



P.o.P (POWER OF PRINT)
SUMMIT '23

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KNOWLEDGE
CLASS NOTES**



About the Visual Media Association

The Visual Media Association (VMA) is the recognised peak industry body for the paper, print, publishing, mail, packaging, graphic design, distribution, and media technology industries in Australia, operating for over 141 years.

A registered organisation with direct signatory to the nine (9) Awards across the industry and membership, the VMA is the largest print and visual media industry body, committed to building a stronger united leadership to deliver the goals of our members. United, we will lead strong advocacy, government advisory, skills and training programs, protection, and promotion of our industry channels and more to ensure our members’ businesses operate within a future-proofed strategy for success.

RICOH
imagine. change.

The Visual Media Association thank our partners, Ricoh Australia, Ball & Doggett, Media Super, Sprinter and Australia Post for their support.

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media
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P.o.P (POWER OF PRINT) SUMMIT 2023

CLASS NOTES

The Visual Media Association and Ricoh Australia, along with our sponsors, welcome you to the P.o.P (Power of Print) Summit 2023 Class Notes.

A guide exploring the speakers and content from the Summit sessions and to use when considering the ongoing learnings, knowledge sharing and application to your business success.

For the presentation content go to:
www.visualmediaassociation.org.au/resources/pop-summit/

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SUSTAINABLE PACKAGING

The Current Landscape of Sustainable Packaging: Impact, Change and the Future State



Zaidee Jackson
National BDM, Sustainable Packaging, Ball & Doggett

With a passion for the paper, print and design industries, Zaidee has thrived in a career spanning over 27 years within sales and marketing. An advocate for the industry, Zaidee is multifaceted in her engagement with stakeholders, driving commercial outcomes for business.



Ralph Moyle FAIP, CPP
Education Coordinator, Australian Institute of Packaging

Ralph is a certified packaging professional, a Fellow of the Australian Institute of Packaging, as well as a past president and their current education coordinator. Ralph has a range of senior management experiences in packaging, operations, technical and quality assurance across consumer goods businesses.



Chris Foley
CEO, Australian Packaging Covenant Organisation

As APCO's CEO, Chris leads the development and execution of strategies that bring business, governments and industry together to design, use, recover, reuse and recycle packaging to improve waste, climate, water, material, chemical and social impacts.



Matt Bowman
Production Director of Print and Content, Made by Weave

With over 20 years in the design and print industry, Matt has had the pleasure of working with a vast array of nationally and internationally recognised brands. Earning his stripes as a graphic designer, Matt has worked in a variety of roles across the creative industries.

“Packaging serves a purpose. It has to be fit for purpose.”

Chris Foley, CEO – Australian Packaging Covenant Organisation

The packaging industry is undergoing a once in a generation reform, embracing an adoption of evolving improvements from technical, chemistry, regulatory, recyclable, reduced carbon in manufacture and more, while meeting consumer needs across food, safety and product distribution. Change is upon us and the decisions we collaboratively make now will form part of the new sustainable packaging world.

Brands that are designing and overseeing the production of their packaging themselves are evolving with greater pace.

It is these brands, working with their production partners, that:

- Understand their responsibilities across current packaging regulations and goals
- Articulate their sustainable identity in alignment with their brand
- Integrate new sets of values such as inclusivity, transparency and technology
- Adopt circular economy innovation and leadership

Stronger regulations are coming from the government.

Covenant is 24-years-old and voluntary, review of the relevance of the covenant is in progress with government, APCO, industry and consumers.

National Environmental Protection Measures (NEPMS) are being reset from 2026 with a special set of national objectives designed to assist in protecting or managing a particular aspect of the environment.

It is likely that there will be design mandates - industry will be made responsible for packaging compliance, removal of harsh chemicals, new packaging solutions to include food waste reduction and recycling, and a national roadmap for all to build upon.

Who is APCO?

APCO is the entity in charge of managing and administering the Australian Packaging Covenant (the Covenant), which is a national regulatory framework under the National Environment Protection (Used Packaging Materials) Measure 2011 (NEPM). This framework defines the collective responsibility shared by governments and businesses across Australia in managing the environmental impact of packaging.

There is a strong government, industry, and consumer vision for Australia’s Packaging system beyond 2025 under strengthened regulations:

Frameworks and Funding

1

- Centralised administration
- Funding
- Transition pathway

Governance

2

- Nature of organisation
- Composition of Board
- Reporting and review

Outcomes and Targets

3

- Circular design
- Collection and recycling
- End markets

Compliance and Enforcement

4

- Compliance monitoring
- Enforcement
- Cost of compliance

Packaging System Integrity

5

- Data system
- Standards
- EPR Code of Conduct

APCO Member views about a new regulatory system have great opportunity for collaborative success:

- 85% support a single scheme administrator
- 82% support the administrator being independent of government
- 78% support Governments retaining enforcement powers
- Significant support for other ESG elements in the design rules, particularly GHGs
- 84% support mandatory EPR schemes
- Strong support for recycled content targets

Plastic are out. Fibre is in.

The firm trend, globally and locally, across government, brands and consumers.

Mandated Targets and Design Standards

Drivers for new National Packaging Targets are expected to include:

- Waste diversion
- Increase recycled content
- Reduced Greenhouse Gas emissions
- Hazardous chemical elimination
- Packaging standards (Recyclable, Reusable, Compostable)

Drivers for new packaging design standards expected to include:

- APCO Sustainable Packaging Guidelines
- Globally benchmarked
- CFLEX for flex plastics
- Consumer Goods Forum (Golden Design Rules)
- Support National Packaging Targets (once confirmed)
- Whole of value chain taken into account (Is there an end market? GHG? Chemicals, water, etc.)

Discussion Panel Key Takeaways

- The landscape changes and will continue to change in the next 4-5 years.
- Relationship and trust: without it, it doesn't work.
- Creating a partnership with paper suppliers is an extension of agencies.
- When looking at suppliers, it's about who is going to have the most sustainable result, and quality.
- Just because you say its recyclable doesn't mean it is.
- Mandated design standards need to change.
- If you're getting a brief and it doesn't have any of the sustainability "items", you have a problem.
- You're allowed to push back to the client.
- Information is king: you need transparency with the client.
- The label tells a story – it immediatly talks to the consumer.
- There needs to be more education on adhesives – where is it being applied?
- How do I separate the label from the substrate it was attached to?
- Industry is anticipating the new national packaging targets and the key reforms will include: material roadmaps, communicating to government, and industry collaboration.

All will lead to new guidelines and regulations.

Top 5 things coming your way:

1. No added PFAS (forever chemicals that don't go away or recycle) in materials and packaging.
2. Certification and standards including: PEFC, FSC and AS standards for certificated compostable and more.
3. Incorporating PCR content wherever possible and certifying the content for your customers to meet their ESG reporting.
4. Moving to more mono material, recyclable packing, and knowing the provenance such as sustainable forestry, modern slavery act and more.
5. Being able to meet the new Australian pulpability thresholds.

SUPERANNUATION

Get Your Superannuation Working for You



Michael Schultz
Senior Employer Engagement Manager

Michael has been working in the superannuation industry for over 16 years across a number of different Industry funds. He has been with Media Super since 2020. Michael's focus is to make sure employers understand their super obligations as well as ensuring their administration setup is efficient.



Jeff Wallens
Senior Education Specialist

Jeff has a keen interest in demystifying and simplifying super and brings over 20 years of experience from various superannuation and financial planning roles. He came to Cbus and Media Super from the profit-to-member super industry's peak representative body, Australian Institute of Superannuation Trustees.

Media Super, the print and visual media industry super fund, explore practical information across superannuation management, including legislative changes, things to know about parental leave, and how your industry super fund works for you.

Understanding your employer obligations in paying super for employees and ways to achieve this successfully is crucial for best practice.

In addition, Media Super work through actions everyone can take to get their super working harder, such as understanding tax effective contributions, what investment choices we all have, what types of insurance we have and need, and who your super could go to if something were to happen.

It’s time for a Superannuation Health Check.

What are your super responsibilities?

Super Guarantee (SG)

- Employers must pay 11% of employees’ salary into super
- The % payable is based on Ordinary Time Earnings (OTE)
- Salary sacrifice does not reduce OTE
- Contributions must be paid at least quarterly

Ordinary Time Earnings (OTE) – what’s included?

- Casual employee shift loadings
- Performance bonus
- Christmas bonus

Ordinary Time Earnings (OTE) – what’s not included?

- Parental leave
- Travel costs

Who do you contribute super for?

Employers generally need to pay super for most employees, however, there are exceptions.

No super required if:

- Aged under 18 and working 30 hours or less per week

- Non-residents being paid for work done outside Australia
- Covered by a bilateral super agreement with another country
- Certain senior foreign execs who hold certain visas

How do you pay super?

Making contributions

- Media Super employer portal is a secure payment system
- Pay all employee super contributions through one platform, regardless of employees’ chosen super fund
- Alternatively, the ATO operates a small business clearing house
- Available to small businesses with less than 20 employees

Don’t forget about yourself

- Contributions
- Investments
- Insurance
- Beneficiary nominations

Making extra contributions

Before tax contributions (concessional)

- Employer SG (11.0%)
- Tax deductible
- Salary sacrifice

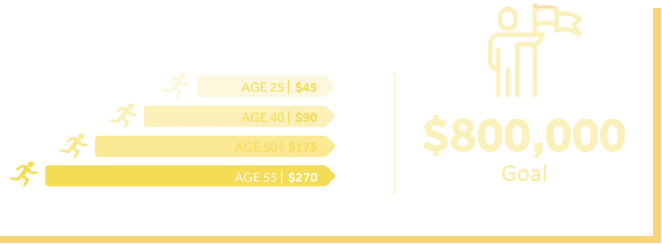
After tax contributions (non-concessional)

- Spouse contributions
- Member/personal

Other contributions

- Government co-contribution
- Downsizer (from age 55) \$300k per person

These contributions can be tax deductible.



Chip away at your goals by making small, extra contributions.

Slow and steady wins the race ...

Before-tax contributions (concessional)

- Employer, salary sacrifice & tax-deductible contributions
- 27,500 p.a.
- 15% contribution tax

Carry Forward:

If you have <\$500,000 in super at the end of the last financial year, you can “carry forward” any unused cap amounts (from 1 July 2018) and use them in addition to the annual cap. Unused cap amounts expire after five years.

After-tax contributions (non-concessional)

- Personal or voluntary contributions (where no tax deduction has been claimed)
- 110,000 p.a.
- 0% contribution tax

Bring Forward:

If you are under 75, you may be able to use the “bring forward” rule to contribute up to \$330,000 in any three-year period.

Nominating Beneficiaries

What will happen to your super if your die?

- Super does not automatically become part of an estate when someone dies
- A beneficiary is a person or people that you can nominate to receive your super in the case of your death
- A nomination can be Binding or Non-Binding

Nominating Beneficiaries

Financial Dependant(s)

A person who regularly relies on you to help pay their living expenses.

Children

Including adopted and step-children.

Legal Personal Representative

Executor of your will or the person responsible for administering your estate if you don't have a will.

Interdependent

Anyone you are in a close personal relationship with (whether or not related), you live with, and one or both of you provide the other with financial and domestic support and personal care.

Spouse

Married or de facto (of same or different sex)

LEGAL

Importation of Skilled Labour – A how to guide



Sherry Dhawan
Manager, Senior Registered Migration Agent

Sherry has been in the migration industry since 2009. She assists both corporate and individual clients with various visa types. Having extensive experience in employer and business migration, she is well aware of the skills shortage in Australian businesses and is involved in offshore recruitment for our various clients from various industries.



Amanda Wang
Registered Migration Agent

Amanda completed her Immigration Law studies at Victoria University in 2019. Amanda's deep commitment lies in helping clients achieve their Australian immigration goals. Her specialties include skilled migration, employer-sponsored visas, and family-sponsored visas.



Lisa Zhang
Registered Migration Agent

Lisa has been working in migration since 2013 and qualified as a registered agent in 2018. Lisa loves working in migration and is enthusiastic about helping her clients achieve their goals. As a migrant herself, she can empathise with clients encountering migration problems.

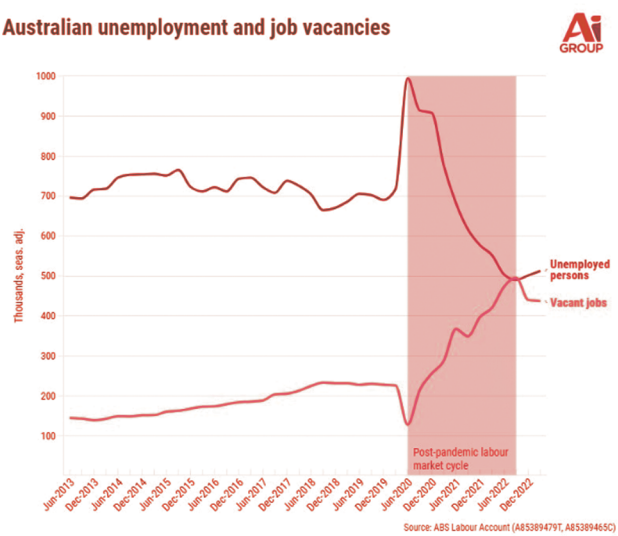
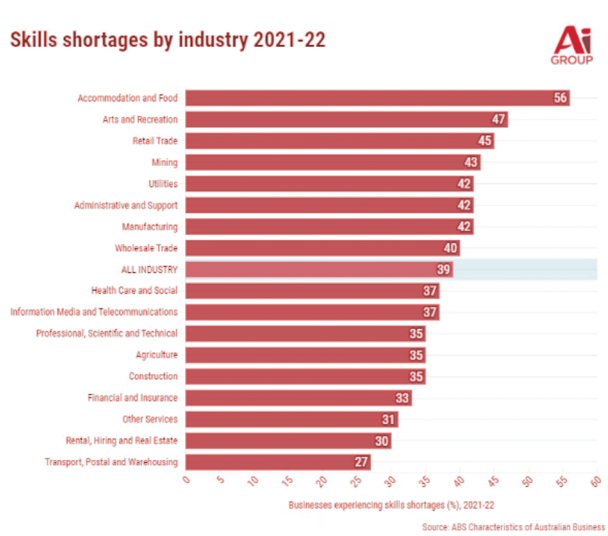
Since the global pandemic, skilled labour and population changes are delivering low unemployment rates and impacting a limited skilled labour population for businesses.

Businesses are flexing to address these limitations across skilled labour from implementing internal skills and training programs in-house, cross and up-skilling existing labour, exporting labour to virtual or off-site solutions and importing skilled labour.

When importing skilled labour there are many regulations, government compliances and legal requirements across immigration law including skills assessments and more. Understanding the existing market, how to approach importation of skilled labour and what are the key processes to consider.

Staff Shortages across Industries

- It's not just one sector of the Australian economy, it's all industries, all sectors
- 3 out of 4 printing business are still struggling
- Hospitality suffered the most because of student visas and holiday visas
- A similar sort trend was faced by the mining industry and also the retail industry
- We had more vacant positions available than unemployed people in Australia
- During Covid-19 the borders were closed so all the immigration programs that the government had were completely stopped
- Also, during Covid-19, the government announced that all temporary visa holders that were in Australia had to go back to their original countries which created a deficit of approximately 500 to 600,000 people in Australia
- Only just now in the past year does the Australian market have less positions available than unemployed people



Process for Bringing in Skilled Labour

Subclass 400 - Highly Specialised Temporary Work

- Undertake work that is highly specialised and non-ongoing
- Max 6 month stay in 12-month period
- Relevant personal attributes and employment background
- Demonstrates need to be in Australia
- Adequate means of support

Subclass 400 - Highly Specialised Temporary Work

(Skilled workers looking to enter Australia have strict requirements set in place by the Australian Federal Government)

- Application for a Standard Business Sponsorship (SBS)
- Nominate the required position (check the skills list available)
- The visa applicant makes an application for the visa

Common Visas Used by Employers

(Employer sponsored Visas)

Subclass 400

Highly Specialised Temporary Work

Subclass 482

Temporary Skill Shortage
Has Sponsorship Obligations

Subclass 417/462

Working Holiday

Subclass 407

Training

Subclass 494

Skilled Regional Employer-Sponsored

Subclass 186

Permanent Employer Sponsored

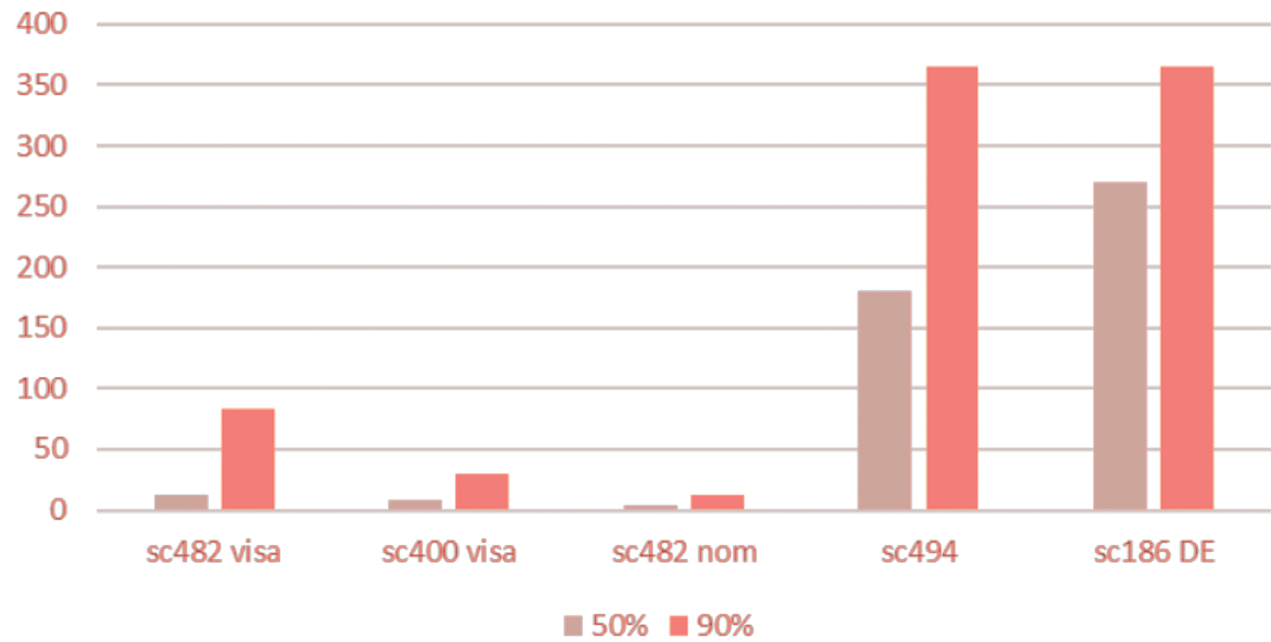
Visa Requirements

- Have a nomination lodged or approved by an approved sponsor
- Complied with previous visa conditions
- Have relevant skills, qualifications and employment background
- Meet English requirements (UK, NZ, Canada, Ireland passport-holders exempted)
- Meet health and character requirements

Nominations Requirements

- Nominate an occupation on the Short-term List (STSOL) or Medium-term List (MLTSSL)
- Labour Market Testing (LMT)
- Salary requirements – AMSR & TSMIT
- Genuine position
- TSMIT is now \$70,000 plus Super

Visa Processing Times (August 2023)



Cost of Visas and Offshore Recruitment

Indicative costs – Visas

VISAS (AUD)

Government Charges

- SBS Visa Application Charge \$420
- Nomination application charge \$330
- Skilling Australia Fund levy - \$2400 to \$7200 depending on the size of the business
- Visa application \$1455 (ST) or \$3035 (MT)

Professional fees may range from \$6000 to \$10,000.

Indicative costs – Recruitment

RECRUITMENT (AUD)

- Recruitment fee \$10,000 to \$12,000 (est.)
- Skills assessments est. \$5000 (if required)

These are for a single primary applicant.

Which Occupants in our Industry?

ANZSCO	OCCUPATION NAME	OTHER TITLES AND SPECIFICATIONS
392111	Print Finisher	Mailhouse Operator (Aus) Paper Guillotine Operator (Bookbinding)
392112	Screen Printer	Screen Printing Stencil Preparer Textiles Printer
392211	Graphic Pre-press Trades Worker	Desktop Publishing Operator
392311	Printing Machinist	Flexographic Printing Machinist Gravure Printing Machinist Label Printing Machinist Letterpress Printing Machinist Lithographic Printing Machinist Reel Fed Printer Sheet Fed Printer
392312	Small Offset Printer	Instant Printer Operator Digital Printer
711411	Photographic Developer and Printer	Copy Camera Operator Dark Room Attendant Digital Photographic Printer Film Process Operator Minilab Operator Photographic Enlarger Operator Slide Developer
899511	Printer's Assistant	N/A
899512	Printing Table Worker	Printing Bindery Assistant Printing Table Hand

SALES

Enhancing Customer Engagement: Unveiling a Framework to Upskill Salespeople

Christina Bruce
Director, Sellabilities



Christina has over 25 years' experience in sales and marketing, and has worked with teams both in a leadership and training capacity for most of her corporate career in Australia and the Asia-Pacific region.

As an enthusiastic advocate for professional development, Christina is passionate about selling as a profession and enhancing the relationship between the seller and the buyer. Her company Sellabilities has been created to help more salespeople build stronger and more beneficial relationships with their customers.

“Ask your customers to commit to doing something for you when making a sales pitch.”

Christina Bruce, Director – Sellabilities

The Formula

Clearly Defined Problems

- Customers need clearly defined problems.
- They need to be able to articulate what it is they are troubled by and why.
- As they share their problem with you, check in to define it for them.

Prioritised Need

- We’ve all got problems, prioritise taking action to fix the ones that are most painful to your customer.

Prioritised Solution

- There’s a direct correlation between what the customer is troubled by and how our solution resolves that problem.
- Be accurate to their need and be timely to solving their problem.

Reciprocal Action

- Ask the customer to commit to do something for you.
- Most sales people are good at getting something from the customer, but they miss asking the customer to do something for them. This actively commits the customer to the process.

If sales was as easy as just responding to the inbound inquiry and giving the person all the information that they needed, you would win 100% of the time, right?

How often do you win when you get an inbound inquiry into your business or when you generate a quote for a potential new customer?

Is it 20% of the time? 50% of the time? 80% of the time? Because if it’s not about 70 to 80% of the time, it suggests something isn’t quite right in your sales process, and it suggests that something needs to change. However, how do we enhance our engagement with our customers to increase success?

What is it that needs to be included in a buy-sell relationship to make customers compelled to want to do business with us? By giving you a bit of a framework to use when you’re interacting with customers, you can have a more effective and more constructive conversation.



The Sales Process

Open the Purpose for Your Call

Has two Purposes:

- Helps you get a meeting
- Helps you start a meeting

Now the customer understands it will be about them!

Uncover Clearly Defined Problems

- Involves being genuinely curious (what is it the customer is challenged by?)
- Underpinned by powerful questions that help the customer explore the depth and breadth of their problems and what they are trying to achieve.

Persuade with Relevance

- Knowing when to present your solution is important.
- Giving the information that is relevant is critical.
- Ensuring the solution solves the customers problem is the only way to sell effectively.

Commit to Progress

- Asking for commitment to an outcome or action to keep the opportunity progressing.
- Essential to continue customer commitment all the way through the buying-selling process.



Genuine Curiosity is the number one rule to successful selling.

Genuine curiosity is a powerful tool. It's what drives us to learn, explore, and understand the desires, wants and needs of the customer.

Instead of asking what someone does, ask why they chose their profession.

Instead of inquiring where they're from, ask what they love about their hometown.

In asking genuine questions, we show our customers that we're not just interested in the facts, but in their perspectives and experiences. We're saying, "I see you, I hear you, and I want to understand you better."

This kind of curiosity fosters deeper connections, breaks down barriers, and creates a sense of mutual understanding and respect. Furthermore, genuine curiosity is the bedrock of continued learning.

Be genuinely interested in the customers responses, and let that curiosity guide the sales conversation and process. Asking the right questions is not just about being polite, it's about demonstrating genuine interest.

That's where the magic happens.

Case Study

"Should I print my workshop materials in bulk and store them at the office, and then ship them around the country, depending on the workshop? Or should I just print them on demand based on the location that the workshop's being held, and just get them shipped to the client site?"

Christina sent out three inquires for print. One printer got back within 48 hours and said: "What quality paper would you like that printed on?"

After responding with 100gsm and wanting it spiral bound, the printer said they would get back within the next 10 to 15 minutes.

Another provider got back that week and said: "What type of paper would you like that printed on?"

What did the two printers that called do wrong?

The question that was asked by both printers didn't serve Christina – it only served them.

Yes, they needed that information to give an accurate quote to Christina. However, the question didn't help Christina explore what it is she was trying to achieve and understand if there was a different solution that might have been more valuable to her.

It could have produced a completely different outcome and increased the sale, or even created a rapport with Christina for future business.

The question that was asked:

What quality paper would you like?

The questions that should have been asked:

What are you printing and who is your audience?

Have you seen a printed and bound copy of this before?

How will your audience use the materials?

Was there a reason you wanted quotes for 50 and 100 units?

How to embrace sales training after being in the game for a while?

- o The buyer that we have in 2023 is not the buyer that we had 20 years ago or 30 years ago. Things have changed, which means your selling process needs to change too. We can always keep learning, keep engaging and keep listening to our customers.

Is genuine curiosity universal, not just a one-on-one sales call?

Can I use it in a presentation?

When presenting, the first couple of slides should include summaries of:

- o These are the problems that we understand you have.
- o These are the negative consequences that you've shared with us that those problems are leading to.

And then the curious pieces:

- o Is that still correct?
- o Has anything changed?
- o Have we missed anything in our discovery that you want to add now?

Can selling be a process?

Yes, selling is a process that can be learned. Ask questions, don't make assumptions and stop be on autopilot and running through the same sales pitch you do with all your clients. Be genuinely curious!

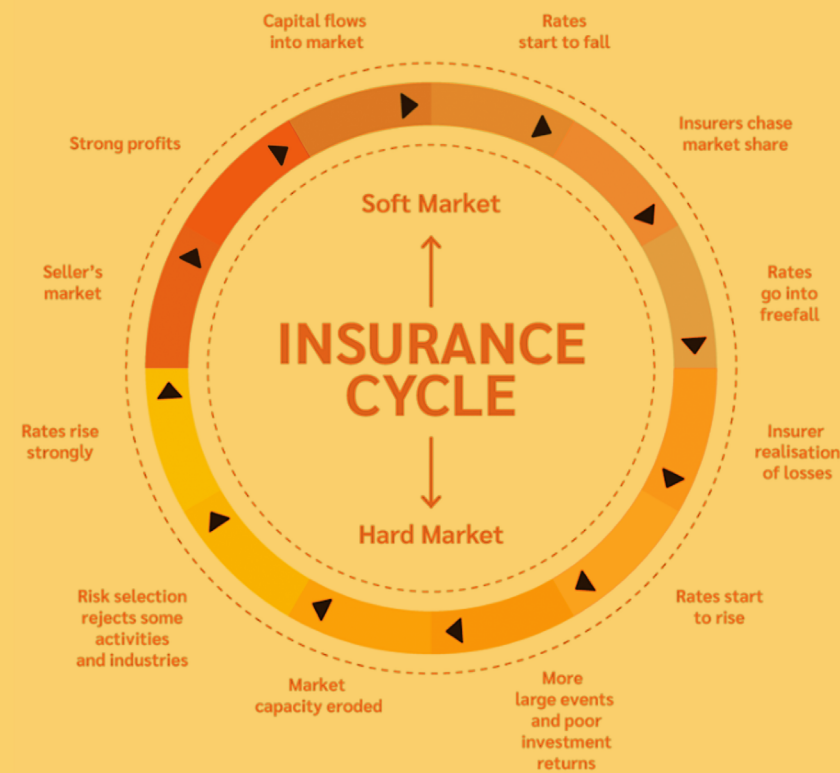
INSURANCE

Group Purchasing for Better Output



Charlie Gow-Gates
Managing Director, Barrack Broking

Charlie is an insurance broker with more than 20 years of insurance experience. He's worked as an insurance litigation solicitor in Australia and England, managed complex claims as a claims underwriter for Lloyd's of London, and held directorship and management roles for Australian-based insurance broking and insurance advisory companies. He's Managing Director of Barrack Broking, insurance brokers for the Visual Media Association of Australia.



Influencing Premiums Today

2021-2022 Natural Catastrophes has reduced, however this remains a concern from insurers and therefore the impact is still on premiums.

Generally premiums are still impacted by:

- o Claims inflation and supply constraints.
- o Natural catastrophe by type of business, geography and previous claims.

The good news is, competition is improving for risks where reinsurance is available and there are known risk factors.

Brokers have a fiduciary responsibility to act in the clients' best interests and in order to do that they sell the client's risk to the insurer.

To do that effectively, it is important to understand the risk and to understand how the insurance market works.

Working with the peak industry body, Visual Media Association, there is opportunity to build a buying co-operative across insurance to reduce risk to the client, improve outcomes and reduce premiums where possible.

Before signing onto the industry co-operative across insurance, it is important to understand the current landscape, natural catastrophe to businesses impacted by floods, bushfire and other is top of mind for insurers in the current climate.

Benefits of Group Purchasing

- o Risk pooling to offer insurers more premium and diversified risk.
- o Smooth the impact of claims across a group.
- o Scale economies or "purchasing power" to influence better coverage and cost.
- o Risk pool data and insights for knowledge sharing across the group.
- o A seat at the table for VMA to advocate for members directly with insurers.

Insurance for Printers (Risk Categories)

Commercial Printers typically have the following hazard index rating.

High Risk:

- o Property Damage
- o Business Interruption
- o Equipment Breakdown
- o Cyber Risk

Medium Risk:

- o Crime
- o Marine Transit
- o Motor
- o Public Liability
- o Product Liability
- o Management Liability

Low Risk:

- o Professional Indemnity
- o Corporate Travel

Invitation to Join the Group

VMA members are invited to confirm their interest to join the group purchasing arrangement

- o Invitation to join the group is open until 30 November.
- o Members will be asked to: (i) share a copy of their current cover; and (ii) authorise access to claims history.
- o Barrack Broking will collate coverage, collect claims and negotiate a group offer.
- o Barrack will provide an insurance offer to members for review and acceptance.

E: hello@visualmediaassociation.org.au

ADDITIONAL RESOURCES

Australian Institute of Packaging (AIP)
aipack.com.au

Australian Taxation Office (ATO) Super for Employers
ato.gov.au/Business/Super-for-employers/

Cbus Super
cbussuper.com.au/

ecoporium
ecoporium.com.au

Media Super Education Sessions
mediasuper.com.au/tools-resources/education-sessions

Media Super Employer Information
mediasuper.com.au/employers

Moneysmart Super Calculator
moneysmart.gov.au/how-super-works/superannuation-calculator

National Environment Protection Measures (NEPMs)
nepc.gov.au/nepms

Sellabilities Selling Fundamentals for Small Business
sellabilities.com.au/selling-fundamentals-for-small-business/

The Treasury, Australia Government
treasury.gov.au/policy-topics/superannuation



Should you have recommendations or speaker suggestions for future editions, please contact the team: events@visualmediaassociation.org.au

We look forward to building on the P.o.P Summit next year, let's keep sharing out knowledge, learning and building a strong understanding for the power of print.

The Visual Media Association wish to thank our sponsors Ricoh, Ball & Doggett, Sprinter, Australia Post and Media Super.

We would also like to thank our speakers for the summit, Zaidee Jackson, Ralph Moyle, Chris Foley, Matt Bowman, Michael Shultz, Jeff Wallens, Sherry Dhawan, Amanda Wang, Liza Zhang, Christina Bruce, and Charlie Gow-Gates. And of course, a big thank you to everyone who attended the summit in-person and online.

Australian Institute of Packaging (AIP)
aipack.com.au

Australian Packaging Covenant (APCO)
apco.org.au

Ball & Doggett
ballanddoggett.com.au

Barrack Broking
barrack.com.au

Media Super
mediasuper.com.au

Sellabilities
Sellabilities.com.au

Visa Solutions Australia
visasolutions.com.au

Weave
madebyweave.co



To watch the P.o.P (Power of Print) Summit 2023 sessions, and view additional resources scan the QR code.



Visual
Media
Association

+61 3 9421 2206

hello@visualmediaassociation.org.au

visualmediaassociation.org.au

Suite 6, 151 Barkly Avenue
Burnley VIC 3121

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