HEALTH & SAFETY

OH&S POLICY

Sydney Markets Limited is committed to the health, safety and welfare of all Market employees, contractors, visitors and the general public. Our goal is to achieve an injury/illness free workplace.

SML has an established OH&S Committee comprising of work groups, selected OH&S Representatives and Management Representatives. The Committee meets bi-monthly and is made up of the following people:

| | |
|--------------------|--------------------------------------|
| Bob Kini | SML Operations GTA Team |
| Angelo Constantine | SML Operations Retail Team |
| Greg Dillon | SML Operations Flower Market |
| Norberta Lamond | SML Administration |
| Firoz Ali Shah | SML Site Services |
| Adrian La Cava | SML Security Manager |
| Danny Michael | SML Operations Support Team |
| Shane Chester | SML Operations Manager |
| Lynne Buck | Occupational Health Nurse |
| Rob Craig | NSW Chamber Fruit and Veg Industries |
| David Ter Wisscha | Flemington Unloading Services |

Under the *OH&S Act* the functions of this OH&S committee are to:

1. Keep under review the measures taken to ensure health, safety and welfare of persons at the place of work; and
2. Investigate any matter that may be a risk to health and safety at the place of work.

All Sydney Markets OH&S Committee members have attended the compulsory four-day training course.

Please always remember that each of us has responsibilities under the *OH&S Act* for health and safety in the workplace.

PLEASE NOTE:

- Tenants are reminded that they are responsible for the OH&S of their staff whilst they are at work. Tenants are also responsible for the safety of any person whilst they are in your place of work.
- For further information regarding your responsibilities and other useful information visit the NSW WorkCover website.

ACCESS PASSES

Everyone who works at the Sydney Markets is required to have a Photo ID Access Pass, especially if they need access to the site after hours. No pass, no entry.

HOW TO OBTAIN A PASS

If you are a new employee or have lost your pass, you will need to apply for a new pass.

- Fill out the GTA Entry Application form available from the Cahiers Office in Building D or from the Photo ID Room in Building C.
- Attach a letter from your employer on company letterhead.
- Bring the paperwork to the Cashiers Office in Building D and pay \$41.80
- Attach the receipt to your application form. You will need to present this at the Photo ID Room in Building C, smile for the camera and have your pass issued.

PHOTO ID OPERATING TIMES

| | |
|-----------|----------------|
| Monday | 8:00 – 10:30am |
| Tuesday | 8:00 – 10:00am |
| Wednesday | 8:00 – 10:30am |
| Thursday | 8:00 – 10:30am |
| Friday | Closed |

Please contact our staff at Photo ID on 9325 6290 after 8am Monday to Thursday if you have any questions.

Security Reminders

- Market users should avoid bringing large amounts of cash to the Market. Use credit arrangements where possible. If you have to bring cash, please take care when in the Markets and never leave money unattended.
- Don't forget to remove the keys from your forklift when it is not in use. Forklifts should be individually keyed to your company. Contact your forklift supplier for more information.
- Security advice and assistance is available to tenants. SML's Security Manager, Adrian LaCava, is available to discuss security issues with you. You can contact Adrian on 9325 6171 to discuss the following:
 - Installation of security cameras
 - Security problems or advice on securing your premises

NOTICEBOARD

UNREGISTERED VEHICLES

An Occupier must not bring into, possess, control, drive or operate an unregistered vehicle in the Markets if that vehicle would be required to be registered under the *Road Transport (Vehicle Registration) Act 1997* in order to be driven on a road as defined under the Act.

MARKET ENTRY PASSES

In accordance with the Sydney Markets Conditions of Entry, all vehicles must display one of the following valid passes whilst in the Markets:

- Daily Entry pass
- Standard Entry pass
- Premium Entry pass
- Growers Truck pass
- Warehouse Truck pass

Failure to display a valid pass may result in a Comply Notice being issued under the Sydney Markets Rules (13.2) and the Terms and Conditions of Entry to Sydney Markets.

COPYING OF MARKET ENTRY PASSES IS PROHIBITED

Copied passes and offenders' details will be handed to the NSW Police and may result in further action.

WATER RESTRICTIONS

Shareholders and all Market users are reminded that due to the current Level Three Water Restrictions, water usage should be kept to a minimum. Please sweep up modules and warehouses where possible and only use high-pressure cleaning methods to reduce water consumption.

This means that **NO TAPS OR HOSES** should be left running and washing of motor vehicles on site is not permitted.

UNDER NO CIRCUMSTANCES are Fire Hoses to be used for cleaning purposes. A \$2,200 (Sydney Water) fine applies to anyone caught in the act.

WASTE RECYCLING

SML would like to say thank you to all Market users who drop off their waste to our recycling Green Point. In the last twelve months we have managed to triple our recycling targets. We encourage all tenants to continue to participate in separating organic/cardboard waste and deliver to the Green Points, as it benefits the environment by recycling our waste and reduces costs. **"Re-Use It – Don't Lose It!"**

FORKLIFT SPEED

The maximum speed of forklifts is 10kph in covered areas and 20kph in open areas. Radars will continue to be used to monitor speeds.

SML WILL NOT TOLERATE BAD BEHAVIOUR

SML is committed to protecting the safety and wellbeing of all people present in the Markets and reminds people that they must comply with the Sydney Markets Rules and Australian Laws at all times within Market sites.

TENANTS REMINDED TO REPORT ALL DAMAGE, THEFT OR BAD BEHAVIOUR IN THE MARKET

In order to reduce the possibility of theft in the Market, always remember to PROPERLY SECURE YOUR STORE, PRODUCE AND EQUIPMENT when not in use. If you have observed bad behaviour or noticed damage to property please contact our Market Staff or on-site Security 24 hours a day by calling 0409 325 232.

NSW GOVERNMENT SMOKING BAN

In accordance with Government Law, **all Market Buildings**, including any canopy areas, are smoke free zones.



The *Smoke Free Environment Act* states that a smoke free area is any enclosed public place. An enclosed place is any building or structure that has a ceiling or roof and, except for doors, is completely or substantially enclosed.

Enquiries with the Health Department reveal that all Market buildings and structures have been deemed smoke free areas under the legislation.

Fines for smoking in these areas under the Act are:

- Persons smoking in a smoke free area \$550.00
- Occupiers allowing persons to smoke in a smoke free area:

| | |
|----------------|------------|
| Persons | \$1,100.00 |
| Body Corporate | \$5,500.00 |

Occupiers of Market space are required under the Act to see that persons do not smoke in their premises.

EDITORIAL NOTES

Sydney Markets Leader is a quarterly publication produced by:

Sydney Markets Limited
3rd Floor, Market Plaza Building, Sydney Markets 2129.

The Sydney Markets Leader is distributed to all sections of the Sydney Markets. All correspondence should be addressed to:

PO Box 2, Sydney Markets NSW 2129
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