

2021 Sustainability Report



Our Kaupapa

Our Core Values Ko Ngā Uara

Quality

We provide the best quality packing and cool storage.

Finance

We create value for our growers, competitive salaries for staff and returns for our company.

Trust

We are fair, honest and open.

Responsibility

We care about our community and our environment.

People

We value our growers, staff, customers and their safety and wellbeing.

Performance

Performance matters. We are accountable to our growers and clients.

Partners

We respect our business partners.

Trevelyan's is structured around a clear sustainability framework that supports how we operate, and provides metrics so that we can demonstrate our Environmental, Social, and Governance (ESG) impact and progress. This framework is built on three key pillars; Work Smart, Tread Lightly, and Respect Our People. These pillars help define our kaupapa (purpose) – growing a better future for our people, our environment, and our industry.

At Trevelyan's, we acknowledge the key role we play in supporting the transition towards a better future where our environment, our people, and our business can flourish. We are continually seeking opportunities to support that change.

In this report, we look at Trevelyan's role in supporting the New Zealand kiwifruit industry to shift towards a more sustainable future. We explain the key sustainability challenges facing our business and the steps we're taking to address them. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards (2016). GRI is the world's most widely used sustainability reporting standard.

Our 2021 Sustainability Report presents information about Trevelyan's Pack and Cool Limited's performance for the annual period from 1 January to 31 December 2021. This report includes our orchard management subsidiary Trevelyan's Managed Orchards Limited.

We encountered significant challenges in 2021 with large crop increases, tightening labour markets and disrupted supply chains. Our team at Trevelyan's adapted quickly to the changing circumstances to ensure we could continue to deliver high-quality post-harvest and orchard management services.

We work hard to hold ourselves to account. By sharing our sustainability story, we're showing our genuine commitment to understanding and reducing the impact of our activities on the environment and our focus on the responsible use of resources.

Work Smart

- Create value for our growers
- Moving to a circular economy
- Health & safety is a top priority

Tread Lightly

- Minimise our carbon footprint and adapt to climate change
- Biodiversity and biosecurity are important to us

Respect Our People

- Invest in our local community
- A great place to work

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Our Highlights

Work Smart

18.0
MILLION

Class 1 trays
of kiwifruit packed.

10.3
PERCENT

New Zealand's
export kiwifruit
packed.

OGR
KIWIFRUIT

Above industry
average.

0.5
MILLION

Class 1 trays
of avocado packed.

48.3
PERCENT

New Zealand's
export SunGold
Organic packed.

Fruit
LOSS

Less than industry
average.

Reduced % waste
to landfill from
11.6% to 8.8%.

Recycled
6 tonnes of black
polypropylene
strapping and
4 tonnes of EAN
label backing.

Introduced a
new health and
safety software
management
system.

Introduced
initiatives to
help address
key health and
safety priorities.

Tread Lightly

\$5,000
SUPPORT

To local biodiversity projects.

Started our Orchard Sustainability Group visits to local orchards.

Hosted a field day on regenerative horticulture.

Supported local biosecurity initiatives.

Carbon emissions remained low at 470g CO₂e per Class 1 tray (including packaging).



Respect Our People

3.8%
TURNOVER

Permanent staff voluntary turnover.

Working towards a Silver WorkWell Accreditation.

Organised numerous events to support staff well-being.

\$60K
INVESTED

Nearly \$60k invested in local community projects and initiatives.

Started our own Forklift Driving School.



Management Statement

As I write this report, we continue to operate in a world very much affected by COVID-19. I had hoped that we would be well on our way to operating in a more stable business environment. Unfortunately, that wasn't to be.

As I think of the pandemic environment we are still operating in, I associate it with consumables like masks, test kits, and rubber gloves - the world of general waste. This report references the year 2021, a year in which we have taken a few fundamental learnings. The first being, if I stand anywhere on-site with an item that I need to recycle, upcycle, or reuse, I need to have the ability to place it in the appropriate bin. As we find people will not go out of their way to look for the correct bin, the number of bins on site has increased substantially, with added collection points for items such as masks, hairnets, and gloves.

The second issue is, once this item is in a bin, how do we deal with it? This area requires a passionate person with a commercial head to drive process change, as it takes time and tenacity to deal with the pushback that you typically receive from some suppliers. This area of the business could do with a collective industry group to help work through the different waste streams.

Our Wellness Committee continues to make great progress with the Toi Te Ora Public Health WorkWell initiatives. We achieved the Bronze Standard Accreditation, and we continue to work towards the Silver. In October 2021 we provided Wellness WOF checks for

100 key staff with follow-up appointments and retests for those considered high risk.

During the period of COVID-19 vaccinations, our HR team worked closely with the Poutiri Trust in Te Puke to organise large-scale vaccination initiatives on site. Departments on site implemented their business continuity strategies of encouraging some team members to work from home and others practising social distancing in different areas of the business to reduce the health risk to the staff and the business.

Although packaging has the highest impact on our organisational carbon footprint, we have little control over this area as we follow the Zespri Packaging Plan. The second-highest impact is electricity, which we do have control over. With the autumn harvest temperatures becoming warmer than in prior years, it continues to be a challenge to reduce this area of emissions.

We have tested a new defrost on-demand system on the site, which has worked well. We have now added this facility to 11 additional coolstore plant rooms.

As we work toward becoming carbon neutral by 2030, it is more important than ever to understand our carbon emissions as a live monthly data feed. This enables us to share where we are positioned on our emissions journey and understand and overcome our biggest challenges. We continue to work in this area and I am encouraged by the good progress we are making.

I would like to thank the team for the great engagement we are seeing, as they pick up the challenges and share their ideas for solutions.

Ngā mihi,



James Trevelyan
Managing Director



Sustainability at Trevelyan's

Our Sustainability Issues

Our Targets

Work Smart

We create value for our growers by providing strong and stable returns.

- OGR above industry average for both kiwifruit and avocados.
- % fruit loss lower than the kiwifruit industry average.

We are moving to a circular economy using resources wisely and eliminating waste.

- Zero waste to landfill by 2030.
- Work with our stakeholders to maximise the efficient use of resources throughout the industry.

Our team's health and safety is our top priority, providing an environment where people can flourish.

- Reduce Lost Time Incidents year-on-year.
- Reduce ACC claims year-on-year.
- Reduce incident rates year-on-year.

Tread Lightly

We tread lightly to minimise our carbon footprint by eliminating our climate impacts and adapting to climate change.

- Zero organisational carbon emissions by 2030 (Scope 1 & 2).
- Work with our stakeholders to minimise carbon emissions and the impact of climate change across the industry.

Biodiversity and biosecurity are important to us. Protecting biodiversity at our sites and in partnership with our growers.

- Contribute at least \$10,000 per annum to local biodiversity projects.
- Contribute at least \$5,000 per year to local biosecurity projects.

Respect Our People

We invest in our local community to benefit our growers, staff and wider community.

- Contribute at least \$45,000 per annum to support our local communities.

Trevelyan's is a great place to work.

- Permanent staff voluntary turnover less than 10%.
- Invest at least \$25,000 per year in staff wellness initiatives.

Our sustainability framework

What are the actual and potential sustainability impacts for our industry?

At the Momentum Conference in February 2020, Zespri introduced a number of sustainability commitments for the kiwifruit industry. The overarching purpose is “to help people, communities and the environment around the world thrive through the goodness of kiwifruit.”

Zespri has defined several leadership statements to support the industry’s sustainability journey;

- Helping people around the world make healthier lifestyle choices.
- Creating a circular economy for our packaging.
- Enhancing the environment through the way we grow our kiwifruit.
- Building thriving communities by supporting growers, employment, and local economies.

The industry sustainability framework is based on three priorities, with specified targets within each priority area;

- **Our Kiwifruit** – health and food safety.
- **Our Environment** – packaging, water, and climate change.
- **Our Communities** – growers, workforce, and markets.

What are the actual and potential sustainability impacts for our business?

This report considers the actual and potential impacts on the economy, environment, and people, across Trevelyan’s activities and business relationships. Actual impacts are those that have already occurred, and potential impacts are those that could occur but have not yet occurred. These impacts include negative and positive impacts, short-term and long-term impacts, intended and unintended impacts, and reversible and irreversible impacts.

We followed the Global Reporting Initiative’s GRI3: Material Topics 2021 to help define and assess these impacts (refer to the table below). We have reviewed these issues in 2021, in the context of the revised standards, industry developments, global events and in consultation with our stakeholders, to ensure that they are still relevant for our business.

Growing a better future at Trevelyan’s

At Trevelyan’s we have spent over a decade growing our sustainable future in line with our core company values. We have achieved numerous ‘big little wins’ but we recognise there is still a lot of work to do.

In 2020 we defined our own long-term sustainability targets, with a mindset to acting and operating responsibly. These will help us to address our most pressing sustainability issues with clearly defined milestones and end-goals. The plan required to achieve these targets is being developed and we are currently reviewing the actions required to meet these ambitious goals.

In line with our focus on growing a better future, our sustainability framework and targets are built around our three key pillars:

- Work Smart
- Tread Lightly
- Respect Our People

Each topic in this report aligns with one of these pillars. Information about each topic is in the matching section of the report along with details of how we are progressing towards our defined targets.

*Manaaki whenua, Manaaki tangata,
Haere whakamua.*

Care for the land, care for the people, go forward.

Potential Sustainability Impacts	Likelihood	Impact	Risk	Mitigation
Poor grower returns	Unlikely	High	Medium	We create value for our growers
Overuse of resources	Possible	High	High	We’re moving towards a circular economy
Poor health and safety outcomes for staff	Unlikely	High	Medium	Our team’s health and safety is a top priority
Reduced productivity due to climate change	Possible	High	High	We tread lightly to minimise our carbon footprint
Loss of biodiversity and pest incursions	Possible	High	High	Biodiversity and biosecurity are important to us
Poor outcomes for our local community	Unlikely	High	Medium	We invest to benefit our local community
Challenges in attracting quality staff	Unlikely	High	Medium	Trevelyan’s is a great place to work

Unlikely Possible Medium High

Our sustainability journey in 2021

The success of a family-owned business such as Trevelyan's is attributed to values and attitudes; we face difficult decisions head-on, we embrace change, and we are open and transparent. At Trevelyan's we aspire to make the world a better place and to make a meaningful difference as we face the major challenges of our time, such as climate change.

Trevelyan's experienced a successful year in 2021 despite the challenges of COVID-19, labour constraints and restricted supply chains. We made progress in our sustainability journey under the guidance of our Sustainability Manager, Sarah Lei and our cross-functional Sustainability Group.

Continuous improvement

Sustainability is embedded in the Trevelyan's business at every level. Our performance is closely tied to our use of the LEAN management approach (originally developed by Toyota in Japan), introduced at Trevelyan's in 2008.

LEAN principles provide a framework to create efficient and effective businesses. This is achieved by exposing and solving problems, and encourages the practice of continuous improvement. All the staff at Trevelyan's are encouraged to look for potential opportunities and



Trevelyan's Sustainability Group.

possibilities for doing things differently to help us get better at what we do. Proactiveness, is all part of our vision to help make the world a better place. Over time, this has enabled us to deliver more value to our growers while using fewer resources, thereby growing a better future for everyone.

Our sustainability mahi

Our organisational structure reflects our commitment to sustainability. Each of our three pillars has a champion within the business, with improvement groups who focus on specific issues:

- **Work Smart** - Continuous Improvement Manager and Improvement Groups
- **Tread Lightly** - Sustainability Manager and Sustainability Group

- **Respect Our People** - Health and Safety Manager and Wellness Committee

The Sustainability Manager has oversight over the three pillars to help tie everything together and ensure that our efforts are aligned with our Sustainability Framework.

By providing an environment where everyone's ideas are valued, we hope to encourage our staff and stakeholders to support our vision of a better future for all.

Ko au te taiao, ko te taiao ko au.

We are the environment and the environment is us.



Our business in 2021

18.0
MILLION

Class 1 trays
of kiwifruit.

0.5
MILLION

Class 1 trays
of avocado.

10.3
PERCENT

New Zealand's total
export kiwifruit
packed 2021.

48.3
PERCENT

New Zealand's total
export SunGold
organic kiwifruit
packed 2021.

220
KIWIFRUIT

Kiwifruit growers
who supply fruit.

206
AVOCADO

Avocado growers
who supply fruit.

Trevelyan's in 2021

300
PERMANENT

Staff employed.

1,500
SEASONAL

Staff employed.

5
PACKHOUSES

Four export and
one local market.

40
COOL STORES

One added in 2021.

*Ehara taku toa i te toa takitahi,
engari he toa takitini.*

Success is not the work of an individual, but the work of many.

Trevelyan's is a privately owned packhouse and cool store company based on a 30-hectare site at 310 No 1 Road, Te Puke. John and Elizabeth Trevelyan originally purchased land from a dairy farmer and in 1971, converted the property and planted their first kiwifruit vines. The first packhouse was built in 1976, with the company expanding into cool storage in 1983.

The company remains a family affair with the board comprising the Trevelyan children: James (Managing Director), his brother Andrew, and sisters Fiona and Kate as well as Alister Hawkey (Board Chair) and independent Director Carlos da Silva. As the New Zealand kiwifruit industry has grown, so has the Trevelyan's business, executing a strategy of scalable growth.

The board ultimately sets the direction for the organisation, including sustainability.

How we work

At the end of 2021, we completed a significant reorganisation of the TPCL Management Structure.

Our new organisational structure includes the depth and breadth of experience that supports us to effectively pick, pack, store and deliver quality fruit to market. This ensures we provide the best possible service for our growers.

Trevelyan's Pack and Cool Limited

- Operations & Logistics
- Quality & Compliance
- Finance & Payroll
- Human Resources
- Supply & Local Market
- Kiwifruit Grower Services
- Avocado Grower Services
- Technical Support
- Business Improvement
- Health & Safety
- Sustainability

Diversified Services

- Trevelyan's Managed Orchards (TMO)
- Avocado Nursery
- Pollen Services (No. 1 Road Pollen)
- Local Market & Direct Sales (BayFarms, Golden Kiwifruit Company, Nutrikiwi)

Our stakeholders

The kiwifruit supply chain is complex and crosses both regional and national boundaries.

To create sustainable change, we rely on all our stakeholders to share their views and ideas on their sustainability issues, and what matters, most to them. We are incredibly grateful that all Trevelyan's stakeholders engage in our sustainability efforts, and in turn, we reciprocate by working closely with them to support their sustainability journeys.

In 2021 we undertook research interviews with a small group of growers to assess their view of our organisation, the services we provide and to measure client satisfaction.



Local Te Puke community

The Trevelyan's site is located a few kilometres from the outskirts of Te Puke. As New Zealand's largest single-site post-harvest kiwifruit operation, we are firmly grounded in the Te Puke community. We support a range of local community initiatives through funding, free fruit and volunteer labour.

Suppliers

We rely on other businesses that provide packaging and other important supplies to keep our facilities operating efficiently and get our fruit safely and securely to consumers around the world. Our key packaging suppliers include OJI, Jenkins and Punchbowl.

Contractors and service providers

We work closely with local businesses that can support our needs. Some of these include EMAC (electrical services), VisionLab (IT services), King St (advertising and branding).

Staff

Our team of permanent and seasonal staff is what sets Trevelyan's apart from the rest. The team's talent, commitment and expertise is what drives our unique company culture and fuels our desire to be the very best in the business.

Growers

In 2021 we packed for 220 kiwifruit and 206 avocado growers with orchards located across the North Island. Our growers come from a diverse range of ethnic backgrounds and vary in the level of involvement they have in orchard management. Our grower services team stay closely connected with our growers.

Trevelyan Managed Orchards (TMO)

TMO provides comprehensive orchard management services for both kiwifruit growers and avocado growers in the Te Puke and wider Bay of Plenty area. The TMO team is supported by the wider Trevelyan's group, which provides access to technical advice, continuous training and educational events. TMO is a wholly-owned subsidiary of TPCL.

Trevelyan Growers Ltd (TGL)

All our kiwifruit growers are members of TGL, which is responsible for:

- Negotiating the annual supply agreement with Zespri.
- Securing annual supply contracts with growers.
- Negotiating annual contracts with key service providers.
- Disbursing funds to growers, TPCL and other service providers.

To ensure all our growers are represented, TGL is governed by a board of nine grower directors, elected for a three-year term, along with three nominated TPCL directors.

No 1 Road Pollen

No 1 Road Pollen is a partnership between Trevelyan's and Mat Johnston Contracting Ltd. Established in 2012, No.1 Road Pollen secures a sustainable supply of high-quality local pollen for growers who wish to utilise it.

Avocado nursery

Established in 2016, all avocado plants at the nursery are grown to the NZ Avocado High Health Scheme standards. The nursery propagates a range of pollinisers and grafts Hass onto a variety of rootstocks.

NZ Kiwifruit Growers Inc. (NZKGI)

NZKGI works to advocate, protect and enhance the commercial and political interests of New Zealand kiwifruit growers.

Kiwifruit Vine Health (KVH)

KVH is an industry established biosecurity organisation dedicated to supporting the New Zealand kiwifruit industry.

Horticulture New Zealand (HortNZ)

HortNZ is an incorporated society that advocates for and represents the interests of New Zealand's 6,000 commercial fruit and vegetable growers.

Local government

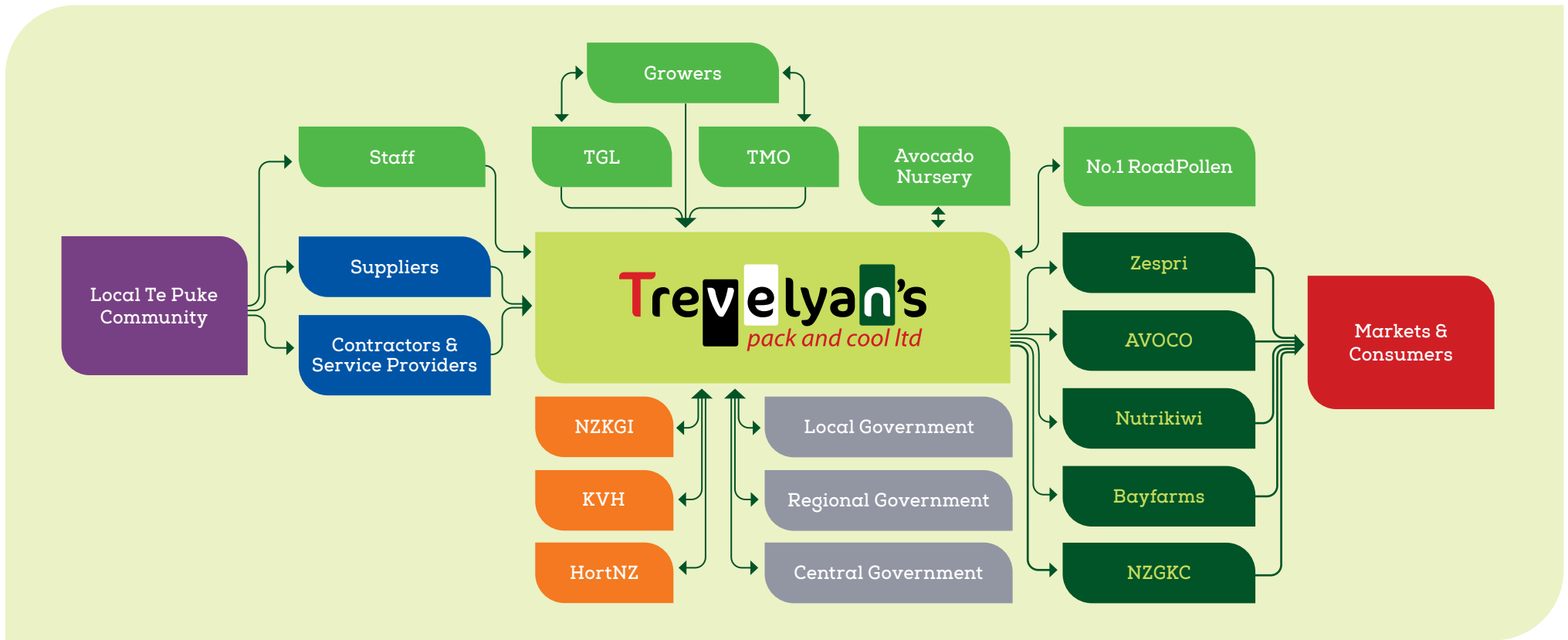
Te Puke is situated in the Western Bay of Plenty District and is a thriving rural service town with a strong local economy and multicultural character. Priority One is the Western Bay of Plenty region's economic development organisation.

Regional government

Our site is located in the Bay of Plenty region. Bay of Plenty Regional Council is focused on four community outcomes: a healthy environment, freshwater for life, safe and resilient communities and a vibrant region.

Central government

The Ministry for Primary Industries is the public service department charged with overseeing, managing and regulating the horticulture industry in New Zealand. The Primary Sector Council is a group of agribusiness leaders that aims to help the agriculture, food and fibre sector achieve more sustainable value from its work.



Zespri

Zespri International Limited is the world's largest marketer of kiwifruit, selling fruit in more than 50 countries. Zespri has the exclusive rights to export kiwifruit from New Zealand to all countries (other than Australia). They work with approximately 2,800 New Zealand and 1,500 international growers and post-harvest companies to source Zespri kiwifruit, which is supplied through their distribution partners to wholesale and retail customers.

AVOCO

AVOCO is a partnership between New Zealand's two biggest avocado exporters, Southern Produce Ltd and Primor Produce Ltd. In 2013, the two companies came together to form the New Zealand Avocado Company Limited to coordinate the supply of export avocados under the AVOCO trademark.

NutriKiwi

NutriKiwi brings together Green Kiwifruit and Hass Avocado supply from the growers of three kiwifruit

and avocado post-harvest operations in the Bay of Plenty; EastPack, Trevelyan's Pack & Cool and DMS Progrowers. This joint venture is responsible for approximately 50% of all available green kiwifruit into the Australian Wholesale/Retail markets.

Bayfarms

Bayfarms was established in 1995 by its current directors Alister Hawkey and Ron Bailey, for the wholesale distribution of produce. The brand currently markets kiwifruit, avocados, feijoas and limes and is well known

for its quality and consistency. As a partner company to Trevelyan's, it is supported by TPCL staff and resources.

New Zealand Golden Kiwifruit Company (NZGKC)

New Zealand Golden Kiwifruit Company was formed in 2015 by a number of post-harvest entities (including Trevelyan's) to co-ordinate, distribute and sell Class 2 SunGold in the New Zealand market.

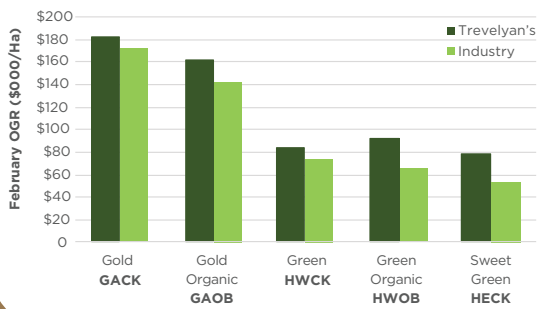
Markets and consumers

We retain a keen interest in how our product is received by wholesalers, distributors, retailers and consumers around the world. We also supply fruit to the local market through the NZ Golden Kiwifruit Company and BayFarms.

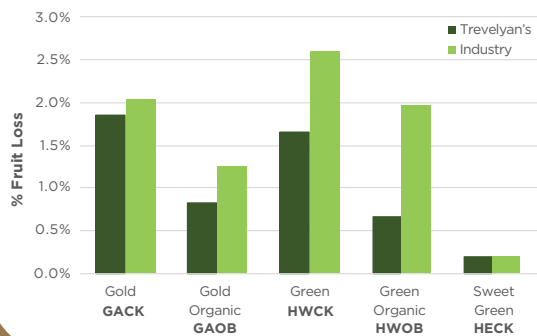
Work Smart



2021 Orchard Gate Return by Variety



2021 % Fruit Loss by Variety



We create value for our growers.

We're moving towards a circular economy.

Our team's health and safety is a top priority.

We create value for our growers

At Trevelyan's we provide quality end-to-end services for the kiwifruit and avocado industries. This includes orchard management, picking, packing, cool storage, and technical support. Our Orchard Gate Return (OGR) and percentage fruit loss provide a measure of our success in creating value for growers.

Kiwifruit

OGR and percentage fruit loss

In line with our target, we delivered superior OGR's across all five kiwifruit varieties packed in 2021. We have achieved these targets in five of the past six years. Better harvest management and grower incentives have helped resolve fruit quality issues.

The 2021 harvest season posed unique challenges for the industry as Zespri data showed fruit firmness was significantly lower than in previous years. Despite the challenge of managing softer fruit, Trevelyan's enjoyed lower than industry average fruit loss in all fruit groups in line with our goals.

With an ongoing focus on continuous improvement, we maintain our efforts to refine our harvest maturity criteria every season to help minimise fruit loss, even under

challenging conditions. We are proud of our OGR and percentage of fruit loss for Gold organic as we packed 48.3% of the industry's Gold organic fruit in 2021.

Reducing physical damage prior to packing is key to ensuring minimal fruit loss and maximum returns to growers. To help determine where physical damage

occurs we conducted a study during the 2021 season so that we could better understand this issue. The results were illuminating and have prompted a wider, Zespri-supported trial to be conducted in the 2022 season. Results from this project will influence industry-wide practices of growing, harvest and packing.



Avocado field day.

Working smarter to help create value for our growers

In 2021 we packed our first RubyRed crops as part of an industry trial for Zespri. As one of two packhouses contracted to pack all of the Bay of Plenty RubyRed volume, our main purpose was to develop a greater understanding of how to best pack the new variety, thereby providing better support to Trevelyan's growers in future years as volumes increase.

In 2021 we increased the capacity of our buffer store system by adding HVAC systems to Packhouses 3 and 4. This has allowed us to balance our harvest and labour demands throughout the season (see Case Study on following page for more details).

The past year saw the start of the Trevelyan's Orchard Sustainability Group - a mix of technical, growing,

environmental and grower services backgrounds attempting to address some of the sustainability issues faced on the orchard. As a result, we are investigating alternatives to plastic string and clips to help reduce their environmental impact.

Avocados

The average OGR for Trevelyan's avocado growers in the 2020/21 season was \$36,911 per ha, with our top orchard returning \$143,429 per ha. The average OGR for the industry, as reported in the 2021 NZ Avocado annual report, was \$42,091. Further analysis of OGR figures indicates that the average yield for Trevelyan's growers was 9.6 tonnes per hectare, compared with the industry average of 10.9. High yields in other growing areas resulted in higher OGRs than for Trevelyan growers, and made it difficult for us to achieve our target in this regard.

Key services we continue to offer which provide value for our avocado growers include;

- Regular spray advice from our Technical Manager in the form of Avogreen updates.
- Avogreen monitoring for growers as part of an integrated pest management programme.
- An onsite Trevelyan's nursery supplying trees to our growers for new developments or replacements.
- Direct supply to supermarkets in New Zealand (through BayFarms).
- Avocado orchard management services with around 40 ha under management.
- A highly skilled and passionate team of grower representatives offering advice and support to growers in the field, and assistance in getting their crops picked in a timely manner.
- An avocado quality and improvement group that tackles opportunities for improvement of fruit quality by running various trials both in the field and on-site.



Avocado Technical Manager, Dr. Jonathan Cutting (left) out in the orchards.

New buffer store tents in Sheds 3 and 4

Our buffer store and HVAC system allow us to continue picking the fruit at the optimum maturity for TZG and storage during the peak of Gold3 harvest.

Our ability to buffer store extra volumes picked during the peak of Gold3 harvest allows us to accept more fruit from our growers and maintain optimum staffing levels throughout the season, maximising current packing capacity.

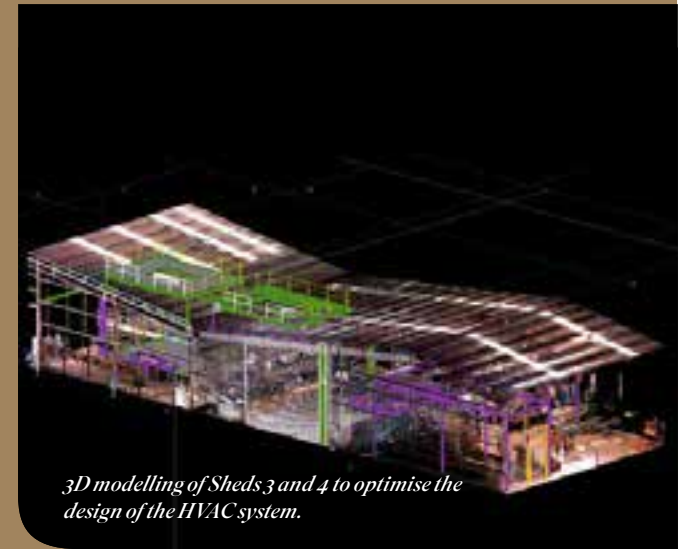
The main challenge we face when packing fruit out of the buffer store is condensation. When buffered bins are taken out of the storage environment, tipped and graded in the packhouse, the difference in the environmental conditions cause drops of water to condense on the surface preventing the fruit labels from sticking. For a few seasons now we have been trialling and improving the low humidity packing environment designed for Packhouse 2. The increase in the forecasted crop for the 2021 season meant it was time to apply the lessons and wins to equip the other sheds with the same technology.

The HVAC system or “tent” creates an environment designed to control the humidity level in the shed, which prevents condensation on the surface of the fruit. Our main challenge is maintaining a sealed atmosphere inside the tent. The original Packhouse 2 design included automatic rapid doors and a custom-built plastic tent

surrounding the entirety of the bin tip area, Class 1 and 2 grading tables and sizer, up until the labellers to ensure fruit labels can be applied to perfectly dry kiwifruit leaving the tent.

The design of the new tents was improved based on our learnings. For instance, the overall dimensions of the controlled environment has been reduced radically by only tenting the fruit belts, rather than the entire machine. When the buffer store fruit reaches the grading tables, it temporarily leaves the controlled environment for quality assessment before entering the next part of the controlled-environment enclosure.

Another complication was the limitation of space, as the tents were being retrofitted onto existing equipment. Using a 3D scanner and modelling the bin tips, we were able to fully optimise the design of the new



Comparison of Harvest and Packing Profiles 2020 vs 2021 Seasons





HVAC Units on the roof of Sheds 3 and 4

tents. The new HVAC units were installed on a raised platform on the roof of the sheds to minimise the footprint on the ground.

The new tents were designed and delivered in a limited timeframe by our highly skilled engineering team with help from many long-term trusted contractors. This allowed us to significantly increase the volume of Gold3 fruit we were able to accept and pack for our growers in the 2021 season. Our buffer store capacity doubled from 10,000 bins to almost 20,000, due to the increased capacity of the new equipment. The graph shows how fruit harvested at peak maturity was packed during later weeks, while all sheds operated at maximum capacity.

As we closely observe crop forecasts for the seasons to come, our team is always working on smarter ways of handling increasing volumes whilst keeping the packing and handling charges low for our growers.

Work Smart Case Study 02

Protecting fruit quality, rain or shine.

At Trevelyan's, we continuously work on smarter ways to improve fruit quality, reduce fruit loss, and maximise profits for our growers.

To us, working smart means innovation, a technologically literate expert team, and commercially driven data-led attitude. Our dedicated Improvement teams conduct and keep up to date on the latest scientific research and consult with the industries' best to improve fruit quality both on orchards and in post-harvest.

The NZ Avocado industry contributes a substantial NZ\$211M of all NZ horticultural exports but adds up to less than 1% of international avocado production.

This means that most research and growing practices are targeted at very different growing conditions. NZ's unique climate presents challenges to our growers that the rest of the world's industry doesn't have to face.

Our latest avocado harvest research project explores the effects of rainfall during harvest, which poses a problem for avocado growers, as it increases fruit's susceptibility to post-harvest defects and reduces its value.

We sourced independent research funding and worked closely with industry partners to investigate factors contributing to lenticel damage presentation in market. The success of this project provides a foundation for further research to help improve the way we harvest and handle our growers' fruit.



Moving towards a circular economy

Our purchasing decisions, resource use and process design impact our sustainability outcomes. The current economy, including the kiwifruit industry has traditionally taken a linear approach to resources used; we take materials from the earth, make products from them, and then throw them away as waste. We're working towards a circular economy approach to minimise waste and reduce our environmental impact. It's all part of our vision to work smarter.

Managing our resource use

We are evolving our systems to better manage our ongoing resource use and looking at opportunities to move towards a more circular economy approach. When we pick fruit from the vines, pack, cool, and deliver it to a port for export, we use packaging, electricity, fuel, bins and pallets, water, refrigerant and other chemicals. In 2021 we have quantified each of the different resources we use, and we have reported these on page 21.

Some of the efforts made to reduce the impact of our resource use in 2021 include;

- Our Post Harvest Innovation Fund Research identified valuable opportunities to reuse black polypropylene

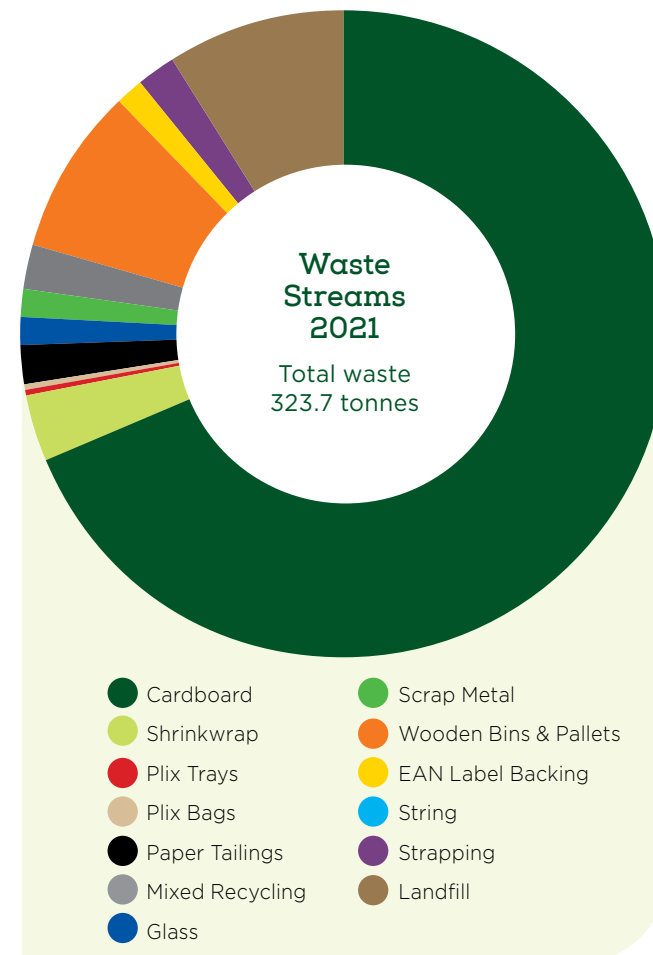
strapping and move towards liner-less EAN labels.

- We identified options for reusable hairnets, and we are trialling these.
- We moved from a printed version of our Kiwifruit and Avocado Grower Newsletters to an online version.
- We reviewed and changed our stationery supplier to access more recyclable products.

Waste to landfill

Reducing waste to landfill is a key aspect of moving to a circular economy approach. In 2021 we generated 324 tonnes of waste which equates to 17.5g per class 1 tray (21.3g in 2020). A total of 8.8% of our waste was sent to landfill (11.6% in 2020). This excludes organic waste which is composted on-site and rejected fruit which become cattle feed. Details of individual waste streams are on the following pages.

The total amount of waste sent to landfill was reduced from 38.5 tonnes in 2020 to 28.6 tonnes in 2021, despite a 19% increase in the volume of fruit packed. We have largely attributed this to the effects of recycling six tonnes of black polypropylene strapping and four tonnes of EAN label backing.



Plastic strapping for recycling.



Damaged pallets repaired for reuse.



Waste and recycling bins placed around Trevelyan's site.



Package recycling area.

We remain committed to our target of zero waste to landfill by 2030. We continue to focus on what types of waste we are commonly throwing away. Initiatives such as “Tip It Thursday” and regular bin checks help keep the team aware and accountable for the waste they generate. Keeping the site skip bin covered also reduces the quantity of waste.

Working smarter towards a circular economy

Some of the initiatives we have introduced in 2021 to help us move towards better management of our resources and waste include;

- Developing a new system for the ongoing measurement and reporting of the quantities of waste generated. This has helped identify key waste streams and share data across our organisation as we move towards our target of zero waste to landfill by 2030.
- A standardised and improved bin labelling system to help staff put waste in the correct bins.
- Trialling screens to separate floor sweepings into compostable (dust, cardboard trim, stalks) and non-compostable (fruit stickers, ripped liners, strapping pieces) waste streams.

- Examining the quantity of personal protective equipment (PPE) we use and throw away. We are reviewing options to return used hairnets and masks to our supplier for recycling through the Soft Plastics Recycling Scheme.
- Continuing to work closely with our suppliers to help them understand and consider more sustainable practices.
- Reviewing options for chipping and recycling green polyethylene terephthalate (PET) strapping around the packaging supplied by OJI – approximately two tonnes per year.
- In 2022 we will trial a different trim design for IT boxes to help reduce the quantity of trim collected as waste.
- A review of current staff uniforms and the consideration for more sustainable options for the future.

Changing landscapes

The waste landscape is changing rapidly. The New Zealand Government has launched a number of initiatives to support better management of waste and resources. Some of the changes that will affect our waste over the coming years include:

- Annual increases in the landfill levy as well as increasing transport costs impact on the cost to dispose of waste.

- The New Zealand Government has banned the use of non-compostable fruit stickers by 2023 and is considering a container return scheme for single-use drink bottles as well as food waste collection.
- A new law banning plastic packaging on most fruit and vegetables (including fruit stickers) came into effect in France from 1st January 2022. Flanders in Belgium has also banned non-compostable fruit labels.
- Increased automation to help alleviate labour shortages may impact our packaging choices.
- Zespri's packaging targets for 2025 - our packaging will be 100% recyclable, reusable or compostable and if we use plastic packaging, it will be made from at least 30% recycled plastic.

The systems we have established over the last few years for separating, measuring, and recycling our waste have set us up well for the future. We will be able to adapt readily to any new initiatives and measure the impacts of any changes we make.

Our goal:
Pare kore – zero waste.

Resource Inputs

Kiwifruit: 167,591 bins. Avocado: 16,441 bins.

	2021	Future Opportunities
Packaging	Trays: 12.13M	<ul style="list-style-type: none"> Review and update quantities of packaging consumed annually. Work with our suppliers and the wider industry to minimise packaging impacts and identify circular opportunities.
	Liners: 12.18M	
	Fruit labels: 581.09M	
	General labels: 12.93M	
	Plix: 5.45M	
	Strips & caps: 0.08M	
	Strapping: 3,455km	
Electricity	<ul style="list-style-type: none"> 15.99MW consumed (13.28MW in 2020). Electricity supplied by Meridian (100% renewable) under fixed priced contract. 	<ul style="list-style-type: none"> Potential cost savings and reduced environmental impacts. Continue to assess scope for on-site solar electricity generation.
Bins & Pallets	<ul style="list-style-type: none"> Wooden bins purchased: 8,548. P10 pallets: 59,091. Bins & pallets are reused and repaired where possible. 	<ul style="list-style-type: none"> Increased bins required for bin storage. Identify causes of pallet damage and seek to minimise damage.
Fuel	Forklifts & trolleys: <ul style="list-style-type: none"> 69 forklifts (75% electric), 91% leased. 10 electric trolleys. 	<ul style="list-style-type: none"> Replace retiring pool cars with EVs or hybrids. Replace retiring company cars with EVs or hybrids. Implement E ROAD to monitor travel and progress to full EV fleet.
	Fleet vehicles: <ul style="list-style-type: none"> 39 diesel (16 leased, 23 owned). 88 petrol (51 leased, 37 owned). 1 petrol ATV. 4 Class 4 heavy diesel truck (leased). 3 diesel tractors. 10 trailers. 	
	Fuel use: <ul style="list-style-type: none"> Diesel: 158,545L. Petrol: 37,940L. LPG: 8,670kg. 	

GHG Emissions 2021:

160g CO₂e/Class 1 tray.
 3,025 tonnes CO₂e (Scope 1-3).
 5,691 tonnes CO₂e from packaging.
 8,716 tonnes CO₂e total.

Water

6,630m³ consumed from WBOP Council.

Chemicals

Refrigerants R22, R404A, R407F, R449A
 Fumigants.

Trevelyan's
Growing a better future

Wastewater

Stored in septic tanks and trucked off site 121m³.

Stormwater

Some to soak pits; remainder to gully on site.

Material Outputs

Kiwifruit: 18M Class 1 trays.
 0.52M Class 2/Local Market trays.

Avocado: 0.48M Class 1 trays.
 0.12M Class 2/Local Market trays.

Materials: Quantity	Current Solution	
Compost		
Kiwifruit leaf & riser waste: 1280 bins	Composted and returned to orchards.	Organic Waste
Kiwifruit dust: 282 bins		
Avocado leaf: 98 bins		
Avocado mulch: 30 bins		
Pollen flowers: 11 tonnes		
Garden waste: 32 trailers		
Shredded paper: 66 bags		
Kitchen compostables: 293 bags		
Compost		
Reject kiwifruit: 6,975 tonnes	Stock feed and small amounts sent to Food Rescue.	Organic Waste (Tonnes)
Reject avocados: 83 tonnes	Processed into avocado oil.	
Cardboard: 222.7 tonnes	Collected by Full Circle for recycling.	
Shrinkwrap: 11.0 tonnes		
Plix trays: 0.2 tonnes	Separated at source & returned to supplier for recycling.	
Plix bags: 1.4 tonnes	Separated at source & returned to supplier to arrange recycling.	
Paper tailings: 5.8 tonnes	Collected and transported to a local farm for use as calf bedding.	
Mixed recycle: 5.3 tonnes	Separated at source for recycling.	
Scrap metal: 6.9 tonnes		
Glass: 4.4 tonnes		
String: 0.4 tonnes	Separated at source for recycling.	
Wooden bins & pallets: 27.1 tonnes	Damaged items repaired if possible or recycled to make playground bark.	
EAN Label Backing: 4.0 tonnes	Sent to Avery Dennison for recycling into tissue paper.	
Polypropylene Strapping: 6.0 tonnes	Shredded and sent for recycling.	
Skip Bin: 28.6	Sent to landfill.	Waste



Onsite forklift training.

Our team's health & safety is a top priority

Looking after the health, safety and wellbeing of our team is a core value and a priority for our business. By valuing our people, we create a positive company culture, and an environment where they can thrive.

In 2021 we introduced a new health and safety software management system to monitor, record, and analyse a wide array of health and safety statistics.

The number of incidents reported increased significantly to 437 in 2021 compared with 314 in 2020. We believe this increase is due to the additional hours worked in 2021, compared with 2020. We continue to encourage the reporting of all health and safety incidents, from minor to major. In line with our culture of continuous improvement, we want to learn from and prevent recurring issues.

The most common types of incidents occurring in 2021 were strain/sprain, fruit spill, property damage, bruise and cut/graze.

Our other health and safety targets relate to our efforts to reduce the number of Lost Time Incidents (LTIs) and ACC claims year on year. In 2021 the number of ACC claims increased to 107, more than double the previous year. The total value of ACC claims increased by \$13,181, a smaller increase than in the previous year.

2019	Total claims for the period: 53	\$57,495.94
2020	Total claims for the period: 47	\$81,013.46
2021	Total claims for the period: 107	\$94,193.97

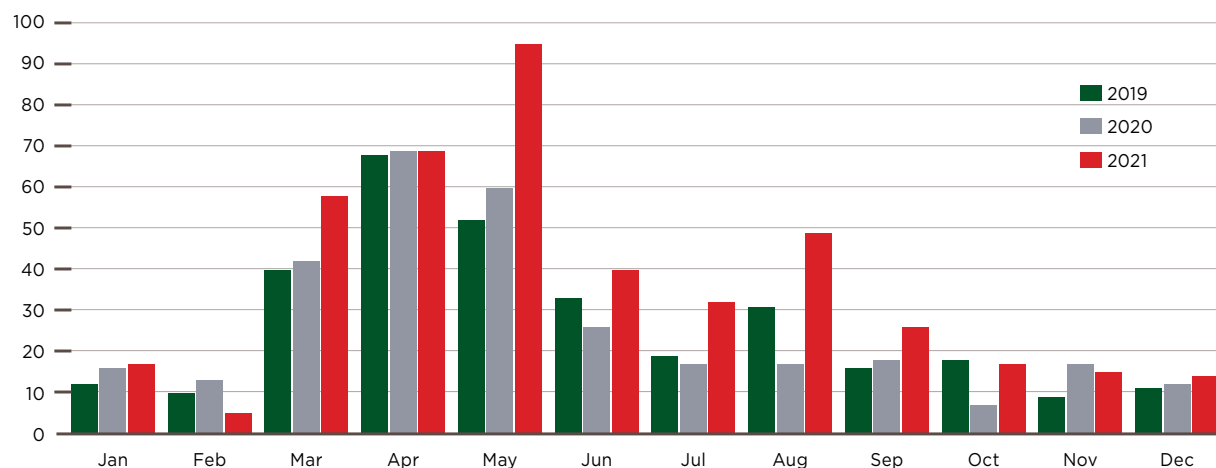
Our new health and safety software management system will enable us to report the number of lost time days due to accidents, from 2022.

At certain times of the year, we have a high proportion of seasonal workers, and many of them are from either out-of-region or they are from other countries. Seasonal workers are very important. They have significantly helped our industry to expand and enabled exports to grow. Looking after their well-being is crucial, and we do this by assigning staff to pastoral care roles and providing warm and clean accommodation.

*He aha te mea nui o te ao?
He tangata, he tangata, he tangata.*

What is the most important thing in the world?
It is the people, it is the people, it is the people.

Number of H&S incidents reported



Working smarter to make health and safety a top priority

Our top three priority areas for health and safety are forklift safety, general vehicle safety and seeking ways to reduce strains and sprains.

1. **Forklift safety** - We have identified that forklifts are the highest cause of health and safety incidents on site. To help address this, we introduced a range of initiatives and new processes in 2021;

- Our Forklift Manager now takes ownership of all incidents.
- We have two forklift instructors who are responsible for training and mentoring all drivers.
- All forklift incidents are investigated by these instructors with health and safety oversight as required.

- Implementation of electronic proximity alert safety devices in the bin tip area.
 - Our new health and safety system allows for monitoring of staff incidents and helps identify drivers who require additional training.
2. **Vehicle safety** - We recognise that traffic management is key to ensuring vehicle safety. In 2022 we will introduce a one-way system as part of the site expansion project.
3. **Strains and sprains** - Sprains and strains are not localised to a specific job role or task. We are working on ways to better understand the causes so we can address this across our business.



Tread Lightly

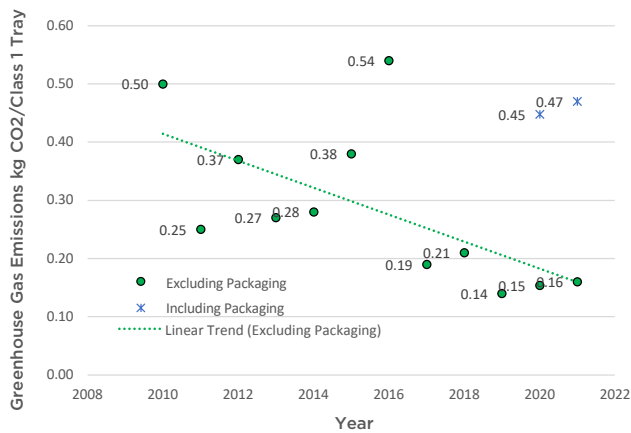
- We tread lightly to minimise our carbon footprint.
- Biodiversity and biosecurity are important to us.



We tread lightly to minimise our carbon footprint

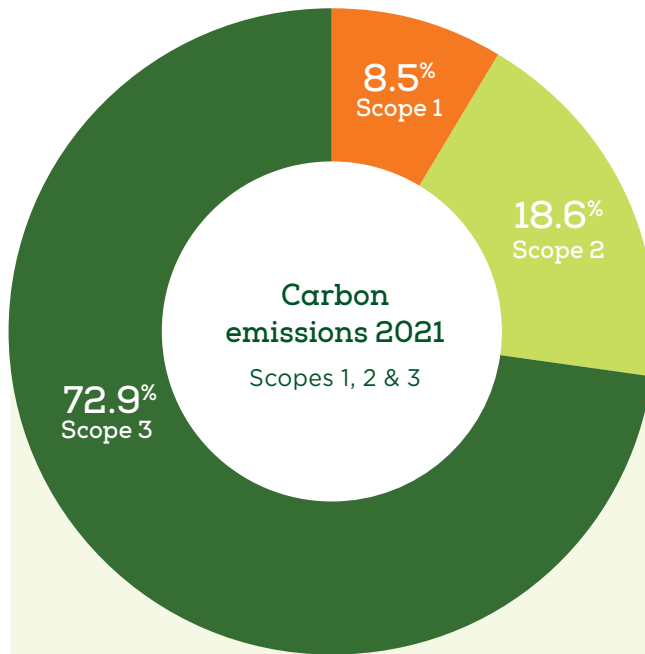
Responding to changes in climate and our greenhouse gas emissions are complex issues facing our business. We tread lightly to reduce emissions across our operations. At the same time, we must adapt to the realities and forecasts for a different climate in the near future.

Organisational Greenhouse Gas Emissions



Our Climate Impacts

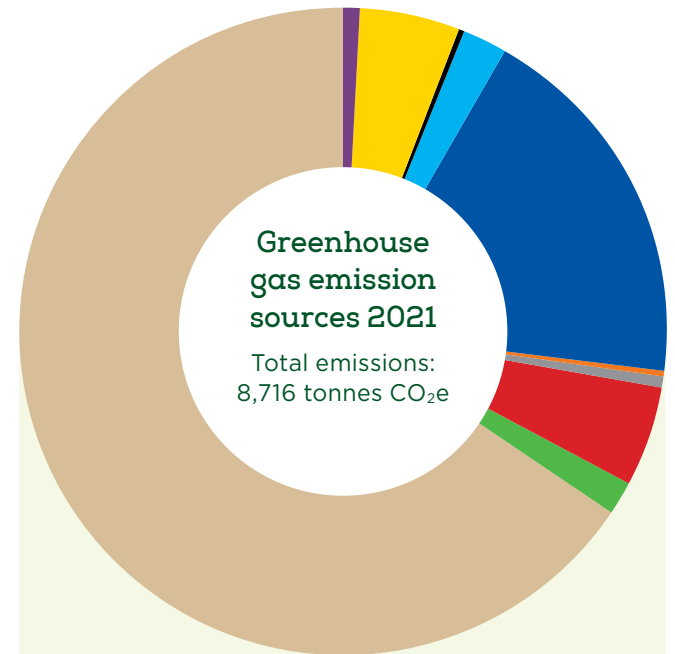
We have measured and reported our organisational carbon footprint since 2010. Our carbon emissions have generally declined over this time but have stayed fairly level over the last few years. In 2021 our greenhouse gas emissions were 0.47kg CO₂ equivalents per Class 1 tray (0.45 in 2020). This has been restated from 2020 to include packaging and is an estimated measure only, based on a number of assumptions and the calculated footprint has not been third party verified.



- Scope 1:** Direct emissions – combustion of fossil fuels, refrigerant gas losses.
- Scope 2:** Indirect emissions – generation of electricity we purchase.
- Scope 3:** Other emissions – packaging, inward and outward freight, business flights.

The increase in our relative emissions for 2021 was due to;

- An increase in fuel consumption as additional company cars were purchased for senior management, and leased for staff and RSE transport.
- An increase in flight emissions due to increased staff travel and RSE air travel as COVID-19 restrictions eased.
- A recalculation of inward freight distances as we receive fruit from further afield.
- Inclusion of waste data in our emissions profile.



- Petrol
- Diesel
- LPG
- Refrigerant gas
- Electricity
- Waste
- Air travel
- Inward freight
- Outward freight
- Packaging



Forklift battery recharging station.



Forklifts moving packed pallets.

Minimising our carbon emissions

In line with global efforts to reduce carbon emissions and mitigate the effects of climate change, we have set a target to reach zero Scope 1 and 2 emissions by 2030. This will require significant modifications to our business operations over the next decade, but now is the time to embrace change and to take action for a better future.

Combustion of fuel in company vehicles remains a significant element of our organisational carbon emissions. We are actively investigating changing our pool cars to EVs as they come up for renewal. We will also be trialling hybrid company vehicles and implementing E ROAD (automation of fleet management) to monitor travel.

Refrigerant losses from cool stores represent a large potential source of greenhouse gas emissions for the post-harvest sector. We are continuing with our monitoring and maintenance efforts to ensure that refrigerant losses are minimised.

Electricity remains a key element of our carbon footprint (Scope 2) and consumption has continued to increase as our throughput has gone up and more coolstores have been added. To reduce this impact, we use an electricity supplier that provides power from 100% renewable sources. We utilise the New Zealand grid average to account for greenhouse gas emissions from our electricity use and do not discount it.

Switching our fleet to electric and hybrid vehicles will increase our electricity consumption. To help balance this and protect against future cost increases, we are investigating options to improve the efficiency of our existing cool store infrastructure and to install solar power on our site.

Carbon emissions associated with packaging represent 65% of our total 2021 organisational emissions. As a Scope 3, we have less control over our packaging emissions. By calculating and reporting on these emissions we hope to promote greater industry discussion and collaboration about how these emissions can be minimised.

We will continue to support the industry to better understand how we can reduce our carbon emissions to meet the industry targets. We see plenty of opportunities and we are focused on continuous improvement to enhance our environmental outcomes.

Trevelyan's is participating in the Zespri Zero Carbon Fruit Trial commencing in 2022 and we are supporting our participating growers. This will provide an opportunity for us to benchmark our carbon data against the rest of the industry and to identify further options to reduce our emissions.

Adapting to climate change

While we work to minimise our greenhouse gas emissions, we recognise that some degree of climate change is inevitable and likely to affect our industry in the near future. We have invested heavily in packing and cool storage assets at a single location in the heart of the Bay of Plenty. Climate change may impact how and where we grow fruit, when we can pick it, how we transport it, and the associated costs.

In 2022 we will review how changing climate variables will affect our operations and assess how we can adapt to such changes. We have been involved in the Bay of Plenty Climate Change Risk Assessment workshops hosted by Toi Moana Bay of Plenty Regional Council. Our focus on continuous improvement and growing a better future means we will adapt to such challenges as they arise.

Getting a better understanding of our carbon emissions

Understanding our carbon footprint is a key element in our sustainability journey. We are committed to reducing our greenhouse gas emissions to meet our target of zero organisational carbon emissions by 2030 (Scope 1 and 2).

There is now significant awareness globally of the potential impacts of climate change and this has been further highlighted by Zespri's sustainability targets which set specific goals for the industry:

- We will work with our partners to be carbon positive by 2035.
- Zespri corporate will be carbon neutral by 2025.
- Our industry will be carbon positive for our retailers by 2030.
- Zespri will report on its climate risks and opportunities by August 2021 and develop an industry-wide adaptation plan by December 2022.

Achieving these targets represents a substantial challenge and will require considerable effort and co-operation by numerous stakeholders within the overall kiwifruit value chain.

Carbon Emissions per Class 1 Tray



Electricity Usage per Class 1 Tray kW/tray



Year	Site Usage (KW)	Trays Packed (Qty)
2021	15,951,829	18,639,975
2020	13,283,568	15,336,385
2019	12,740,996	14,501,683
2018	12,769,700	14,501,683



Forklifts moving fruit bins.

Trevelyan's have been utilising a spreadsheet-based carbon calculator since we first began measuring our carbon emissions in 2010. This is a customised version of Catalyst's ACE Carbon calculator which was adapted to incorporate packaging in 2020 and the inputs were simplified in 2021. The purpose of measuring and reporting our emissions is to;

- **Provide transparency** of our activities and accountability for the associated impacts.
- **Identify and understand** significant sources of emissions.

- **Measure the effects** of actions taken to reduce emissions.

In 2021 we began developing our own carbon calculator in accordance with the relevant international standards (ISO14064) using Excel to collect the data with a Power BI Tool to analyse the results. We will continue to use our existing calculator alongside the new one as we build confidence in our systems.

The new calculator provides the opportunity to analyse our data in more detail for specific emission sources such as electricity and will also help identify potential

cost savings (see diagram).

Our goal is to build a better system for tracking our carbon emissions so we can analyse data as we make changes and benchmark against others in our industry.

Sharing this information with our key stakeholders in an important step towards reducing our carbon footprint. We are well positioned to support the industry on this journey to achieve the specified climate change goals.

Biodiversity and biosecurity are important to us

We rely on a healthy and diverse ecosystem of plants and animal species to sustain our business. Pollinating insects are essential to the wider environment and ecosystems, and we are acutely aware of how our day-to-day operations can affect their natural populations. Equally, new and exotic pest species represent a significant risk to New Zealand's horticultural sector as a whole. We tread lightly to protect native species and enhance the natural systems that underpin our business.

Biodiversity on our site

We operate from a single site on No.1 Road in Te Puke. With the ongoing expansion of our packing and coolstore facilities, limited space remains on the site. Despite this, our site at Trevelyan's is pretty special. Nearly all the plants on site are native or productive, and we have lots of native birds that visit regularly. The 'village green' next to the original Trevelyan family villa provides a haven at the centre of our busy site.

One of the biggest trees on our site, at the village green, is a stunning yellow Pōhutukawa tree. This yellow-flowered cultivar 'Aurea' descends from a pair discovered in

1940 on Mōtiti Island in the Bay of Plenty. This tree now provides shelter for a number of new "pods" which have been added to accommodate our growing staff numbers. Additionally, the site has numerous fruit trees including mandarins, feijoa, guava and apples. Apart from providing the team with the joy of picking fresh fruit, they also contribute to a healthy ecosystem and encourage wildlife to flourish.

Our 1.5 hectare campground and three villas on site feel a world away from the busy packhouses and provide welcome accommodation facilities for seasonal staff.



New office pods on the Village Green.

Recent developments have seen us extend our cool storage facilities onto the adjacent site. Further landscaping and redevelopment of our on-site walking track will take place once these projects are complete.

Treading Lightly with a focus on biodiversity

Beyond our site, we encourage biodiversity by providing growers with liaison services and technical support. Ongoing topics for growers include optimising spray use, soil health, water quality, water use and complementary planting to enhance biodiversity.

As part of our service programme to growers, we hosted a 'Regenerative Horticulture' workshop in 2021. The workshop focused on the basics of how to transition away from a more 'conventional' style of growing (i.e. using synthetic chemistry, herbicides, fertilisers), and introduced concepts around using more natural techniques to help maintain and/or improve productivity and profitability.

Regenerative principles are designed to enhance our environment for the benefit of future generations. As a

result of the workshop, a number of our growers have embraced a more 'regenerative' approach to horticulture - we watch their progress with interest.

Water quality and nutrient run-off are an increasing focus for the kiwifruit industry. Currently, one of Trevelyan's growers is participating in a Zespri trial to learn more about this. The research results will help us assess and recommend future growing practices.

In 2021 our technical, sustainability and orchard management staff attended Zespri workshops on "Nutrient Knowhow" and "Irrigation Basics" to ensure we can support our growers with the latest information.

We continue to support Ōtanewainuku Kiwi Trust with their pest control efforts and we look forward to seeing new signs installed in the forest. We are closely following initiatives such as Wai-Kōkopu Pānui, a community-led group working to replenish and revitalise the health of the Waihi Estuary (Te Waihi).

We support projects which promote biodiversity in our local area. In 2021, we invested \$5,000 in local environmental projects including Maketu Ongatoro Wetland Society (MOWS), a community conservation group that helps protect and restore native habitats and wildlife in our local coastal area.

We are also looking to support wider conservation efforts in the Bay of Plenty area by working alongside the Bay Conservation Alliance.

Biosecurity

A wide range of pests and diseases can affect the quality of a kiwifruit crop, as well as yields and market access. Well-publicised examples include the brown marmorated stink bug and fruit fly. In 2021 we continued our support of projects which help protect biosecurity in our local area, including investing \$5,000 in the Tauranga Moana Biosecurity Capital (TMBC). TMBC is a local organisation dedicated to leading and taking collaborative action towards biosecurity excellence.

Te toto o te tangata he kai, te oranga o te tangata, he whenua, he oneone.

While food provides the blood in our veins, our health is drawn from the land and soils.



Respect Our People

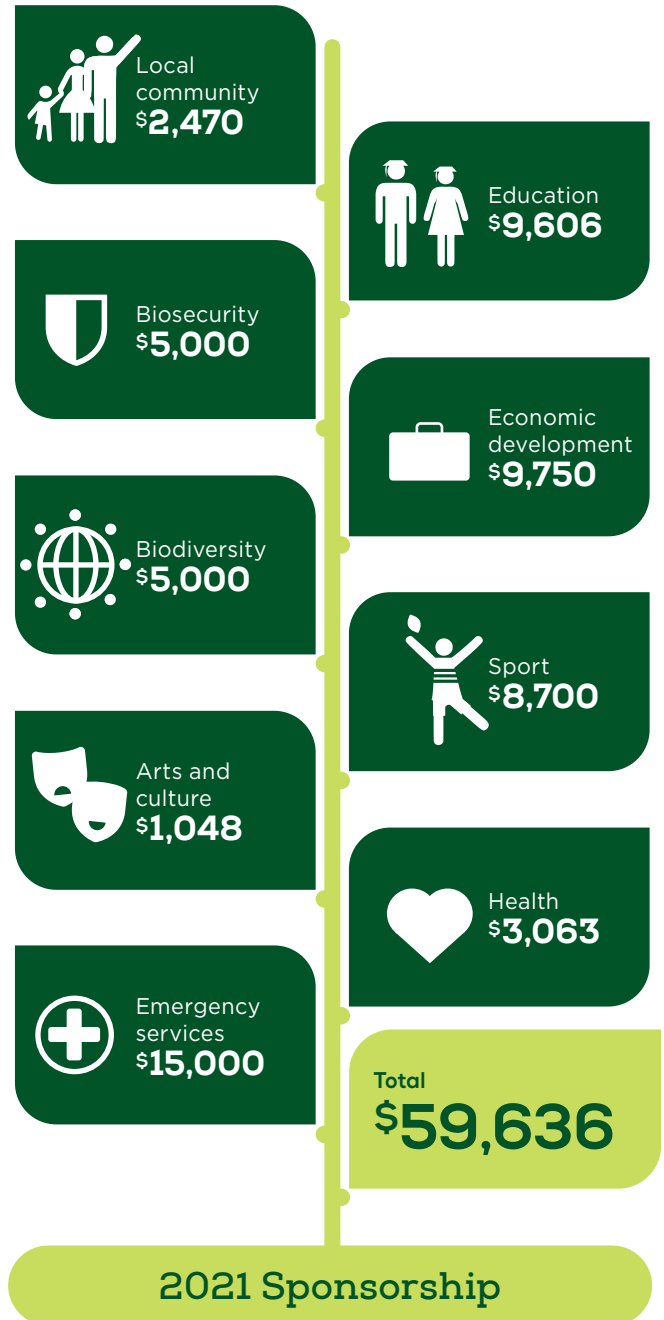
- We invest in our local community through our sponsorship programme.
- Trevelyan's is a great place to work.



We invest in our local community through our sponsorship programme



Sponsorship for high-vis vests for preschool trips.



What matters most to us at Trevelyan's? Relationships. It's important to us to look after our growers, our staff and our community. We invest in local schools, health projects, sports clubs, emergency services and community groups to create positive connections, build meaningful relationships and help address specific social and environmental needs in our wider community.

Investing in our community

In 2021, we invested nearly \$60,000 of funds in our local community. Our sponsorship included support of the following:

- We granted a significant amount towards schools in our community, as many faced challenges with running fundraising events due to COVID-19 restrictions.
- Maintaining financial support for local sports clubs. These included rugby, squash, hockey, soccer and 4WD clubs.
- We supported several projects at local schools and early childhood centres including a Bush Classroom and high-vis vests for trips.
- Helping to fund local sportspeople with a connection to Trevelyan's to attend events such as ultimate frisbee, cricket and rugby.
- The support of Rotorua Mountain Bike Club's First Response Service, to help build links with the Rotorua community which provides a significant amount of seasonal labour.
- We supported local cultural festivals and events such as Diwali and Matariki.

- The continued support of the Kiwi Can programme for 5-12 year-olds in Te Puke schools. Kiwi Can delivers fun-filled learning programmes that teach values like integrity and respect, and helps kids build resilience.
- Being involved with EPiC Te Puke which supports our local community and organises excellent events around town as well as a website for local organisations.
- Supporting health initiatives in our local community including complex chronic illness, heart kids, autism and cancer.
- The ongoing support for the Sustainable BOP Charitable Trust.
- Investing in projects which enhance biodiversity and protect biosecurity in our local environment.

We intend to contribute at least \$45,000 per year to support our local communities, as well as a further \$10,000 per year towards biodiversity and biosecurity projects. Our spending on biodiversity was lower than anticipated as we are awaiting completion of new signs for Ōtanewainuku.

In 2021, as the COVID-19 restrictions eased, we also hosted a number of educational tours on our site including Katikati College and Tauranga Boys High School.

Looking to the future, we pledge to:

- Support our local community with financial sponsorship, as well as surplus fruit and labour in kind, when we can.
- Continue to provide educational site tours to a wide range of groups to showcase our work.
- Support projects to build local infrastructure including the Te Ara Kahikatea Pathway at the Te Puke end of No 1 Road and we hope to see a pathway along the side of No 1 Road one day.



To James and the Trevelyan's crew.

Thankyou for your sponsorship towards my cricket team to help us get down to Hawke's Bay. We had a great time winning 4 out of 5 matches. It was great experience for me and I look forward to going again next year.

Ethan Wylie



Support of Rotorua Mountain Bike Club's First Response Service.

A great place to work

In all companies, talent is the foundation for building incredible teams capable of facing new challenges, and driving growth and innovation. Attracting and retaining quality staff is an ongoing challenge in the horticulture industry. Our culture of family values, and operating as a whānau, with respect for our people, helps us overcome this challenge. They make Trevelyan's a great place to work – keeping our team engaged, productive, and committed to our sustainable future.

Engaging and retaining quality staff

We have over 300 permanent staff including key operational, support, and administration staff. The demands of the packing season from March to June can be intense. Many of our people thrive in this environment. They look forward to the new challenges that each season brings.

We work hard to engage and keep high calibre staff and to provide a healthy work-life balance. Our talented team is what sets Trevelyan's apart from the rest. Their aptitude, commitment, and expertise are what drives our unique company culture, and fuels our desire to be the very best in the business.

Last year was a roller coaster year, with COVID-19 sending different parts of the country in and out of alert levels and

lockdowns. Our team of permanent and seasonal staff stepped up to this challenge, as they always do, to provide exceptional service to our growers.

We were faced with additional challenges in recruiting seasonal staff in 2021. With the borders remaining closed due to COVID-19, our options for employing backpackers and RSEs were restricted. We provided a number of incentives to support our seasonal workforce including;

- Paying (at minimum) the living wage for all employees.
- Double your pay for the day and fuel voucher draws.
- Provision of subsidised transport.
- Free muffins for staff on certain days of the week.

During 2021 we undertook a review of our organisational structure to ensure that we have sufficient resources to manage the challenges that arise throughout the year and especially during the busiest part of the season. As

a result of this review, we have added additional people in key areas to strengthen the Trevelyan's team. Last year also saw a significant increase in the number of permanent staff employed with new hires as well as a number of changes from fixed-term to permanent contracts.

During 2021 we evaluated our existing human resources and payroll systems to assess whether they were still fit for purpose as our organisation has grown and evolved. As a result of this review, we will be moving to a new integrated system in 2022 which should provide better information to staff.

Our voluntary turnover for permanent staff in 2021 was 3.8%. This is a reduction on the turnover that we experienced in 2020 (9.5%) and is in line with our target of less than 10%. We consider this to be a healthy employee turnover rate which allows our business to function smoothly and respond to new opportunities.



The village green provides a great environment for staff to connect.

Respecting our people by supporting staff wellbeing

Our Wellness Committee meets every two weeks. Having achieved the Bronze WorkWell Accreditation in 2020, we started working towards the Silver Accreditation in 2021. As part of the accreditation process, we surveyed our staff and identified five key wellness focus areas; healthy eating, physical activity, mental health and wellbeing, limiting alcohol and other drugs and smoking cessation. We are developing policies and action plans to support our people to address these important issues.

In 2021 we invested approximately \$20,000 in a multitude of events and initiatives to support physical, financial, and emotional wellness for our staff, with an additional focus on mental health due to the challenges we faced in the COVID-19 environment. These included:

- Two month-long challenges (Move It May and Shred September) encouraging staff to eat healthy, move more and try to lose excess weight.
- Wellness WOF's for nearly 100 permanent staff with follow-up appointments for those identified as high- risk.
- Subsidised pilates sessions.
- Weekly Wellness Wednesday emails that contain tips and tricks to staying well.

- Staff team building activities and fundraisers such as pink shirt day and gumboot throwing.
- Quiz nights.

Trevelyan's also supported our people in 2021 through:

- Provision of EAP (Employee Assistance Programme) services to provide practical assistance for permanent staff when personal or work issues arise that may impact on their ability to do their job or affect their wellbeing.
- Subsidised health insurance for all our permanent staff.
- Flexible work options to accommodate their whānau needs.
- Special offers and incentives from local companies we partner with.
- Health benefits of our on-site walking track, campground, and villa accommodation.
- Healthy and inexpensive meals and low-sugar drinks provided by our canteen.
- Subsidised flu vaccinations for permanent staff.



Mauri mahi, mauri ora.

Through work we prosper.



Healthy alternatives at Trevelyan's cafe.



Wellness WOFs for permanent staff.

trevelyan.co.nz

Knowledge driving the next generation

At Trevelyan's, we believe in empowering our people. We actively encourage the sharing of knowledge and ideas, so that all teams feel valued and motivated. Together we can make improvements around the business.

The recent addition of our on-site forklift driving school is an example of investing in our team to help boost productivity and save costs. Long-time employee George is a seasoned and skilled forklift driver with more than 45 years' experience. After an intensive programme to become a qualified forklift instructor, he now shares his experience and provides simple, practical and relevant advice to the next generation of Trevelyan's forklift drivers.

George trains our people throughout the season, working by their side every step of the way. Thanks to George's skills and support, we are seeing a reduction in accidents and injury, and a great improvement to the safety of our drivers and wider team - a big win for us all.



GRI Index

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Location of operations	102 - 4	www.trevelyan.co.nz/contact/
Ownership and legal form	102 - 5	https://app.companiesoffice.govt.nz/companies/app/ui/pages/companies/1105061
Markets served	102 - 6	New Zealand
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External initiatives	102 - 12	None
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Trevelyan's
Growing a better future