



AUSTRALIA'S WINNING SERVE

COOPERS 2017 ANNUAL REPORT







PLAYING TO OUR STRENGTHS From Grand Slam tennis in Melbourne to a barbecue under the stars in the outback, as the nation's only locally-owned major brewery, you can be sure that Coopers will be serving for Australia... and for every Australian.





Coopers

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HIGHLIGHTS

New \$65 million malting plant under construction

**Total beer sales reach a record 83.8 million litres,
the 24th consecutive year of growth**

**First year as the official beer and cider sponsor
for the Australian Open, one of the world's four
Grand Slam tennis tournaments**

**BrewArt system wins 2016 Canstar Blue
Innovation Excellence Award**

**Coopers Original Pale Ale wins ALIA award
for ninth time in 10 years**

**Limited edition Amber Ale and
Legends Summer Lager launched**

Reduction in injury rates

**Coopers Brewery Foundation launches new sustainable
giving program and passes \$4 million mark in donations**

**Directors and Shareholders celebrated the
155th Anniversary of Thomas Cooper's first brew**

**New packaging for Coopers Premium Lager
and Coopers Premium Light**





CHAIRMAN AND MANAGING DIRECTOR'S REPORT

Coopers Brewery achieved a further year of sales growth during 2016–17, with beer sales rising 2.9% to a record 83.8 million litres.

This marks 24 consecutive years of growth in beer volumes, for a compound annual growth rate of 8.9%. Coopers holds just under 5% market share in a national beer market where industry figures showed a decline in sales volume of 1.9% during 2016–17.

Turnover rose to \$252.4 million compared with \$245.9 million from the previous year. Profit before tax of \$33.4 million was down 3.5% from \$34.6 million in 2015–16. The result was impacted by the final write-down of the goodwill and brand names of Mr Beer (USA), by overhead costs associated with the construction of the new maltings, and by redundancy costs arising from a restructure as we reallocate resources to our growing interstate markets.

During the year fully franked dividends totalling \$12.50 per share have been paid, in line with the previous year.

Our sales growth was built on improved packaged beer volumes, in a market in which margins continue to be squeezed by national liquor chains. Keg sales fell again this year after a small rise the previous year.

Sales in South Australia fell slightly, but grew well in NSW (up 6.9%), Queensland (up 5.5%), Victoria (up 3.5%) and Western Australia (up 1.8%). NSW is our strongest market, representing 27.0% of total sales, compared with 22.9% for South Australia and 18.7% for Victoria.

Mr Beer continues to be adversely affected by a downturn in sales in bricks-and-mortar stores in the USA. Online sales through outlets such as Amazon are increasing, but not sufficiently to compensate for the decline in traditional sales. Following restructuring activities, we are planning for the business to better meet our expectations of profitable trading next financial year. The launch of the BrewArt brewing system into the US from September this year is also expected to have a positive impact on profitability.

In August 2016, Coopers partnered with Tennis Australia and gained exclusive beer pourage rights for up to 5 years for the Australian Open at Melbourne Park, along with lead-in tournaments in Brisbane, Sydney, Perth and Hobart.

This is the largest single sponsorship with which Coopers has been involved. The partnership will help raise Coopers' national reputation, as well as providing trial of our products among tennis supporters with the opportunity to translate into ongoing sales.

During the State-wide blackout in September 2016, Coopers continued operations without disruption. AGL's on-site gas-fired co-generation plant provides substantial independence from the grid, and is subject to a 20 year power and steam supply agreement signed in 2002. This agreement provides surety of pricing against the volatility of the SA power market.

This year, favourable pricing was agreed with AGL to secure additional power from the co-generation plant for the new maltings.

In March 2017, Coopers was subjected to a negative social media campaign relating to our support of the Bible Society's 200th anniversary in Australia. This was a trying time, but had little impact on trading with beer sales between April and June being stronger than in previous years.

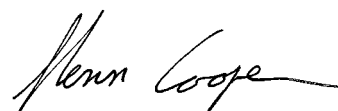
Work on the new maltings remains on schedule with commissioning having started in August. The malting plant will produce 54,000 tonnes of malted barley a year, about one-third of which will be used by Coopers. The balance will be sold to domestic and international brewers, providing a reliable additional source of income for Coopers into the future.

The official opening of the malting plant will be undertaken by the Governor of South Australia, his Excellency the Honourable Hieu Van Le AC, at midday on November 30, after the conclusion of the AGM.

On behalf of Coopers Board and management, we thank our shareholders, staff, customers and suppliers for their continuing support and commitment to the company.



Dr Tim Cooper AM
Managing Director



Glenn Cooper AM
Chairman

CHANGE TO THE CONSTITUTION

At last November's AGM, shareholders voted to change the Constitution to allow an additional independent director. Article 110 was amended to "The number of Directors of the Company shall not be less than five nor more than seven".

At the same meeting, Jim Hazel was reappointed as Director for a further two years.

In May 2017 shareholders elected to appoint Rob Chapman as an independent Director of the company. The Explanatory Memo sent to shareholders stated "The Directors consider that the addition of Mr Rob Chapman as a director will add a valuable depth of corporate experience to the board of Coopers. Rob is considered one of South Australia's most influential businessmen, having a significant career in banking, and his current directorships include Chairman of the Adelaide Football



Club, Investment Attraction SA, Fortis Argo Corporate Advisory, Barossa Infrastructure Ltd, Perks Integrated Business Service and Adelaide Airport Ltd. Rob is also Deputy Chairman of the SA Economic Development Board and Cabinet Committee."

INSTITUTE OF BREWING AND DISTILLING

Dr Tim Cooper was elected Deputy President of the IBD for a two year term at the September 2016 AGM.

The Institute of Brewing and Distilling (IBD) is a members' organisation recognised worldwide throughout the professions of malting, brewing, distilling and cider-making. With more than 4,500 members from over 90 countries, the IBD is the largest professional body for maltsters, brewers and distillers, and the only one that has a worldwide footprint. With nearly 1,000 members, the Asia Pacific Section is the largest of the eight IBD Sections, and comprises seven regions. Regional meetings are generally held on a quarterly basis, along with a biennial conference.

The Institute offers an excellent resource for career development, through a long history of publishing technical journals, running scientific meetings and providing education and formal qualifications to its members. Coopers has 19 members of the IBD, seven of whom have degrees in science and five have degrees in engineering. Three of our members are Fellows of the Institute, five have the Diploma in Brewing and a further eight members are studying for the Diploma.

IBD MISSION STATEMENT

The advancement of education and professional development in the science and technology of brewing, distilling and related industries.

DRINKWISE

As part of Coopers' commitment to corporate social responsibility, we are proud financial supporters of DrinkWise.

Established in 2005, DrinkWise is a not-for-profit social change organisation created to encourage moderation and responsible consumption of alcohol through evidenced-based social marketing. Through its national information and education campaigns, DrinkWise seeks to change the Australian drinking culture to one that is safer and healthier.



In August 2017, DrinkWise released *Australian Drinking Habits 2007 vs 2017*. The report examines Australia's current drinking culture, providing insight and context into how the drinking landscape has evolved over the past ten years, and what has influenced these changes.

The research shows Australians are drinking less frequently on a daily and weekly basis, and more people are deciding not to drink at all. For those drinking less, personal health/lifestyle factors and a focus on moderation are influencing this decision. The home is clearly the environment in which the vast majority of Australians drink most often – and when we're drinking at home, we're typically enjoying a meal or BBQ, watching TV or relaxing.

It's clear that our tastes are also changing. We're drinking more mid-strength beer, trying new products such as cider, and decreasing our consumption of pre-mixed spirits. Premiumisation and greater consumer choice are also driving change towards new products and lower alcohol alternatives.

DrinkWise.

BREWERS ASSOCIATION

Raising a glass is part of the Aussie vernacular. Celebrating life's milestones, or just the end of the working week, over a beer with family and friends is as natural as the ingredients in your favourite brew.

It is sometimes overlooked that 93% of all beer sold in Australia is made right here. As such, Australian beer supports the full-time jobs of almost 90,000 Australians and generates \$15.3 billion in economic activity to be 1% of GDP. One per cent may not sound much, but, hey, it's beer!

As an economic driver, our beer industry supports key goods and services throughout the Australian economy, including for ingredients (\$239 million), materials and packaging (\$682 million), transport and freight (\$216 million), marketing and sales (\$714 million) and administration (\$364 million).

It underpins \$6.1 billion in the on-licence retail industry and \$2.7 billion in the off-licence retail sector, while making a valuable contribution to Australia's hospitality and tourism sectors.

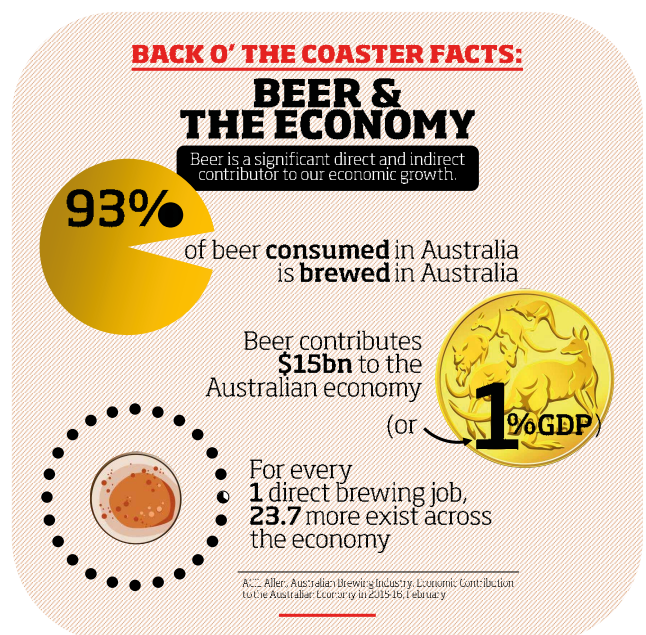
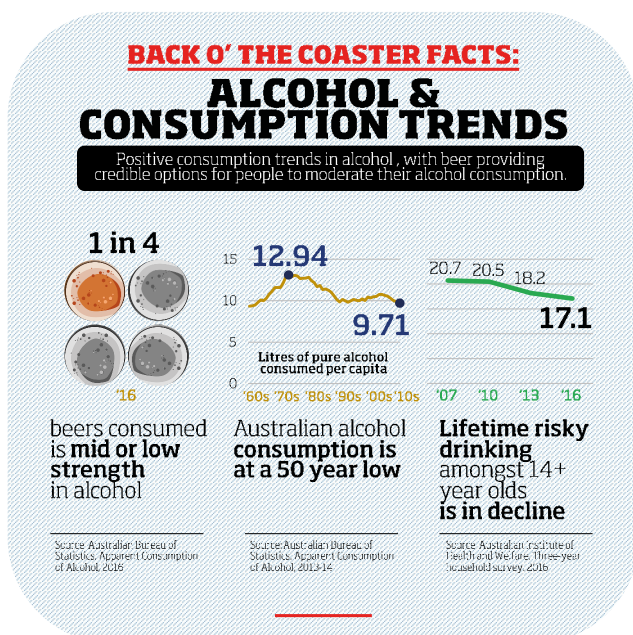
Beer has flowed with the times. Over the last decade we have seen the popularity of low and mid-strength beers grow markedly to account for one quarter of all beer sales in Australia today.

Australian brewers continue to invest in low and mid-strength options, giving people greater choice and more control over their alcohol consumption. Beer is the only alcohol category that provides credible options for people to moderate their consumption.

Australians have come a long way since the days of the 6 o'clock swill of the mid 1970s. Today's beer drinkers are more discerning, better informed and well-equipped socially regarding responsible alcohol consumption than ever before, which is reflected in consumption per capita dropping, decade on decade, for the past 40 years. Levels of harmful drinking continue to fall, and under-age drinking is at record lows with 82% of teens today putting off alcohol, until at least legal age.

Meanwhile, the 9.1 million Australian adults who enjoy beer make a massive contribution in filling federal government coffers. In 2015-16, taxes on beer drinkers alone netted the Australian Government almost \$2.4 billion in excise and \$377 million in GST.

CEO Brett Heffernan





CAPEX

After 4 years in the planning and an investment in excess of \$65 million, Coopers' new malting plant will be opened in November 2017 by the Governor of South Australia, His Excellency the Honourable Hieu Van Le AC.

The plant will produce 54,000 tonnes of malt per year, of which Coopers will use approximately 17,000 tonnes, with negotiations to supply malt to domestic and international customers well-advanced.

Other capex spending included new delivery vehicles, an upgrade to the refrigeration system, and an intriguing advance in our warehouse management.

New automated guided vehicles (pictured) are now taking pallets of beer from the end of production lines and are block-stacking them in the warehouse. The warehouse management system, which is in the process of being commissioned, accurately controls inventory by designated location.

WORK HEALTH AND SAFETY

Coopers' strong commitment to health and safety saw the company experience one lost time injury (LTI) in 2016-17 compared with five in the preceding year. Furthermore, Coopers finished the year with an average of 3.6 (LTI) injuries per million working hours compared with 16.3 injuries for the same time last year.

Three new medically treated injuries (MTI) saw Coopers record an average of 14.7 (MTI) injuries per million hours for 2016-17 compared with 29.2 injuries for the same time last year.

Under the workplace injury system a new first aid and IMS ambulance service was introduced to treat employees and assist their return to work, while uniforms and personal protective equipment were also provided.

On-site weekly physiotherapy sessions were introduced in August 2016, with 47 employees taking advantage of the service since its introduction.

Health and wellbeing programs were conducted during the year which included focus weeks on cancers (including bowel and skin cancers) and healthy eating seminars.

TRAINING

Pinnacle Workplace Consultants have been working with Coopers since 2011 and have implemented a number of programs aimed at minimising the risk of injury at work and enhancing worker health and wellbeing.

Manual handling and job-related risk assessments continued, with focus groups working to identify risks and solutions. This will continue into 2017-18.

Eight staff members completed the engineering modules of the Institute of Brewing and Distilling Diploma Engineering.





SPONSORSHIP

In August 2016, Coopers signed the largest sponsorship agreement of its 154 year history when it became the official beer and cider partner for the Australian Open tennis tournament.



The Australian Open is one of four Grand Slam tennis events in the world and attracts global attention for the two week event held in Melbourne each January.

The agreement, which runs for up to five years, means Coopers' beers are exclusively served at this iconic event as well as at lead-up tournaments in Brisbane, Sydney, Adelaide, Hobart and Perth.

Highlights:

- Record sales – a 14.7% increase in Coopers products vs Heineken, in the prior year
- An expanded product range, offering fans the choice of Original Pale Ale, Premium Lager and Cider
- Strong above-the-line campaign with 'Open Australian'
- Record middle Saturday crowd of 82,909
- Patron research indicated 11% of male and 5% of female attendees are more likely to purchase Coopers product following our sponsorship
- Overall positivity towards having an Australian Made, Australian Owned beer sponsor



Coopers' other major national sponsorship agreements included:

- The national Supercars series, with Coopers holding exclusive pourage rights for beer and cider products
- The ISPS Handa Women's Australian Open, which attracts women golfers from around the world

Coopers also supported:

The Fringe, WOMADelaide, The Garden of Unearthly Delights and the Adelaide Festival
 Melbourne and Sydney Comedy Festivals
 Ballarat Beer Festival
 Coopers Malthouse Theatre in Melbourne

Woodford Festival Queensland
 Coopers Stadium at Hindmarsh
 Norwood Football Club
 The Darwin Festival
 Country race meetings at Balaklava, Penola, Millicent, Naracoorte and Gawler





MARKETING

SPARKLING ALE

Coopers turned to the big screen as part of a national campaign in late 2016 to promote Coopers Sparkling Ale.

The advertisement was backed by Billy Joel's hit song 'Just The Way You Are' and was shown in cinemas around Australia.

The campaign also covered digital, print and outdoor formats across the country featuring the tag lines "Hasn't, Couldn't, Wouldn't" and "Unchanged and Family Owned Since 1862."

**CONSISTENCY
IS A FAMILY
QUALITY.**

UNCHANGED AND FAMILY OWNED SINCE 1862





GABS

Coopers continued its support for the Great Australian Beer SpectAPulars (GABS) in Melbourne, Sydney and Auckland.

As part of GABS, Coopers offered tastings of 2016 Vintage Ale, Original Pale Ale, Sparkling Ale, Mild Ale 3.5, Dark Ale and Best Extra Stout, as well as giving away ten rare 2014 Vintage Ale box packs.





PREMIUM BEVERAGES

Premium Beverages continued its strong performance in 2016–17.

Total beer sales rose 4.9% to a record 60.8 million litres, up from 58.0 million litres, while profit before tax was 11% over budget at a record \$7.3 million.

Sales increased in every state in which Premium Beverages operates, with growth in the national accounts up 8.0% and independent liquor store sales up by 2.5%.

Sales of packaged beers rose 5.6%, while draught beer sales rose 1.1%.

In New Zealand, necessary price rises significantly impacted sales, which declined by 12.9% in what is a very competitive and low-growth market. Coopers brand products fell 14.3%, while Sapporo dropped 9.7%.

The introduction of Brooklyn in New Zealand, however, has been successful with sales growing 61.1% above the previous year.

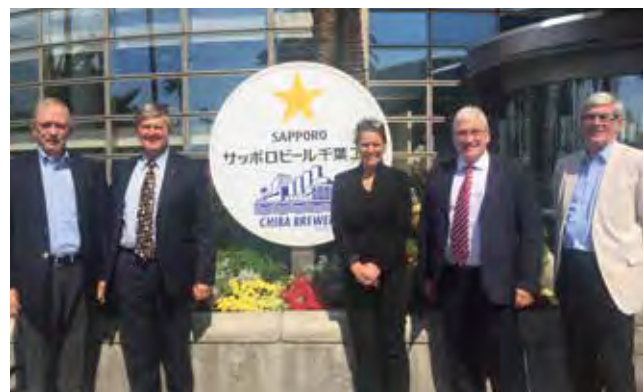


PARTNER BRANDS

Partner brands performed strongly, led by Brooklyn with sales growth of 35.3% for the year, Carlsberg up 24.8% and Sapporo up 22.3%. The Olympic Brewery brands, Mythos and FIX Hellas, achieved growth of 12.7%. Thatchers continued its strong performance with sales increasing 8.0%. Kronenbourg 1664 sales fell 10.1%.



At the invitation of the Chairman of Sapporo Holdings, Mr Kamijo, the directors of Coopers visited Japan in April to meet with the Chairman and senior management of Sapporo, including the Managing Director, Mr Oga. A Coopers Board meeting was held at the former brewery site of Ebisu in Tokyo, and the Board was also taken on trade visits and a tour of Sapporo's Chiba Brewery.



VINTAGE ALE

Coopers marked the launch of its 2016 Extra Strong Vintage Ale with special events in Sydney, Melbourne, Adelaide and, for the first time, Perth.

The 2016 release prominently featured hop selection, with Astra, Melba and Northern Brewer affording bitterness and aroma, while dry hopping with Styrian Goldings and Cascade provided added complexity and delicate aroma notes.

The 2016 Vintage Ale is the sixteenth in the series, dating back to 1998. Setting itself apart from most beers, Vintage Ale is designed to further develop in the bottle over the years.





AIRPORT ALEHOUSE

The revamped Coopers Alehouse at the Adelaide Airport was officially opened in September 2016 by Tim Cooper and the Chief Operating Officer of operating partner Delaware North, Kieran Fitzpatrick.

The million-dollar revamp features a large, open lounge, and dining areas with views across the city towards the Adelaide Hills. The licenced facility offers a broad selection of Coopers products, including international partner beers, and a menu that showcases fresh South Australian produce.

Originally established in 2005 with the opening of the new Adelaide Airport terminal, the venue is one of a new generation of Coopers Alehouses, and, given its prime location at Adelaide's major tourist gateway, attracts thousands of visitors each week.

NEW PRODUCTS

BEERS

To celebrate the appointment as official beer partner for the Australian Open in November, Coopers launched **Legends Summer Lager** – an easy-drinking, full malt flavoured lager in a sleek, 355ml slim-style can.

Each can featured one of twelve anecdotal stories and facts about the Australian Open, with the limited edition release sold exclusively by the Endeavour Drinks Group, through their Dan Murphy and BWS stores.

In October, Coopers released the limited edition **Family Secrets Amber Ale** which was available on tap through selected hotels across Australia.

The release underlined Coopers' credentials as Australia's original craft brewery, while also aiming to help the on-premise market drive customer traffic by offering a unique product.

Family Secrets Amber Ale followed the limited edition launch of Brew A IPA in April 2016.

A **limited-release 440ml can of Dr Tim's Traditional Ale** was introduced in August to celebrate Tim Cooper's 60th birthday.



PACKAGING

In November, **Coopers Premium Lager** and **Coopers Premium Light** were repackaged and relaunched in 355ml green glass bottles.

The clean, contemporary packaging underlines the premium quality of the beers and helps them stand out in the market. The new green bottle for Coopers' lager range creates a distinction from the traditional ale range, which continues to be sold in brown glass.



DIY BEER

Reviving the brewery's earliest successful push into lagers, Coopers launched the **Golden Crown Lager DIY Brewing Extract** in October.

Designed for Coopers DIY kits, Golden Crown is part of the Thomas Cooper's Selection range of extracts and celebrates Gold Crown Lager, the first lager made by Coopers in 1968.





NON-ALCOHOLIC

Coopers non-alcoholic beer sales remained unchanged during the year, although this was skewed due to Birell cans being withdrawn from the market. Birell bottle sales increased by 3% with Holsten 0.0% sales remaining steady on last year's figures following a restructure of distribution arrangements.

While this restructure initially had a negative impact, it ultimately resulted in strong second-half sales which are expected to continue into the coming financial year.

DIY BEER

DIY Beer enjoyed strong domestic sales with Coopers branded extracts increasing 4% whilst generics jumped by 25% and contract packing rose 19% for the year.

However, the devaluation of the British pound following the Brexit announcement resulted in our UK prices increasing 15%, which had a significant impact on Coopers' DIY Beer export business.

At the same time, UK competitors took the opportunity to cut prices, further widening

the price differential. This was a major contribution to Coopers' exports falling nearly 14% for the year.

The net result was that DIY Beer sales were down 4% for the year.

MALT EXTRACT

Total malt extract sales in 2016-17 rose 1% over the previous year.

While domestic sales declined marginally by 1%, this was balanced by a 14% rise in exports, mainly to the Japanese and South Korean food markets.





BREWART

BrewArt was launched into the Australian market in August 2016 with results for the first year in line with expectations, as more than 1,000 units were sold online and through retail partner Harvey Norman.

Sales of BrewPrints, which provide measured ingredients to produce a range of different beer styles, indicated strong use by BrewArt owners.

Sales of the BeerDroid, the world's first fully automated brewing system, are running around 10% ahead of the BrewFlo dispenser (which pours fully carbonated beer without the need for carbon dioxide).

Further developments and enhancements of the BrewArt system are currently being pursued.





MORGAN'S

Morgan's continued its growth with an overall 1% increase in sales revenue, and an expanded footprint.

Morgan's beer kit sales recorded a solid 11% growth year-on-year, helped along by two new Morgan's ultra-premium products, coupled with strong growth through local home-brew stores driven by consumer focused offers.

While sales of Coopers' traditional range via Morgan's declined as sales shifted to supermarkets, the Thomas Cooper range grew 69% and brewing accessories increased by 7%.

Morgan's continued to manage the fulfilment of the Coopers DIY online store, whilst adding the BrewArt store, taking the number of online orders shipped to 10,500, an increase of 19%.

MR BEER

Mr Beer continued to be affected by the downturn in retail sales through bricks-and-mortar stores in the USA. While sales through online suppliers such as Amazon are rising these sales are not yet balancing the reduced trade through traditional retailers.

Coopers is confident that the Mr Beer business will pick up again this year.

The launch of BrewArt in the US later in 2017 – which will be sold through Mr Beer – is also expected to assist this renewed growth.

AWARDS

BrewArt, released to the market in August 2016, headlined the company's list of award wins this year. The pioneering home-brew system won a Canstar Blue 2016 Innovation Award for Innovation Excellence for appliances.

Canstar Blue is Australia's largest services and product comparison site, and in making the award, judges praised the BrewArt for its ability to provide beer lovers with the opportunity to "accurately and conveniently experiment with their favourite drinks at home."

Once again, Coopers continued its success in the annual Australian Liquor Industry Awards (ALIA) with Coopers Original Pale Ale being named Australia's best full strength beer for the ninth time in 10 years.

Coopers was also named the best-marketed beer or cider, while Sparkling Ale was highly commended in the premium domestic section, and Coopers Mild Ale highly commended in the mid and low-strength beer sections.



LONG SERVICE AWARDS

Each year, we honour and congratulate employees who have achieved long service with the company.

Chris Gregory	Packaging	40 years
Scott Harris	DIY Products	35 years
Peter Ionni	Distribution	30 years
David Hindmarsh	Sales	30 years
Simon Fahey	Operations	30 years
Mark Weeks	Packaging	30 years
Ian Ward	Engineering	25 years
Andrew Ritter	Packaging	25 years
Graham Lehmann	Distribution	25 years
Jamie MacDonald	Brewing	25 years
Richard Arbon	Brewing	20 years
Geoff Pevreall	Sales	20 years



SHAREHOLDERS

We welcomed to the register four new shareholders and farewelled four.

The total number of shareholders remains at 171 with 92% related by birth or marriage to the founder, Thomas Cooper. A total of 23 shareholders participated in the dividend reinvestment plans in December, with the issue of 3,098 shares at \$368 per share, and 22 reinvested dividends in June with the issue of 3,062 shares at \$375 per share, for a combined total value of \$2.288 million.

Eleven shareholders purchased 400 shares at \$375 per share in the June Share Purchase Plan, aimed at assisting smaller shareholders to increase their holdings.

No buyback was offered this financial year, and, as a result, the total number of shares increased to 1,163,328 which is 190,030 shares less than in 2005.

Third generation: (Estate) 7%

Fourth generation: 55%

Fifth generation: 28%

Sixth generation: 2%

Held outside the family: 8%

155TH ANNIVERSARY

In May 1862, Thomas Cooper first started brewing beer from his home in Norwood. In March this year, the Directors invited shareholders to celebrate the 155th anniversary of the founding of Coopers, where over 100 members and partners enjoyed fine dining under the stars in the grounds of the Brewery.



VALE

It is with sadness that we farewelled Stephanie Jane Cooper, Ray Reynolds, Mary Henderson, Geoff Piper and our former company solicitor Bob Piper AO. In their unique style, all of those who passed away were passionate about the company and the family, and will be sorely missed by the Coopers community.



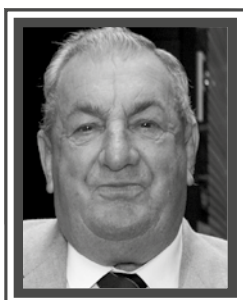
Stephanie Jane Cooper



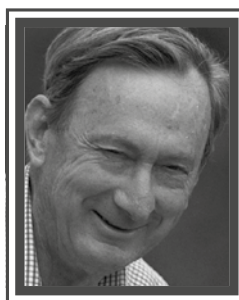
Ray Reynolds



Mary Henderson



Geoff Piper



Bob Piper



SIXTH GENERATION

In December, the company hosted its second information evening for sixth generation members.

Around 40 of the new cohort attended to hear Cam Pearce, and Mel and Tim Cooper outline the latest events of the company, and provide valuable insight into the history of the brewery and lives of the generations who have gone before them. The information session was then followed by a beer tasting challenge.



FOUNDATION

The Foundation had a very successful year with a distribution to 23 charities of \$509,190, taking the total distributed since inception in 2006 to \$4.178m across 250 charitable projects.

The Foundation's income continues to be derived from non-operational fundraising efforts of the brewery including tours, special events, recycling of waste materials and donations from corporate partners, shareholders, staff and members of the public.

The fundraising highlight of 2016-17 was the Foundation Golf Day which raised over \$108,000 for Youth Opportunities and Operation Flinders Foundation. Thirty teams took part in the event with thirteen corporate hole sponsors.

Other key areas of valuable fundraising this year included:

Donations	\$224,000
Recycling	\$37,000
Tours	\$46,000
Investment Income	\$155,000

A key initiative introduced by the Foundation in March was the Sustainable Giving program which runs in conjunction with the Foundation's general applications.

An eligible charity will be awarded \$150,000, paid over three years. One new charity will be chosen each year, and by 2019 the Foundation will be supporting three organisations simultaneously under the program.



This year's program invited applications from the aged care, medical research and health care sectors with 74 applications received. The Foundation's Governors selected six finalists to present a submission for evaluation in September 2017.

In 2018, the beneficiary will be selected from the family and community sector, while the 2019 charity will be one dedicated to youth education.

The Foundation Investment Committee continues to administer the Corpus which stands at \$4.3 million. The portfolio represents a diverse mix of securities and shares, together with our first investment in South Australia's Aspire Social Impact Bonds. The bond will raise private capital to fund the innovative Aspire Program, designed to make a lasting difference to the lives of people experiencing homelessness in Adelaide.

Chair of the Foundation, Melanie Cooper, continued her participation in the Prime

Minister's Community Business Partnership, including work on the Social Impact Investing sub-committee, and taking part in the judging panel for Community and Philanthropy's Partnership Week. In March, the Foundation welcomed the appointment of Briony Neindorf as Executive Officer, replacing Ginta Orchard who had managed the position for six years. Briony has served 22 years with Coopers and brings a strong knowledge of the company, the family and Coopers' core values to the role. The Governors are appreciative of the commitment and dedication Ginta brought to the Foundation.



Briony Neindorf,
Executive Officer,
Coopers Brewery Foundation



GUIDING PRINCIPLES

The Guiding Principles were developed in 2008 in response to an employee survey, identifying the need for an internal code of ethics at Coopers. These values are broadly based on how we behave, make decisions and interact with our colleagues, customers and suppliers, and are required for us to achieve our long term goals, provide a happy and productive workplace, and be the standard by which other companies are measured.

Passion

We show enthusiasm for our products, our heritage and our Coopers community. We are hospitable, and conscientious in our pursuit of progress and personal achievement.

Respect

We demonstrate empathy, fairness and humility, whilst valuing the difference and dignity of the individual. We show respect to our suppliers and customers.

Responsibility

We are trustworthy, answerable and accountable to each other, our customers, our shareholders, and the community.

Consistency

We pursue our roles by working reliably to achieve consistently good results and quality outcomes.

Service

We serve our colleagues and customers, having regard for the inter-dependency of departments and needs of our organisation.

GUIDING PRINCIPLES AWARDS

During performance reviews, employees are invited to describe how they apply the Guiding Principles within their role at Coopers, and at the end of the year, those who have best demonstrated the values are recognised in the Guiding Principle Awards as voted by their peers. This year, their achievements were celebrated by management at a cricket match at Adelaide Oval.

This year's recipients were:

Alana Calder and Brad Grunert – Finance

Chris Carter and Darren Leopold – Brewing

Janie Zimmermann
and Gurpreet Brar – Operations

Danny McKechnie and
Craig Lehighoinen – Packaging

Mark Elverd and Gilbert Bruton – Engineering

Kate Greenwood –
Brewing
Products

Rocco Musolino and Frank Perrotta – Distribution

Phillip Farrer and Tammy Mitchell –
Sales and
Marketing





CHEERS To close out another successful year, we raise a glass to our staff, our shareholders, and, of course, all loyal Coopers devotees throughout Australia and across the globe.



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