# TESTUDIATE A BayWa Company



#### Working towards 'One T&G'



Last year we started a journey to unify our business. As a team we created new strategic pillars, new Mindsets (Values) and launched this together under the new T&G brand.

During this time it has been encouraging to see both our people and various sites flourish with these initial changes and start the move forward as one team.

Not only are we unifying our businesses but we are also integrating them to work closer and smarter and improve performance for our customers and growers. We need to be aware of the necessity of keeping our customers' and growers' requirements front of mind as we go about our daily jobs.

One integration currently underway is that of our ENZA and Apollo businesses – that together now form the T&G Pipfruit division. The acquisition step was just the beginning with the real work still to come. I have recently been in the Hawkes Bay and witnessed the effort that is going into this project. I am confident the end result will be one of a strong pipfruit team that will take the category to the next level.

Unification of multiple businesses is not an easy task; but with strong people leaders in place, a clear direction and the willingness of everyone to work together in support of "One T&G", we will become an even greater success on the world stage.

In addition to the clear direction of the business going forward, T&G will continue to invest in the future of the industry by not only fostering the talents of our own T&G people but also supporting and encouraging the younger generation to choose a career in horticulture.

#### ALASTAIR HULBERT

CFO

#### Welcome

Welcome to the first issue of T&G Fresh Update.

Historically we have had two magazines – one for our T&G people (The Fresh Press) and one for our key customers, growers and external stakeholders (T&G Update).

Recently we realised that, with our new Mindset of being 'Open' and the fact that the majority of what we do we are happy to talk about, it made sense to combine the two publications and create one for

everyone – inside and outside our business.

The Fresh Update will share all the latest information on us, our people, milestones, achievements, strategies and general news and views on our industry.

Electronic copies will be available online at www. tandg.global and printed copies will be available at our sites if you require one.

#### **KYLIE HOROMIA**

Corporate Communications Manager

The Fresh Update is always looking for ideas. If you have something to share or feedback you would like to give please email communications@tandg.global or contact Bernie Ferreira, Communications Coordinator.

#### Thank you



Michael Dosser's 40+ year venture with T&G began in 1963 when he started working for Fruit Distributors of which T&G later became majority shareholder.

In 1977 Michael became General Manager and developed strong relationships with a number of senior people in international shipping companies and later became a director of Allen Blair and McKay shipping, both companies owned in part by Fruit Distributors.

In the early 1990's the Noboa family, owner of Bonita Bananas, brought a 10% stake in T&G purchased from members of the Turner family. Michael represented their shareholding and joined T&G's Board of Directors.

Michael then became the CEO of Turners Car Auctions from 1996 to 2005 and went on to being the Chairman until late 2014.

Michael is still a director on T&G's board today and the business thanks him for his many years of loyalty and service.

#### **Milestones**

#### **10 YEARS**

Chaman Lal
Stuart MacLean
Mark Stocks
Rohini Lata
Emma George
Maria Alimurong
Anand Kumar
Patricia Watene
Jaya Vytla
heodore Wihongi
Kevin Barrow

#### **20 YEARS**

Pahe Pahetogia Daryl Lewis Dinesh Patel Richard Orviss

**40 YEARS** 

Daniva Vakawati

# DANIVA VAKAWATI Celebrating 40 years with T&G

#### **Celebrating 40 years**

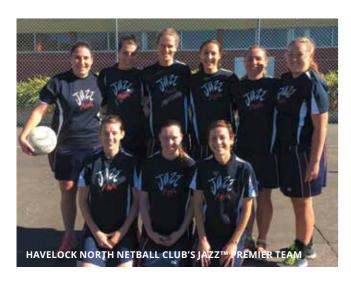
Daniva Vakawati started with T&G in 1975 as Storesperson and is now the Receivables Team Leader for Transport.

Daniva is a great asset to T&G and his 40 years of outstanding service speak for itself.

"He is the most remembered face for transport and the markets and is a valued member of our team. He has a reputation of being honest and reliable and you can always rely on his good memory. He has a wealth of knowledge of where things should go and who our customers are – you name it, he knows it all. He is the constant laugh that you can't miss, his smile is contagious and his work ethic is faultless. We are definitely lucky to have Daniva in our team," says Carol Hodgson, Customer Service/Sales Support.

SMALL BITES SMALL BITES

#### Our Jazz-y champions



Jazz™ Apples, through ENZA, has been sponsoring the Havelock North Netball Club for the last four years with T&G now on board as the naming sponsor of the Premier Netball team.

Jazz™ Apples Havelock North Kauri started the 2015 season in April with an extensive grading process to see if

they could qualify for the Super 6 League, played indoors on every Friday night. Although the team didn't get the necessary wins for the Super 6 League, they were able to play in the Premier Saturday Competition.

"Each grade has six teams in it so we started by playing the two teams we had already played in our grading pool. This was a good opportunity to work on the things that we had not executed well in our previous match-ups and to keep developing our combinations on the court," says Ness Harrison, Jazz™ Apples Havelock North Kauri Netball coach.

Jazz™ Apples Havelock North Kauri won four from four going into the last game in the round, a win in the final game would have given them the opportunity to play a promotion/relegation game to gain entry to the Super 6 in round two.

"Unfortunately a slow start to this final game versus Outkasts left us playing catch up netball and despite having a great 2nd half it was too little, too late. However it was great to see some of the T&G staff there cheering us on."

So far the team has had two games in the 2nd round and have secured two wins against Taradale (44-19) and against Toki Inc. (38-31). Best of luck to the team for the finals which will be held on 8 August.



# Supporting Young Growers around New Zealand

Every year keen young growers' step up to showcase their knowledge and skills at various competitions held around New Zealand as part of the Young Grower of the Year and Young Horticulturalist of the Year competitions.

T&G is a proud supporter of these competitions, as it not only raises the profile of horticulture in New Zealand, but also helps to raise the standards of young growers who will play a major role in the future of the industry.

"It's always great to attend these competitions and see the young talent coming through the ranks. Early last year we made the decision to further throw our support behind the competitions and really try and encourage young growers to get involved. What we have seen and experienced over the past 18 months has been incredibly positive," said T&G Corporate Communications Manager, Kylie Horomia.

In addition to the external competitions T&G also run their own internal T&G Pipfruit event to support their employee's development and spotlight potential future champs.

"All of these competitors are great ambassadors for the industry and we hope that other young people who are considering their career options will look at these competitions and horticulture as a viable and exciting industry to be involved in. The opportunities are really endless in our global environment and a horti-pathway is a fantastic option which we encourage from Primary School all the way through to University and beyond."

#### **Produce Executive Programme**

In April, five of our people from both New Zealand and Australia attended the Produce Executive Programme held at Mt Eliza in Melbourne.

The PMA A-NZ Produce Executive Program is a program with a unique blend of personal and professional development, skill enhancement, industry forum and practical learning experience. It provides a rare opportunity to access knowledge and insights across the supply chain by networking with industry peers and engaging in interactive discussions with industry leaders.

Current individual, company and industry issues of concern are identified and addressed by informed international faculty, recognised industry experts and high potential participants from all segments of the value chain. The program is designed to facilitate the integration of course content into the participant's business and also provides a specific opportunity for delegates to bring situations, challenges and opportunities from their business to get the thoughts and ideas of others in a professionally moderated workshop.

The five participant's rubbed shoulders with industry leaders, including the heads of the big Australian supermarket chains and spoke about global and consumer trends in both consumption and marketing. They also undertook exercises looking at management styles and presented back to their peers.

The networking stood out for many of our participants, with

at least one subsequent meeting with Monsanto planned for May as a result of the programme.

Feedback from Mike Shaw, Daniel Beddome, Shane O'Brien, Tom Cooney and Peter Jackson has been glowing.

"This programme brought together a great representation from across the industry, from seed-grower to wholesaler, to importer/exporter and offered insight into global food and population trends and media impacts on food. It also gave us a better understanding of what strengths people have during the stages of innovation and how to utilise these," says Shane O'Brien, National Imports Manager.

PMA made mention that in the 20 years T&G have been involved in this programme, this is the biggest turn-out yet and just goes to show the commitment T&G have to developing their people.





#### **Passion for produce**



T&G is full of passionate people and it's always great to see that passion being passed on to their children.

Eleven year old Flynn Batters, son of T&G North Island Logistics

Manager Brent Batters, put his creativity to the test and designed a different take on the T&G logo.

"Flynn loves drawing and designing things and thought he would draw some ideas for our new T&G trucks by searching the company logo online and adding fruit and koru patterns around it. I now have this awesome piece of artwork stuck up in the office, " says Brent Batters.

#### Grow, harvest, prepare and share

In 2013 T&G created the T&G Community Programme with the aim to provide support and educational opportunities for children with a focus on health and nutrition.

One of the first key partnerships established, was with the Garden to Table Trust. Their programme is a great way to introduce fresh produce to primary aged children in their own schools. Through Garden to Table (GTT), young children learn to grow their own vegetables, harvest the produce, prepare the food and share it with their classmates.

T&G sponsor schools recommended by the Trust specifically in regions with a strong T&G presence. Each school is supported for a three year period after which they will be self-sustainable.

By starting at an early age the hope is to encourage a love of fresh produce, increase the desire to make healthy food options, and to help combat the high obesity rates in children.



Currently T&G support the following schools through the Garden to Table programme:

- Flatbush Primary School (Auckland)
- Kerikeri Primary School (Northland
- Haumoana Primary School (Hastings)
- Victory Primary School (Nelson)

With more schools to come

#### In New Zealand:

- 1 in 5 children\* are overweight
- 1 in 9 children\* are obese
- 1 in 20 children\* are MORBIDLY OBESE
- New Zealand is the 3rd WORST country fo child obesity in OECD nations.

\*2-14 years of age.

Source: New Zealand Health Survey 2014





# **Workchoice Day 2015**

For the third year running, T&G opened their doors to senior high school students and hosted Workchoice Day, which aims at helping students make informed decisions about future career opportunities by giving them first hand knowledge of the industry.

This year T&G hosted Marcellin College at our Mt Wellington site, and although it was a wet and miserable day, it didn't dampen the spirits of the enthusiastic students who greeted us with smiling faces.

The day kicked off with an informative presentation by Supply Chain Manager, Brent Main and Capability Manager, Greg Turrell, giving the students insight into how T&G operates, what produce we grow, how much we distribute and where we distribute to. They each received a goodie bag including fresh produce and took a tour- visiting Floramax, the Mt Wellington Market floor, the banana ripening rooms, Transport and FCC (Fruit Case Company) where they learnt more about the operations and opportunities on offer.

"T&G is a diverse company which offers a large range of prospects for job seekers, so hosting Workchoice days for schools gives T&G an opportunity to show what we do. With an ever growing emphasis on staff training and development we are eager to meet those who show interest in the fresh produce industry and want to be part of the next generation

of T&G staff," says Callum Logan, T&G National Banana Operations Specialist.

The tour ended with afternoon tea and a speech by one of the students, thanking T&G for hosting them.

"I'm glad we chose T&G to visit for Workchoice Day, we thoroughly enjoyed it and I think all the students learnt a lot from the examples and valuable life experience," says Donna Ayson, Teacher at Marcellin College.



CONNECTING WITH STUDENTS



#### **Connecting with Students to Grow Industry**

As many of you may have read or heard, the primary industry will require close to 50,000 more qualified workers by 2025. This requires a collective effort from all and T&G is happy to play its role as an industry leader.

In May, T&G attended the Massey University Scholarship Awards ceremony where we presented three outstanding students with the T&G Undergraduate Scholarship and for one student, the T&G Research Grant.

Leander Archer, Luke Posthuma and Sarah Tastard are all studying a Bachelor of Agriculture Science, majoring in Horticulture. Both Leander and Luke are in their 3rd and final year, while Sarah is in her 1st year.

Jennifer Parkinson is doing a Bachelor of Agriscience, Horticulture (Honours) and was our T&G Research Grant recipient, successful in obtaining the undergraduate scholarship for both her 2nd and 3rd year of undergraduate study previously.

"What struck me straight off the bat was the level of passion and knowledge the four scholarship recipients have. Leander was drawn to horticulture as she wanted to help solve the PSA epidemic with Kiwifruit, Luke had an interest in gardening from a young age, Sarah was drawn to horticulture once she entered Massey and finally Jennifer, as the most experienced student in our group, is researching the way in which preharvest factors affect the post-harvest physiology of Kiwifruit," says Greg Turrell, T&G Capability Manager.

T&G has been supporting Massey students for many years and this year has increased the scholarship fund, recognising

the need to nurture students studying Agribusiness and its specialisations.

John Crowther, T&G Central Regional Manager, says graduates are the key to unlocking the future of the horticulture industry.

"We have seen the value of having new people with different ideas and up-to-date skills. They provide innovation and help take the industry forward so it competes well in domestic and global markets," says John.

This year 75 students are enrolled in the first-year horticulture paper at Massey, studying on-campus or extramurally. The students do the production paper as part of a Bachelor in Agriscience degree, an Agricommerce degree or a Bachelor of Science majoring in Plant Science.

"We appreciate T&G's on-going commitment to supporting horticultural, agri-science and agri-commerce students with scholarships and BayWa with additional PhD scholarships now as well, in addition to 'fruit of the week', guest lectures and site visits currently in place in my paper," says Huub Kerckhoffs, Massey University Horticultural Production Lecturer.

The growing interest in studying horticulture was highlighted in June at the National Horticultural Field Days in the Hawke's Bay with more than 300 secondary school students attending the Pick a Career in Horticulture Expo as part of the event.

T&G has also supplied fruit for a "fruit of the week" activity with Massey University students and gave them a tour of the T&G Manawatū branch.



#### **BayWa Scholarship**



Nikolai Macnee, an Auckland University Student, has been awarded a significant NZD \$150,000 scholarship from agricultural giant BayWa AG to complete a four year research-based PhD in the field of horticulture.

The scholarship is the first of its kind for BayWa

outside of Germany and demonstrates the commitment of BayWa to investing in the industry in New Zealand.

Recently in New Zealand, BayWa Chief Executive Professor Klaus Lutz, presented Mr Macnee with the scholarship and took the opportunity to discuss the scholarship and the importance of science and research for the industry.

"BayWa, through the BayWa Foundation, are passionate about promoting and supporting education, healthy nutrition and renewable energy. When we took majority shareholding in T&G we wanted to ensure that we created an educational opportunity in New Zealand that would benefit a local student and the industry."

"With Sir John Anderson on board to support the BayWa Foundation in New Zealand, we hope that Nikolai will be one

of many New Zealand PhD students that we can help support," stated Professor Lutz.

Mr Macnee will be working with Plant and Food Research New Zealand and will undertake the doctoral degree in the field of fruit development/molecular plant physiology for kiwifruit.

"The appearance of fruit is a key factor for consumers when differentiating new cultivars and for evaluating quality. The skin on fruit, in particular kiwifruit, can be smooth or hairy depending on the level of programmed cell death used in each species. My research will study the molecular and physiological events that determine whether kiwifruit skin will stay alive or die during fruit development. The research aims to guide breeding attempts of new kiwifruit cultivars and give a greater understanding of the triggers in fruit development," explained Mr Macnee.

The scholarship is managed by Education New Zealand on behalf of BayWa AG and strengthens the relationship between the German based company and the New Zealand horticultural industry

"We are delighted to be managing the scholarship on behalf of BayWa AG. It's a great opportunity to showcase our world class education, research and scholarship to the rest of the world," said Christine Roberts, Scholarship Programme Manager, Education New Zealand.



#### The T&G/Delica China launch

Like many organisations that have set up an in-market presence in China, our process was gradual then sudden. After years of working towards having a support staff member based in Shanghai or even a representative office, it became clear that this wouldn't be enough to realise our vision for growth into the China market. T&G has now set up a wholly owned foreign enterprise (WOFE), with Ignacio Smith heading up the team. This is a full legal entity, with ability to employ staff, pay tax, and import fresh produce. Delica (Shanghai) Fruit Trade Co., Ltd now has six full-time staff, and our own office based at the Huizhan Wholesale market, where most of our Shanghai customers are also located.

Setting up a WOFE is no small accomplishment, and we thought it was worth both celebrating and officially announcing. So in May this year, at the commencement of the Southern Hemisphere apple season in China, we hosted a launch event at New Zealand Trade & Enterprise's 'NZ Central', which is a little slice of Aotearoa in downtown Shanghai, offering a great support environment for businesses that are getting started there.

Having pre-ordered the finest weather that Shanghai had to offer, we enjoyed an evening of clear skies and good conversation as we strengthened relationships with customers and other partners. Celebrating the launch with us were staff,

customers, suppliers, friends of the company and officials from NZTE, Ministry for Primary Industries (MPI) and the Ministry of Foreign Affairs and Trade (MFAT), including Guergana Guermanoff, the New Zealand Consul-General in Shanghai.

Speeches were made by Ignacio Smith, Nick Fitzpatrick and Alastair Hulbert with Zoe Zhu translating into Chinese for guests. Guergana Guermanoff also spoke on behalf of the MFAT and the NZ Government, and referenced the importance of making a commitment when doing business in China:

"Companies like Delica/T&G, who are willing to spend time and effort getting to know China, are an important part of the New Zealand China trade story. They are the active examples of how New Zealand wants its relationship with China to be about not just high-level exchanges, but a comprehensive partnership."

For us it was exciting to be able to spend time with the customers, and also to demonstrate how we've grown as a business, and how much we are looking forward to increased business in the future. With the right people in place now we can support them much more directly and offer more value to their business than if we remained remote. Watch this space!

"If you want one year of prosperity, grow grain. If you want ten years of prosperity, grow trees. If you want one hundred years of prosperity, grow people." – Chinese proverb



















Envy™ is incredibly popular in China, and in partnership with our receivers we are vorking to establish it as the premium apple variety on the market. Tom Cooney, senior Export Manager and Brad Murchison, Export Manager Procurement Diversified Products from T&G/Delica's Auckland office were in China when the irst container was opened, all of which was pre-sold before arrival.

What they saw was eye-opening, as they witnessed a big crowd waiting for the doors to open, and pallet by pallet it was unloaded, closely inspected, and easted. As it became apparent the quality was excellent, the excitement and buzz kept growing. The salesperson had everyone in his ear trying to get a better deal or more volume. A container of grapes from another supplier was also being opened at the same time, but they only had eyes for Envy.

STRENGTHENING RELATIONSHIPS STRENGTHENING RELATIONSHIPS



#### The T&G Grower Series Australia BY KYLIE HOROMIA

At the end of June I was privileged to spend a week visiting key citrus and grape growers in South Australia as part of our T&G Grower Series. The Grower Series gives a snapshot of the people behind the produce and looks to connect the consumers with the growers.

We've found that there are some fantastic stories to tell and consumers like to know not only where their food is coming from but who is growing it. This also reflects a growing demand we are seeing in the market for traceability and providing food from trusted reliable sources.

Previously I had spent time with some of our New Zealand pipfruit growers and now it was time to not only include a global location but also other key categories.

The great thing about this trip was that I was also able to meet and spend time with two different groups of customers from China and Japan who were also visiting the growers. It enabled me to really get a feel for the entire supply chain – the grower, the wholesaler and exporter (us) and the buyer/ retailer.

When you're spending around 5-6 hours a day travelling in

a car together you certainly get to know one another very well – as well as admire the vast scenery, wildlife and long, long, straight endless roads that Australia has in abundance.

With our Delica/T&G team from Melbourne as guides, we embarked on marathon visits to citrus and grape growers in the region. I ate more oranges and mandarins in that one week than I have in the whole year and met some great people along the way.

Through talking to the growers I learnt about their family or management dynamics, the histories of the businesses, the evolutions and changes in the operations and the battles with Mother Nature. I saw pride in the land and their achievements, and a genuine love in the everyday challenges.

But at the end of those visits I came to the same conclusion as other Grower Series visits – regardless of where in the world they are, growers in our industry have the same amount of passion and enthusiasm for what they do. Whether they are small operations or on a larger scale, the dedication and old fashioned sweat on the brow hard work is exactly the same – and that's a wonderful thing to know.



# **T&G hosts Peruvian Minister of Foreign Trade**



In June Vice-Minister Vasquez visited T&G's Hawkes Bay site. Nick Fitzpatrick, Latin American NZ Business Council (LANZBC) Director and General Manager of Delica South America (a subsidiary of T&G) reports below on the Minister's visit.

Following a presentation which explained T&G's structure and the T&G Pipfruit business, the Vice-Minister discussed with members of T&G the various partnerships between

government and business in New Zealand, in terms of market access, variety development and pest and disease management.

In addition, the Vice Minister discussed the role of universities and private tertiary institutions – all of which have contributed to New Zealand holding a strong and respected position internationally in terms of Horticulture, advances in technology and new varieties of fruit.

Mr Vasquez sampled the Jazz™ and Envy™ varieties of apple, as well as some new pear varieties, which are under consideration for commercial development. The delegation then visited the packhouse to watch the process from harvest bins through to boxing and labelling for export.

The Minister was impressed with the technology employed in the pack house and the minimal labour compared to similar operations in Peru. It was a very enjoyable and productive visit, and Mr Vasquez impressed T&G employees with his general strong engagement and interest. Many thanks to Duncan Park for hosting the visit and answering technical questions which were forthcoming.









# Kicking off the New Zealand apple season

Part of T&G's strategy for Vietnam in 2015 is to engage with retail buyers to learn more about who our end consumers are, and to raise the profile of our Jazz™ and Envy™ brands through in-store tasting and a supermarket display competition.

To kick this off, a team from T&G/Delica travelled to Ho Chi Minh City in late May and held a launch party for the NZ apple season. A wide range of people attended, including retail buyers, wholesalers, QC staff, Vietnamese PQ officials and the NZ Consul General Tony Martin.

"It was a great opportunity to raise the profile of the New Zealand apple industry as a high quality, fresh, reliable and trustworthy supplier to Vietnam, and build relationships across the wider industry, outside out of our traditional contacts," says Victor Anderson, Senior Market Manager.

T&G/Delica will continue to use our well established network of importers, but will look to engage more and more in the future with retailers and consumers directly, to build an overall stronger position in Vietnam.

"With so much work focused on building relationships in our global market, looking at growth opportunities, especially with Jazz™ and Envy™, we decided T&G's four strategic pillars were enough and didn't feel the need to 'Simplify It' so we had the chef create some very complicated canapés, using Jazz™ and Envy™ as key ingredients," says Victor.

The day after the launch the team travelled to Hanoi for the first tasting of ENZAGold Kiwifruit. T&G/Delica has secured a Collaborative Marketing Agreement for Vietnam for the first time in 2015 and will work with a small chain of retail stores to launch this brand into the market. Led by Nikki Craig, Export Manager, the team met with customers in store, largely advertised via Facebook, to answer their questions and talk about the product origin and qualities.

There is a huge interest in Vietnam around the growing, handling, shipping and quality of fruit, so small scale visits like this one are really important to get T&G's message out to the customers.



RECRUITMENT



#### Recruitment: the on-going struggle

In May, representatives from T&G attended a Youth Expo in Pokeno, South Auckland where local businesses presented to the unemployed youth ranging from 18-24 year olds.

Six of the larger employers in the region attended including Work and Income representatives and Clive Morgan, the Economic Development Manager for Waikato district council along with 40 youth from North Waikato to South Auckland.

Employers offered advice on what businesses look for in candidates, how to present oneself in a professional way and how to prepare a successful Curriculum Vitae and cover letter.

"As T&G is one of the larger employers in the Waikato/ South Auckland region it is important to engage with the youth in regards to our operations and what we have available regarding employment. The Youth Expo also presented a good opportunity to mix and mingle with other employers and discuss recruitment strategies and challenges," says Liz Taufa, T&G Covered Crops Recruitment Officer.

There are a number of reasons why recruitment is becoming difficult, one being pre-employment checks which applicants fail to pass.

"Even when we are able to find applicants who interview well and have good references, we are still coming across a number of applicants failing to pass our pre-employment drug tests. Safety for our existing staff is paramount and one way to ensure this is the drug testing."

This year has been incredibly difficult to recruit in the South Auckland area as there are not enough people applying for roles at the T&G Covered Crops Tuakau location in South Auckland. In some cases it has taken several months to recruit the required numbers.

Over the last four years T&G Covered Crops has been

recruiting seasonal staff from Tonga under the Recognised Seasonal Employment (RSE) Scheme. These workers come for six months of the year and over a period of a year 48 RSE's join our NZ team.

"Our RSE workers only represent a small percentage of our overall staff numbers but these crews have a returnee rate of 70% and higher so we keep them on as they have a depth of knowledge and expertise which we tend not to have with local seasonal recruitment," says Liz.

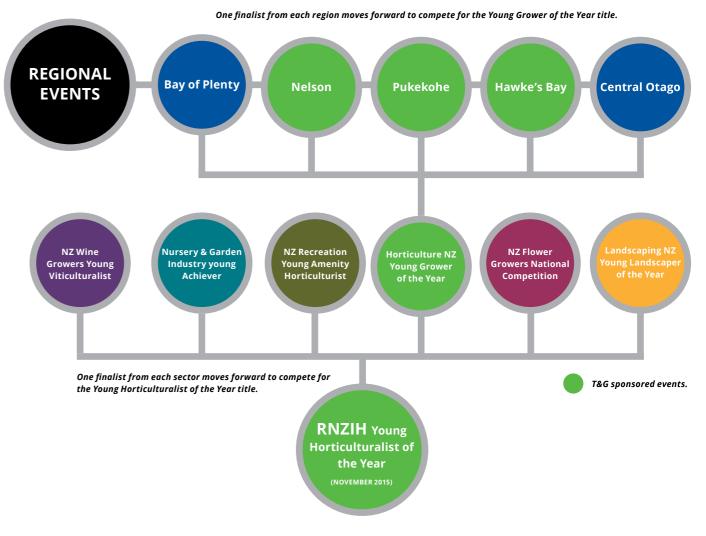
#### **About Liz**

Liz started with T&G in 2005 doing part time data entry. She then moved to working more on the 'people' side of the business doing HR, Payroll and Health & Safety.

In the last five years Liz's role has been based more around recruitment for permanent and seasonal staff as well as setting up and running the RSE program.

"I feel if you show your managers you are willing to go the extra mile and what you accomplish is of a high standard, then there ARE always more opportunities for you to develop with in an organization," says Liz.





# T&G makes headlines at the 2015 Hawke's Bay Young Fruit Grower of the Year

Andrew Kearney, senior leading hand at T&G Pipfruit, was named Hawke's Bay Young Fruit Grower of the Year at the Mission Estate Winery last month. T&G, HortNZ and the Hawke's Bay Fruit Growers Association are all extremely proud of his achievement and look forward to following his success at the National final in August. Andrew's technical ability shone through at the competition and in his recent promotion to Orchard Operations and Development Assistant Manager.

T&G was well represented at the 11th Hawke's Bay Young Fruit Grower of the Year, making up one third of the competitors and taking two spots on the podium. First place went to Andrew Kearney (26) and third place went to Dillon Green, Assistant Manager at T&G Pipfruit (24). Balwinder Singh, also Senior Leading Hand at T&G Pipfruit, competed well on the day and in the delivery of his speech on airport security.

Hamish Gates (24), Carrot Wash Line Supervisor at AS Wilcox & Sons was crowned New Zealand Young Vegetable Grower of the Year in April and James Huffadine (23),

Supervisor and Site Manager at Parkburn Management became the first Central Otago Young Fruit Grower of the Year in the region's first Young Grower competition.

"Andrew, Hamish and James are just a small sample of the unique talent we have in the horticulture industry," said Kirsty de Jong, manager of Young Grower of the Year.

"HortNZ are extremely proud of the calibre of contestants that come through the Young Grower competitions; a testament to the support and development opportunities given to them by their employers. The Young Grower competitions continue to bring young people into the spotlight and showcase not only the exceptional technical and practical skills of young people working the horticulture industry, but their commercial and business acumen too."

Andrew will be competing at the National Young Grower of the Year final on August 13 at the Rydges Hotel in Christchurch. Speeches and placings will be announced at an awards dinner that evening. For tickets and/or enquiries, please contact Kirsty de Jong at kirsty.dejong@hortnz.co.nz.

A MESSAGE TO POULTRY KEEPERS!

Cheapest for Years!

# Cabbage Cauliflower



Wholesale from **Turners & Growers** LIMITED

Retail

EVERYWHERE.

See To-day's Auction Column for Special Sale Table and Seed Potatoes-Friday!

How many people in New Zealand realise that our Dominion's wholesale fruit and vegetable markets are among the world's best?



This picture gives some idea of the large and important fruit and vegetable distributing siness of Turners and Growers Ltd., Auckland. leading firm in this indispensable branch of

Turners and Growers' organisation has led the industry for a great many years and been responsible for "one hundred and one" different types of improvements in office and store equipment, transportation and sales. Their fruit cool stores and ripening rooms are among the mos dern in the world. Turners & Growers' marke is open from 4 a.m. onwards to receive growers consignments and suctions are held each ng, Mondays to Fridays Inclusive, when

up to 15 auctioneers are employed simul aneously in disposing of these goods.

Thousands of tons of fresh fruit and vegetables pass through the market each week, supplies from many other parts of the world. Apart from fruit and vegetables, Turners & Growers Ltd specialise in the handling and distribution of eggs, poultry, cut flowers, grain, fertilisers and growers' requirements. They have the largest used car auction in the Dominion and sales are held each Wednesday at 12 noon.

Together with its associate companies in leading towns in the North Island, Turners & Growers is the largest organis Southern Hemisphere,

#### TURNERS & GROWERS LTD.

Exclusive Owners of this Patent Time-saving Crate



Careful checking has proved that in filling and emptying our Patent Crate, lobour costs are reduced by 40% as compared with handling the same number of eggs into the ordinary 30-dozen crate.

# This Week's Fruit Specials!

NOW IN FULL SUPPLY GOLDEN QUEEN PEACHES IDEAL FOR BOTTLING.

Also Now Plentiful-

TOMATOES



Best growers supply Turners.

Order from your Fruiterer NOW !

Inserted by TURNERS & GROWERS LTD.

onderful Combination! Nature's Gift to Man! "KAIKOHE" "ARROW"

"EAST TAMAKI"



FRESH EGGS AVAILABLE AT ALL STORES

Fresh Green Vegetables CABBAGE OTHER VEGETABLES IN SEASON



Vol. VII No. 8

Apia, Western Sa

# N.Z. Seeks More Bananas from W. Samoa

A new refrigerated ship, the Taravera, is being built by the Union Steam Ship Company for the Islands fruit trade, the chairman of directors of Fruit Distributors Ltd. (Mr Harvey Turner) told the Bulletin this morning. Mr Turner and his general manager (Mr Ross Walker) are paying a short visit to Western Samoa with the joint objects of finding the cause of the big drop in the Territory's export of bananas, and of encouraging local banana growers to increase production to enable shipment of 20,000 cases to New Zealand every fortnight.

The shortage of refrigerated shipping for the freighting of island bananas has not been felt as severely by Samoa as it has by Fiji and Tonga, said Mr Turner. As Samoa is the furthest point from New Zealand, Fruit Distributors had asked the Union Company to give Samoa preference of refrigerated shipping. In the flush of the season, Fijian and Tongan bananas have been shipped in ordinary cargo vessels.

RATIONING OF

EGGS

X/ELLINGTON (Staff Reporter) .-

shops in Wellington could not supply any eggs. In Lower Hutt, eggs.

were rationed to only half a dozen

to regular customers; in some Upper

Hutt shops regular customers could

get only three eggs. The shopkeepers

were not to blame; it was the Gov-

ernment's fault. The excuse for

rationing was that a large quantity

of eggs had been taken south by

tion. Everyone has known for ages

that a New Zealand expedition was

going; a little planning by the Government would have prevented t

acute shortage right on Christmas by building up a supply in the freezer. But the Government doesn't

STandard . 2/1/57

seem capable of planning anything.

the New Zealand Antarctic expedi-

On the eve of Christmas many

The new Tarawera will be fully re-vision has also been made for a small frigerated, but will carry no passengers, quantity of deep-freeze cargo. It will not be as fast as the Matun or Loaded speed will be 131/2 knots. The vessel will carry no passengers.

Mr Turner said he hoped that Samoan banana growers would be able to produce for export the quantity New Zea-land is prepared to absorb. The ideal production figure would be 20,000 cases per fortnight, taking into account that bananas are also drawn from Fiji, Tonga and the Cook Islands including Niue.

SAMOA AHEAD OF FIJI "Last year, for the first time on record,

Samoa shipped slightly more bananas to New Zealand than did Fiji," Mr Turner continued. This year, Fiji has experienced two disastrous floods, otherwise it would have been ahead of Samoa, with its drop in production.

Commenting on local planting problems, Mr Turner said: "Because of the fact that it is impossible to grow bananas in other than rocky or somewhat mountainous country in Samoa, it is impossible to use ordinary methods of cultivation. Consequently, bananas are planted largely as a cover crop for cocoa or coffee. In any case, constant replanting

of new areas is necessary.
"We've noticed that the increase in hanana shipments from Samoa coincided with the opening up of roads into new areas but it's not for us to discuss those local problems. It's our job to buy the fruit f.o.b., arrange shipment, and to see that the quality is up to the standard required for the New Zealand market."

Mr Turner and Mr Walker are to make flying visit to Tahiti before returning

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To the second se

T&G HEROES & CHAMPIONS

T&G HEROES & CHAMPIONS



#### Raising funds for a good cause

The Tropical Cyclone Pam that hit Vanuatu in March was the worst natural disaster in Vanuatu history with thousands of homes and in some cases entire villages being destroyed.

The New Zealand horticulture industry relies heavily on RSE workers from Vanuatu, Tonga, Kiribati and Samoa in the harvesting of fresh produce. T&G have approximately 200 RSEs from Vanuatu working in New Zealand- some who may have lost their homes, communities or tragically family members or loved ones.

The T&G family came together to raise funds to support the people of Vanuatu by donating money and organizing fundraising activities that staff could participate in.

"It's a fantastic way for T&G to show Vanuatu we appreciate their hard work. The RSE's are a significant part of the T&G family – they help us and we help them," says Ella BrightYoung, HR & Health and Safety Administrator.

T&G managed to raise a over \$20,000 with the Pacific Imports team hosting a Sausage Sizzle BBQ, Human Resources putting on a delicious bake sale as well as a raffle for discretionary leave days, the IT team raffling an exciting gift basket and T&G Pipfruit raising a significant amount towards the cause.

A big thank you to everyone who got on board and played a part in raising funds for our RSEs. T&G is full of passionate people wanting to make a difference in the lives of those who need it most. All donations will be directly used to support our RSEs





#### 90 Day Challenge



Peter Ansell, T&G Sales Specialist, never thought he would manage to run a 21.1km Half Marathon after only a few months of training, but when his wife, Bec, said she was competing in her Boot Camp's 90 day challenge, involving a half marathon, he decided to put himself to the test and give it a go.

He set himself the challenge of clean eating and hard training and after a couple challenging months managed to complete the Rotorua Half Marathon which took place in May around the picturesque Lake Rotorua.

"I had planned to finish the marathon in two hours but was excited to hear that I crossed the finish line in one 1h 45min – it was a great feeling," says Peter.

"A big thanks to T&G Community Programme for covering the marathon entry fee and supplying my wife and I with branded T-shirts. It's good to see T&G getting behind their staff and supporting their efforts to keep fit and healthy."

Peter really enjoyed the experience and recommends anyone who is looking to challenge themselves to compete in next year's Rotorua Marathon.

# 2015 Touch Rugby World Cup

In June 25 nations came together to play the 2015 Touch Rugby World Cup on Australian soil, competing in over 800 games of Touch Football across nine divisions.

The competition, which happens every four years, ran over a duration of 10 days with teams playing a maximum of three games per day.

T&G sponsored Jamie Laufiso, Sales Specialist and Wiremu Takerei, Sales & Warehouseing, to compete in this year's World Cup with Jamie playing in the Masters Team (over 30s) and Wiremu in the Mixed Open team.

Training for two years to make the teams, our T&G champions travelled to Australia to compete for the trophies.

"It was tough as the players in our team are located all over the country so we didn't have the opportunity to train together as a team until the actual tournament. Not to mention that New Zealand only plays Touch rugby in the summer where Australia plays all 12 months of the year," says Wiremu

Intense training, bad weather, 11 games in four days and both Jamie and Wiremu's teams made it to the final. Unfortunately both teams lost by a couple points, Masters Team 7-6 and the Mixed Open 8-5.

"The tournament was very challenging and we faced some bad weather conditions, not to mention that all three referees were Australian. We'll definitely carry on training hard and will hopefully take out the title in the next tournament," says Jamie.

Jamie has previously played in the World Cup in Scotland, Japan and South Africa and both he and Wiremu are looking forward to the next tournament which will give them the opportunity to see another part of the world.



T&G EAST WHAKATU SITE / NELSON







#### Spicing things up

It was that time of year again when the budding cooks and bakers amongst the T&G East Whakatu site in Hawkes Bay put their culinary skills to the test in their Annual Apple Bake-off competition.

The bleak, sleety and cold May morning wasn't enough to dampen the moods when the judging of the Apple Bake-off took place. It is a competition where entrants had to create their best baked or cooked savoury, sour, salty or sweet treat with the star of the show being the apple.

"Our celebrity guest judges, Gordon Ramsay (Ivan Angland - Regional Operations Manager), Jamie Oliver (Warren Laugesen – Packhouse Manager) & Nigella Lawson (Kristen Nash – Human Resources Business Partner) were suitably impressed with the efforts, presentation and mouth watering entries that were put forward. Overall the entries were of a very high standard and there was plenty of banter between the judges during the tastings," says Yvette May, Recruitment Officer.

Well done to everyone who made the effort to enter, you all

did yourselves very proud and made the judges very satisfied for morning tea. It just goes to show how versatile the simple apple really is.



#### Health and Safety at the forefront

Workplace health and safety procedures are necessary for the well-being of employers, employees, customers and anyone that visits our sites.

Whatever sort of business you are, there is always the possibility of an accident or health risk. All work exposes people to hazards, be they loads which have to be manually handled, dangerous machinery or working in an environment where there are forklifts and large vehicles.

Previously all customers, contractors and staff entered the T&G Mt Wellington site via one entrance off Monahan Road. This resulted in cars, trucks, forklifts, staff, customers, external clients, service providers, and pedestrians all competing for space and often conflicting with each other as they moved around the site.

There were no clear pedestrian access-ways or traffic lanes and traffic movement on site was often confusing and unsafe, therefore T&G recognised that improvement needed to be made to ensure the safety of everyone on site.

As a result, T&G engaged a qualified Roading and Traffic Engineer to provide us with advice and review how best to improve traffic and pedestrian movement and associated health and safety on site.

This resulted in T&G opening up the Clemow Drive entrance enabling separation, as much as possible, of cars versus trucks/ forklifts.

"This separation is delineated by the new fencing we have installed which runs through the middle of the premises between Group Office/Clemow Drive car park area and the main market building. Pedestrian gates and walkways are a lot clearer now and has resulted in a marked improvement in safety on site," says Steve Kelly, Property Manager.

Stage two of the fencing project will see the automation at certain hours of entry gates off Clemow Drive as well as off Monahan Road. This will provide a more secure site and safer environment.





Another site with the aim of improving site safety and security is the T&G Whakatu East site in Hawkes Bay which underwent a process of having two entrances to the site made and installing security fencing.

Previously the site was very open and all traffic, whether staff, visitors, general bublic, contractors or trucks, entered through the one entrance off Groome Place. This posed a risk to Health & Safety as it made the site extremely busy with traffic coming and going

"There was no separation between the reception, main office building and the production areas of the business, meaning the public had access to prett much anywhere they liked. Plans were developed and throughout the past thre months work has taken place to install security fencing and a new public and staff entrance off Anderson Road," says Yvette May, Recruitment Officer

A new site induction video has been put together and throughout July, inductions will be held for all staff and contractors to cover off the updated site access and health and safety components.























#### Field Days

In June T&G were present at the National Horticultural Field Days held at the A&P Showgrounds in Hawkes Bay. This event brings together those involved in the horticulture industry to discuss key issues, attend seminars, visit trade sites and view innovative displays.

T&G had a variety of key products on display including the new Tasty Trio and Tomato Melody packs, EziPeel mandarins, Jazz $^{\text{TM}}$  and Envy $^{\text{TM}}$  apples as well as the ever popular Beekist Angel tomatoes, which was a favourite among visitors.

The T&G site, staffed throughout the day by Bernie Ferreira, Yvette May, Anna Duly, Kylie Horomia, Deanna Muir and Maatu Akonga, received a lot of positive feedback about the new T&G branding with visitors saying they loved the new logo and direction the business is heading in.

As part of the expo, groups of students from local schools were given the opportunity to stop by each site and learn about the different businesses in the industry. Yvette May, T&G Recruitment Officer, gave the students facts about the business, including locations where we operate, key categories, employees as well as career opportunities.

The great variety of produce on display wasn't the only attraction; the popular Bonita Banana smoothie bike was a definite crowd pleaser.

"The smoothie bike was very popular amongst students, visitors and people from other sites. They all wanted to put their cycling skills to the test and whip up a delicious Bonita Banana smoothie," says Bernie Ferreira, Communications Coordinator.

In addition to the sites and displays, the much anticipated Tug-of-War competition was held towards the end of the day where teams from different orchards and packhouses battle it out to see who will be crowned the champions.

T&G Whakatu East site put in a great effort and had two teams compete in the competition, both coming away with top prizes. Team 'Envy Us" beat out four teams and met their longtime nemesis, Tumu Timbers, in the final to retain the Tug of War Shield for 2015. The other T&G team "Envy You" came away with best dressed for 2015.

"T&G have been competitive in this competition for many years and to come away with a back to back win is great motivation for the site. It takes the entire site to work as a team to allow us to participate in the competition whilst keeping the site running through one of the busiest times in the season," says Natasha Harrison, Operations Integration Manager.

Last year was the first time T&G had a staff member enter the Forklift Competition, where over 20 drivers from around the district compete for best driver. Phillip 'Flix' Tangohau's win last year inspired other drivers to give it a go this year and T&G came away with a double bonus with Phillip Tangohau and Trish Taunoa, crowned the top two drivers with Trish being the first female to take out the prize.

Well done to all of our T&G champions and a big thank you to all involved in pulling off a successful event. Special thanks go to Bernie, Yvette, Anna, Kylie, Deanna and Maatu for organizing an exciting and interactive site and Dave Melville for helping set up and pack down the site equipment.

EVENTS



#### **PMA Fresh Connections 2015**

In May T&G/Delica attended the PMA Fresh Connections three-day trade show in Melbourne for produce and floral sector participants from across New Zealand and Australia. The event showcases the latest food, beverage, product and equipment ideas whilst providing networking opportunities for industry professionals and suppliers.

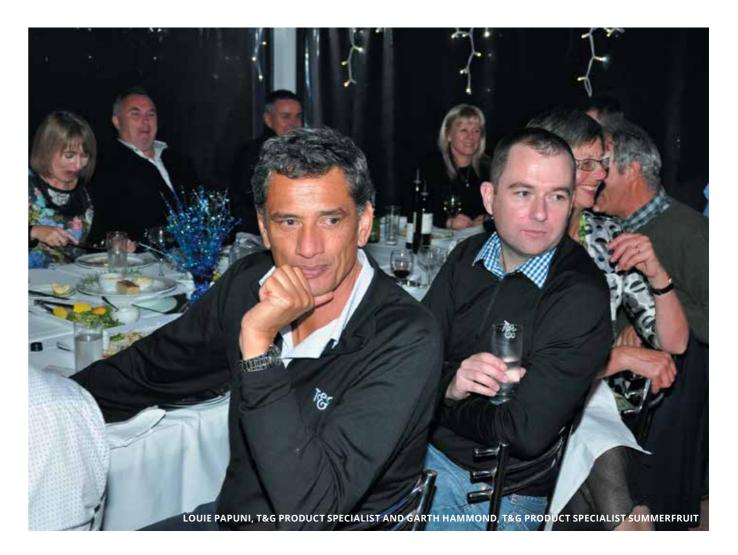
Not only does PMA Fresh Connections bring together the leaders in the world of fresh fruits, vegetables and cut flowers to conduct business and examine trends and topics of common interest, it also has something for every segment of the fresh produce value chain and all the industries that support it.

T&G/Delica representatives that attended included Rosstan Mazey, Andrew Keaney, Annalese Walker, Garth Hammond and Ian Muschamp from New Zealand and Brent Lawson, Mark Romeo, Dan Beddome, Mike Shaw and Darren Parano from Australia.

"It was a good turn out this year with around 1,000 people from more across the industry and over 60 exhibitors participating in the trade show. It was a great opportunity for T&G/Delica to network and strengthen relationships with

industry professionals" says Annalese Walker, T&G Marketing Executive.





#### **The Summerfruit Conference 2015**

The Annual Summerfruit Conference, held in Hawkes Bay, is a three day event giving growers, marketers, exporters and retailers the platform to catch up on the latest research, new trends and developing technologies, plus providing the opportunity for networking.

It was important for T&G/ Delica to be present at this event and continue to strengthen relationships with the Hawkes Bay and Central Otago growers that attended.

"It is a great opportunity to meet growers outside the Summerfruit season in a more social environment," says Tom Cooney, Senior Export Manager Diversified Products.

Speakers at the conference were largely grower focused, however there was an interesting discussion between the two major supermarket retailers, Progressive and Foodstuffs presentation on the logistical issues and how we can improve for next season. This was beneficial for to both the T&G/Delica domestic and export programmes.

It was also pleasing to see, Sarah Hinton of NS & EN Hinton, a strong supporter of T&G both in New Zealand and internationally, receive the 2015 Mack Nicol Award for Commitment to Excellence.

"As timing had it, the Hurricanes (local Super 15 Rugby team) were playing the Highlanders (my team as well as the Central Otago growers) the night after the conference. Again another opportunity to strengthen relationships with our growers in a social environment; and although it was a great night, sadly the Highlanders lost," says Tom.







## The journey of a Jazz<sup>™</sup> apple

In May T&G launched a video detailing the journey that a Jazz^ $^{\text{\tiny M}}$  apple takes from orchard to fruit bowl coinciding with the start of the pipfruit export season.

The objective of the Jazz™ Journey video was to highlight the fantastic growing environment that the apples are grown in and to demonstrate the high care supply chain that is centred around consistently delivering a great tasting Jazz™ apple right from the orchard, ultimately to the retailer in the market for the consumer to enjoy.

"The Jazz™ Journey filming was a significant undertaking and is really helping us tell our story in an engaging way with both customers and consumers, providing us with much needed video footage as the world becomes more focused on seeing for themselves where the food they eat comes from," says Rosstan Mazey, T&G Global Marketing Manager.

A huge thanks to those that helped out with the Jazz™ filming in the Hawkes Bay. The crew had a great day on orchard with Phil and Kirsty Greer's team getting their first pick of Jazz™ underway which featured a drone and Segway footage – special thanks to Ben Rimmer for helping make this happen.

The second day was spent at Whakatu and the teams there were outstanding. The first runs of Jazz™ were going very smoothly only slowed by a brief stop to retrieve a go-pro camera from the water bath.

"There was some great footage through the packhouse as we had a series of go-pro's travelling with the apples down the lines and on cartons through the facility and into the coolstore. We then captured footage of the charter vessel being loaded to complete the journey from this end of the world."













# A new look for the Finance building

Over the last few months there have been some exciting site developments at the T&G Mt Wellington site with the newest renovation being the Finance department. This provided some challenges as the renovation had to be done whilst keeping the staff operational without having to work after hours.

"We completed the renovations in two stages with the first half of the team moving upstairs to the mezzanine floor that is normally used for training. Once stage 1 was complete the Accounts Payable and Customer Services teams moved in allowing the contractors to start on stage 2 and the kitchen," says Sandi Nathan, Property Administrator.

As part of the renovations, a meeting room was demolished and turned into an open plan area with customer services now located there and two newly constructed offices at the far end of the Finance area.

"The area got new furniture and a new lick of paint, including the new T&G green. We also frosted the company's strategic pillars onto the glass in the kitchen and the two new offices," says Sandi

The renovations enable the whole of the Financial Services

Centre team to be housed in the same area as well as providing a much needed refresh to the area. Thank you to everyone in the FSC team for their patience whilst the renovations were undertaken.

Other exciting changes to the site include FCC being moved to a new location on site, the IT team moving to the old Customer Services area as well as above Floromax and of course new signage being put up around the site, including a large tunnel banner sign measuring 3 metres by 42 metres in size which can be seen from Auckland's Southern Motorway.

"All the changes to the site have been well received by both staff and customers, especially the large tunnel banner and roundabout plinth," says Anatole Ivanow, Project Manager for the T&G rebrand.

"With the bulk of the visible portion of the T&G rebrand complete, work will still continue in the background to update documents, Microsoft templates, and various other touch points that are not as visible. These will likely continue through the end of the year, and people can look forward to seeing them as they go live," says Anatole.



#### A tasty new range

Exciting new packs of multi-coloured specialty tomatoes; Tomato Melody and Beekist Tasty Trio were launched into New Zealand supermarkets in June, providing Kiwis with a multitude of flavour, colour and health benefits.

Every pack contains a brightly-coloured mix of three or four tomato varieties each providing a unique eating experience. The packs include the sweet and juicy Golden Orange; the vibrant red Angel (Tasty Trio) or Jellybean (Tomato Melody); the ready to eat Sweet Green and/or the unique espresso-coloured Mocha which has a rich and tangy flavour.

Beekist Tasty Trio and Tomato Melody will brighten any culinary occasion, and they're packed full of flavour. Small specialty tomato varieties are a real treat all year round. We hope these new packs will inspire people to

experiment with new colours and flavours in the kitchen, and incorporate this delicious fruit into their diets to boost overall health and wellbeing.

The new packs not only provide New Zealanders with a great way to add more colour and flavour to their meals, but they're also the perfect sweet snack on their own! Kids love the bright mix of colours and flavours; it's a great way to encourage them to eat more than just one or two tomatoes at a time.

Beekist Tasty Trio will be stocked in North Island New World and Pak N Save stores, while Tomato Melody will be available in Countdown supermarkets nationwide.

Keep an eye out for in-store tasting throughout the month of July.

