



9 February 2017

The Manager-Listings  
Australian Securities Exchange Limited  
Exchange Centre  
20 Bridge Street  
SYDNEY NSW 2000

*Via electronic lodgement*

Dear Sir / Madam

**BRAMBLES ANNOUNCES ORGANISATIONAL REALIGNMENT AND CHANGES TO EXECUTIVE LEADERSHIP TEAM**

Please see the attached announcement in relation to the above.

Yours faithfully  
**Brambles Limited**

**Robert Gerrard**  
Company Secretary

## Brambles Announces Organisational Realignment and Changes to Executive Leadership Team

**Sydney – 9 February 2017:** Brambles Chief Executive Officer Designate, Graham Chipchase, today announced a realignment of Brambles' organisational structure and consequential changes to the Brambles Executive Leadership Team ("ELT"), to take effect from 1 March 2017.

### Organisational realignment

Mr Chipchase said: "Over the past five months, and particularly since I joined Brambles at the beginning of January, I have been able to visit our major operations and offices and meet many of our senior executives and managers across the Group.

The changes I announce today reflect the following important considerations:

- a flattening of the organisational structure to enable me to be closer to the businesses and to achieve greater consistency of approach across the Group;
- a streamlining of reporting lines in the functions;
- the importance of BXB Digital to our future plans; and
- the continuation of Brambles' supply-chain solutions strategy."

Under the new structure, CHEP operations will be managed as four regions with the Presidents of those regions reporting to Mr Chipchase.

- Pallets Asia Pacific, comprising pallet operations in Asia Pacific and the Pallecon Asia Pacific business.
- Pallets Europe, Middle East & Africa (EMEA), comprising pallet operations in Europe, Middle East, Africa and India and the Pallecon EMEA business, in addition to the Global Automotive business;
- Pallets Latin America, comprising pallet operations in Latin America; and
- Pallets North America, comprising pooled pallet operations in Canada and the USA, the CHEP Recycled business and the Pallecon North America business.

As a result of these changes, the divestment of CHEP Aerospace in December 2016 and the formation of the Hoover-Ferguson Group Joint Venture in October 2016, Brambles' Containers operations will no longer form a separate segment. There will be no changes to the IFCO RPCs business structure or management.

### Executive Leadership Team

Reflecting this realigned structure, Brambles' ELT will comprise the following executives:

- Graham Chipchase, Chief Executive Officer
- Nessa O'Sullivan, Chief Financial Officer
- Jean Holley, Chief Information Officer
- Nick Smith, Group Senior Vice President, Human Resources
- Wolfgang Orgeldinger, Group President RPCs
- Mike Pooley, President, CHEP Pallets Europe, Middle East & Africa
- Kim Rumph, President, CHEP Pallets North America
- Phillip Austin, President, CHEP Pallets Asia Pacific
- Carmelo Alonso-Bernaola, Senior Vice President, Global Supply Chain
- Prasad Srinivasamurthy, President, BXB Digital
- Robert Gerrard, Group Vice President, Legal and Secretariat

The President of Pallets Latin America will report to Mr Chipchase, but will not be a member of the ELT.

The biographies of all ELT members are set out in Annexure A.

Mr Chipchase said: "I am pleased to be able to add to the ELT a number of skilled and experienced executives from within the business to supplement the existing high quality executives already on that team. I look forward to working with them to drive our financial and operational success into the future."

As a result of these changes, Peter Mackie and Jason Rabbino will both be leaving Brambles.

Mr Mackie will depart Brambles at the end of March. However, he will continue to work with Mr Chipchase on an advisory basis on a number of strategic programs, until the end of September 2017. Mr Rabbino will continue to oversee the Group Strategy function, before departing Brambles during mid July 2017.

Mr Mackie has served Brambles and CHEP with distinction for more than 15 years, most recently as Group President, Pallets from March 2013. Since joining Brambles in 2001, he has served in regional, operational and functional leadership roles of increasing seniority. Under his leadership, the Pallets segment has grown strongly, with the launch of new product lines, entry into new markets, a greatly improved set of customer satisfaction results and outstanding improvements in Zero Harm performance. He has developed a leadership team that is ready to take the business forward as he moves on with his executive career outside Brambles.

Mr Rabbino has served as Group President, Containers since joining Brambles in May 2012, and held the additional role of Brambles' Head of Group Strategy, Innovation & Sustainability from June 2014. During his tenure, he grew and developed the Containers businesses, supported Brambles' portfolio optimisation and helped position Brambles as a recognised leader in the areas of innovation and sustainability.

Mr Chipchase said: "Although I have been with Brambles only a short while, the significant contribution Peter and Jason have made to Brambles is clear to me so, on behalf of the Company, I want to thank them for their outstanding service. They have our very best wishes for the future."

**For further information, please contact:**

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**Brambles Limited** (ASX:BXB) is a supply-chain logistics company operating primarily through the CHEP and IFCO brands. Brambles enhances performance for customers by helping them transport goods through their supply chains more efficiently, sustainably and safely. The Group's primary activity is the provision of reusable unit-load equipment such as pallets, crates and containers for shared use by multiple participants throughout the supply chain, under a model known as "pooling". Brambles primarily serves the fast-moving consumer goods (e.g. dry food, grocery, and health and personal care), fresh produce, beverage, retail and general manufacturing industries, counting many of the world's best-known brands among its customers. The Group also operates specialist container logistics businesses serving the automotive sectors. Brambles has its headquarters in Sydney, Australia, but operates in more than 60 countries, with its largest operations in North America and Western Europe. Brambles employs more than 14,500 people and owns more than 550 million pallets, crates and containers through a network of more than 850 service centres. For further information, please visit [www.brambles.com](http://www.brambles.com).

**ANNEXURE A – Executive Leadership Team Biographies**  
**Reflecting positions as at 1 March 2017.****Graham Chipchase****Chief Executive Officer**

Joined Brambles at the beginning of January 2017 as Chief Executive Officer Designate. Prior to Brambles, Graham was Chief Executive Officer of Rexam plc, one of the world's largest consumer packaging companies, from 2010 to June 2016. Before becoming CEO, Graham first joined Rexam in 2003 as Group Finance Director and then moved to become Group Director of Plastic Packaging, where he refocused the plastics packaging division. Graham left Rexam in June 2016, after Rexam was successfully acquired by Ball Corporation. Graham is also a Non-Executive Director of AstraZeneca plc and chair of its Remuneration Committee, and also a member of the Worldwide Board of Directors of Enactus. He holds a MA (Hons) Chemistry, Oriel College, Oxford and is a fellow of the Institute of Chartered Accountants in England and Wales.

**Nessa O'Sullivan****Chief Financial Officer**

Joined Brambles in October 2016 as Chief Financial Officer Designate and became Chief Financial Officer on 17 November 2016. Prior to Brambles, Nessa worked for ten years with Coca-Cola Amatil, including as Group Chief Financial Officer from 2010 to May 2015, and as Group Chief Financial Officer for Operations and Chief Financial Officer for Australia and New Zealand. Nessa began her career in the audit practice with Price Waterhouse in Dublin, also working in New York and Sydney, before moving to Tyco Grinnell - Asia Pacific as a Financial Controller. She then joined PepsiCo where she held a number of senior functional roles over a 12-year period, including five years as Regional Chief Financial Officer, South Pacific Region for Yum! Restaurants International. Nessa is a Fellow of the Institute of Chartered Accountants in Ireland, a graduate of the Australian Institute of Company Directors and holds a Bachelor of Commerce (Hons) degree from University College Dublin.

**Carmelo Alonso-Bernaola****Senior Vice President, Global Supply Chain**

Joined Brambles in 1992 and was appointed Senior Vice President Supply Chain for CHEP's global operations in February 2011. At Brambles, Carmelo has served in a range of Supply Chain roles, ranging from Quality Manager in Iberia, Logistics Director for South Europe, Vice President Logistics Europe, Senior Vice President Supply Chain Europe to his current global role in Supply Chain. Carmelo is a Spanish citizen, and holds an Agro-industrial Engineering degree from the Universidad Politécnica of Madrid. He also holds a Master of Business Administration degree from IE Business School, Madrid, and a Diploma of Manufacturing and Production Management.

**Phillip Austin****President, CHEP Pallets Asia Pacific**

Joined Brambles in 1989 and became President CHEP Asia Pacific in October 2014, having previously held the positions of President CHEP Australia and New Zealand and President CHEP Australia. Phillip has held a variety of senior roles across Brambles, including Chief Financial Officer of the Brambles Transport Group, Chief Financial Officer of CHEP Australia, Operations Manager for Wreckair Hire, and executive roles in the CHEP Australia business responsible for Sales, Asset Management and Business Development. Phillip is a board member of Enactus Australia and an Ambassador for the National Association for Women in Operations (NAWO). He holds a Bachelor of Economics and a Masters of Logistics Management, both from the University of Sydney.

**Robert Gerrard****Group Vice President, Legal and Secretariat**

Joined Brambles in 2003 as Senior Counsel, Brambles Group and was appointed Group Company Secretary in February 2008. Prior to joining Brambles, he was General Counsel and Company Secretary of Roc Oil Company Limited; Group Legal Manager, Cairn Energy plc; General Counsel and Company Secretary of Command Petroleum Limited; and a solicitor and senior associate with Allen Allen & Hemsley. He holds a Masters of Law from the University of Sydney and Bachelor of Science and Bachelor of Law degrees from the University of New South Wales. He is a Solicitor of the Supreme Court of New South Wales.

**Jean Holley****Chief Information Officer**

Joined Brambles in September 2011 from telecommunications services company Tellabs Inc., where she was Executive Vice President & Chief Information Officer. Previously, Jean held roles including Vice President & Chief Information Officer at building materials group USG Corporation and senior information technology and information systems roles at environmental services company Waste Management Inc. Jean is also a member of the Board of Directors for VASCO Data Security International, Inc. She holds a Master of Science degree in Computer Science & Engineering from the Illinois Institute of Technology and a Bachelor of Science degree in Computer Science & Electrical Engineering from the Missouri University of Science & Technology.

**Wolfgang Orgeldinger****Group President, RPCs**

Joined Brambles in 2011, following Brambles' acquisition of IFCO Systems, after having worked at IFCO since 2000. Wolfgang became Group President, RPCs in August 2013. Prior to that he had served as Chief Operating Officer of IFCO from January 2002 to August 2011 and Chief Information Officer, with responsibility for e-logistics and IT, from December 2000 to January 2002. Before joining IFCO, Wolfgang was a member of the Executive Board at Computer 2000, a European IT distributor, and held various executive roles. Prior to that, he worked for nine years in management positions at Digital Equipment. He holds a Master of Business Administration from the University of Bayreuth, Germany.

**Michael Pooley****President, CHEP Pallets Europe, Middle East & Africa**

First joined Brambles in 2002. Michael became President CHEP EMEA in February 2017, having previously held the following positions within Brambles: President CHEP Europe; Senior Vice President Sales and Customer Operations, CHEP USA; Managing Director, CHEP UK & Ireland; and Vice President European Key Accounts. Before joining CHEP in 2002, Michael held management roles within the BOC Group and, between 2013 and 2015, he worked for Exova Group Plc as Managing Director Europe and a member of the executive leadership team that took the company through an IPO to float on the London Stock Exchange in 2014. Michael is a chartered mechanical engineer and has a Master of Business Administration degree from Henley Management College.

**Kim Rumph****President, CHEP Pallets North America**

Joined Brambles in 2006 and became President, CHEP North America in 2013. Prior to this role, Kim held a variety of leadership positions within Brambles, including President, CHEP USA and Brambles Group Vice President, Global Acquisition Integration. Previously, she spent twelve years in supply chain roles with the General Electric Company and U.S. Steel. Kim serves on the US Chamber of Commerce Board of Directors, the Rubicon Global Board of Directors and the Corporate Advisory Board of the Initiative for Global Environmental Leadership at Wharton Business School. She holds a Bachelor of Science in Environmental Science from Auburn University, USA.

**Nick Smith****Group Senior Vice President, Human Resources**

Joined Brambles in November 2007. Previously, Nick held the position of Group Human Resources Director at Inchcape, the international automotive retail group. Prior to this, Nick spent a number of years in the telecommunications industry, firstly with British Telecom and then with Cable & Wireless. During this period, Nick spent three years working for Cable & Wireless Optus in Australia, where he was Human Resources Director. He has also worked for KPMG and Macquarie Bank. Nick is a qualified management accountant, has a Bachelor of Science (Economics) degree in International Politics and a Master of Business Administration degree.

**Prasad Srinivasamurthy****President, BXB Digital**

Joined Brambles in March 2016 as the President of Brambles' new Silicon Valley-based business, BXB Digital. As President, BXB Digital, Prasad is responsible for ideating and building innovative digital supply chain products in collaboration with Brambles' businesses and customers. Before joining Brambles, Prasad was Senior Vice President of Internet of Things and Customer Innovation at SAP, where he led a global organization in building and commercializing new digital innovations. Prior to that Prasad held a variety of executive roles through which he created and scaled new revenue streams for innovative software products in Customer Relationship Management and Supply Chain Management. He holds a Masters degree in Computer Science from University of Southern California and a Master of Business Administration degree from the University of California, Berkeley.