

# T&G <sup>F R E S H</sup> update

A BayWa Company

JULY 2016



VIETNAM CELEBRATES THE START  
OF THE NZ PIPFRUIT SEASON

SEE PAGE 10-11



# BUILDING ON GROWTH OPPORTUNITIES

We're now into the third quarter and I'm pleased to announce that we are largely on track results wise for the first five months of the year. A big thank you to all our T&G people for all their efforts and willingness to work together to achieve this.

Further growth and exciting opportunities are now ahead of us with many positive efforts going on in the business. The opening of our office in Thailand, built on our joint venture with Zespri, as well as our new office in Wenatchee, has furthered our global expansion. We are also continuing to focus on sustainability and have a number of great initiatives underway, which fit in well with the rollout of our new Strategy for 2022.

New Zealand Sales are up on budget with the NZ Markets having achieved a strong half year result, especially around operations. The NZ Markets Management team are attending a workshop later this month with a focus on 'Growth' and how we can best serve our customers' needs - tying in well with our Mission statement.

With that in mind, we are starting to look at what being customer-centred means to us in our daily work, and how we get started. One of the first things we

will be doing is empowering all our front line staff to know that there are no barriers to good service, and that everyone has some ability to influence what customers experience when dealing with T&G. We will be encouraging anyone who has access to training or workshops to share what they've learned with their teams and start a ripple effect of improvement in their part of the business.

Building on our Mindset of being Willing and Open, I encourage you all to continue working together to put our customers first- we have big goals that we want to achieve as a business over the coming years, and with excellence in customer service, we are sure to achieve these.



**ALASTAIR HULBERT**  
CEO



**FIRST KIWI FRUIT ARRIVAL**  
Nikki Craig, T&G Export Manager, and Victor Anderson, T&G Regional Manager South East Asia, checking out the first kiwifruit sea freight arrival into Thailand earlier in May at TOPS Distribution Centre.



## GET IN TOUCH, WE'D LOVE TO HEAR FROM YOU.

The Fresh Update is always looking for ideas. If you have something to share, or feedback you would like to give, please email: [bernie.ferreira@tandg.global](mailto:bernie.ferreira@tandg.global). You can also find us on Facebook: [facebook.com/turnersandgrowers](https://facebook.com/turnersandgrowers)





## OPPY HONoured AS CANADA'S BEST MANAGED COMPANY



Every year for the last 15 years, Oppy has taken home the title of 'Canada's Best Managed Company' and this year is no exception.

"Fifteen years is a long time to sustain the excellent results and the positive culture that earn a company this kind of recognition," said John Anderson, Oppy Chairman President and CEO. "I'm very proud of the whole Oppy team and the way everyone contributes day in and day out to our continued success."

Canada's Best Managed Companies programme recognizes organisations that have implemented world class business practices and created value in innovative ways.

Last year Oppy had several achievements that set the company apart from the competition, including creating a solid foothold for Zespri's SunGold Kiwifruit throughout North America, establishing strong retail and consumer loyalty for Envy™ apples, and bringing its first ever large-scale South African citrus program into the U.S. The company also focused on technology integration with key growers, staff recognition, and re-launched its corporate university, Oppy U.

Oppy was also, for the ninth time, named the Best Managed Platinum Club, which honours top-performing companies that earn a place among the best for six years or more.

## MILESTONES

**Congratulations to the following  
T&G employees celebrating  
milestones during April, May,  
June and July.**

### ..... 10 YEARS .....

Fransina Melnik  
Shane Lagas  
Celine Cao  
Mathew Long  
Minus Kumar-Krenas  
Malcolm Ratima  
Kingsley Agams  
Rochelle Geor  
Peter Warren  
Mary Bennett  
David Martin  
Barrie Garvey  
Dan Mayclair  
Andrew D'Ath  
Meet Singh  
Carla Russell  
Ruth Thompson  
Stuart Nagel  
John Cullen  
Jonny Whall  
Garry Wilson  
Dion Slade

### ..... 20 YEARS .....

Elaine O'Gram

### ..... 30 YEARS .....

Chris Cadman

**WHEN TWO APPLES  
GO INTO BATTLE...**



**JAZZ WILL ALWAYS WIN**

## JAZZ™ COMES OUT ON TOP

During the annual 10-day BEA fair, Switzerland's largest retail fair, visitors had the opportunity to taste a variety of apples and indicate which one they liked best- Jazz™ came out victorious.

Swiss Fruit Associations, Besofrisch and Agroscope, ran an apple tasting stand where each day 200 visitors were asked to taste a number of apples including Jazz™, Diwa, Goldkiss, Braeburn, Gala, Pink Lady, Mariella and Rustica.

Jazz™ was the clear winner with Braeburn taking out second place and Pink Lady coming in third.

## ZESPRI SEASON LAUNCH

Victor Anderson, T&G Regional Manager South East Asia, and Andrew Common, Zespri Regional Manager East Asia & South East Asia at the Zespri kiwifruit season launch on one of the busiest streets in central Bangkok.



## Supporting children in our community



Earlier this year T&G sponsored produce to the Fulton Swim School Franklin Primary School Triathlon, which the children take part in swimming, biking and running activities.

"Thanks very much to T&G for sponsoring apples and bananas for our event- every finisher received produce on completion of the triathlon and absolutely loved it," says Tina Fulton, Fulton Swim School Franklin Primary Schools Triathlon Committee.

"Supporting children in our community is very important to T&G as we try to encourage our youth to lead a healthy lifestyle and develop a love for produce," says Bernie Ferreira, T&G Communications Advisor.



## KEEPING FIT AND HAVING FUN!

At T&G, our people are always challenging themselves by taking up new activities and are passionate about getting out there and leading a healthy lifestyle. We encourage them and support them as much as we can to participate in a variety of health and nutrition events as well as sporting fundraisers in their communities.

Someone who is particularly passionate about this is Ignacio Smith, General Manager T&G China, who in May, participated for the second time in the Beijing Great Wall Half Marathon (21kms).

"It was really challenging as the first 8kms were uphill, but it was a great day which ended well for me as I came 12th in my category," says Ignacio.

"I really enjoy doing this- having a routine around sports keeps me active and is another way to make friends. Setting up a long term goal such as training for a long distance event also helps me get disciplined with my exercise and I encourage everyone in the business to go out there and get active."



**Are you looking to challenge yourself by taking up a new activity?**

Thinking of participating in a sporting event?

Let us know and we'll try and get you there.





T&G expand operations in

# NORTH AMERICA



In May, T&G opened a new North American office and added an additional domestic sales agent as part of plans to expand the US apple programme over the next six years.

The new office in Wenatchee, Washington State, is in close proximity to the major growing regions as well as T&G's grower distribution partners.

Oppy will continue to handle the majority of the Enza North American programme and significantly grow its sales into the future, leveraging its extensive market experience and long-term relationship with T&G. The volume reflects the strong contribution Oppy have made to the establishment of the Enza programme for over a half a century and the value created through its varieties and brands.

"Pipfruit remains a key focus and a major part of T&G's business globally, supported by our outstanding varieties and brands such as Jazz™, Envy™ and Pacific

Rose™, an expanding grower base and a global export network," says Darren Drury, T&G Executive General Manager Pipfruit.

T&G's North American strategy has been built on the continuing growth and momentum of the apple industry in the USA, with consumers falling in love with the apple and pear category again.

T&G has also appointed Columbia Marketing International (CMI), as a third domestic sales agent starting with the 2016 season, which is a natural alignment within the programme as McDougall and Sons, one of three packers of Enza fruit and a major grower of Enza varieties, is an owner of CMI.

A key factor in T&G's success and future growth plans is built around its strong relationships with growers, distributors, domestic retailers and export customers.

# PRODUCE EXECUTIVE PROGRAM

It was that time of year again where our T&G representatives from both Australia and New Zealand attended the PMA A-NZ Produce Executive Program which was held in Melbourne in April.

This program is a mix of interactive lectures, case studies and group assignment workshops involving skill development, industry learning and networking led by world-class teachers and industry leaders.

T&G has been involved in this programme for over 20 years which shows our commitment to developing our people and helping further their careers.

## Feedback from the participants

*"I found the leadership / personal development aspect to be the most beneficial. Probably the best course I've been on in that respect and most of the guest speakers were superb."*

Todd Jackson, T&G Finance Manager.



*"I thoroughly enjoyed the group project work as it was an excellent opportunity to bounce ideas and share experiences with people from within the industry. The focus on innovation and leadership were also very interesting and rewarding as they are two areas I'm looking to improve in. The message was put to us was to "think outside the box" and turn a crazy idea into an interesting one that's ultimately probable."*

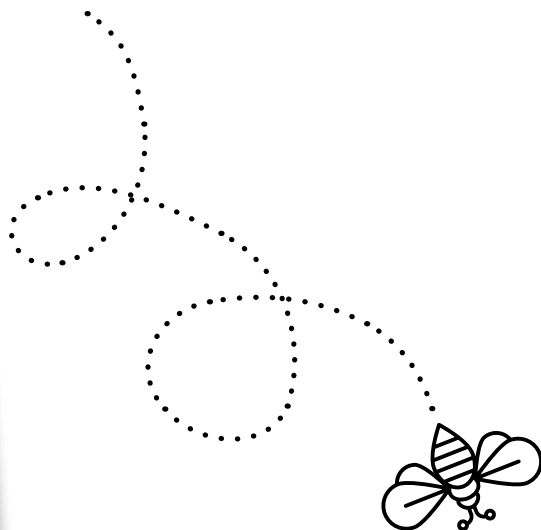
Boe Seduikis, T&G Logistics Coordinator



*"I found the program very valuable for my development at T&G as an account manager for the Australian domestic team. One of my personal highlights from the course was Prof. Hughes speaking about various international market trends in supermarkets and innovative ways to effectively market products."*

Michael Pitrone, T&G Category Manager  
International Markets





T&G supporting the

# BEE KIND PROJECT

It has often been said that bees are responsible for one out of every three bites of food we eat, and play a vital role in ensuring production of seeds in most flowering plants- which is extremely important for an organisation like T&G.

The Bee Kind Pollinator Preservation Project is a project that was started in South Africa to establish a base of healthy bee colonies in order to get the bee numbers back up to where they should be after the Western Cape area lost an estimated 50% of its bees to a brood disease with currently no cure.

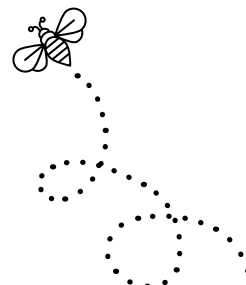
T&G South Africa got involved in the Bee Kind Pollinator Preservation Project in October 2015 by buying two bee hives.

"It took some time for the bees to get settled into their new home (hives), and were able to breed and produce honey, but our first batch

of Raw Fynbos Honey was delivered to our office in May as a token of appreciation from Bee Kind," says Karla Maree, T&G South Africa Admin & Logistics Manager.

The Bees of each hive will produce about 20 Litres of Honey each year and T&G, being a sponsor of two of the hives, will be supplied with about 40 litres of honey per year, for a period of three years.

"To generate awareness for the Bee Kind Project and to show our appreciation to growers, customers and service providers, we will be handing bottles of honey out as gifts. Annalese Walker from our Marketing team in New Zealand assisted us in designing the T&G Label which has been added onto the bottles."



We're  
open

We're  
GROUNDED



# PROVIDING FOR THE COMMUNITY

Earlier in the year Carol Hodgson, T&G Customer Service/Sales Support, approached T&G with a great initiative to help less fortunate families by providing them with fresh fruit and vegetables at affordable prices.

Carol teamed up with her friend Dave Letele, a.k.a the Brown Buttabean and part-time New Zealand celebrity boxer, to help families on their journey to leading a healthier lifestyle and combatting a widely known battle in New Zealand- the battle against obesity.

"I approached a few of the managers about this initiative and what it involves and they were very supportive and eager to help," says Carol.

Each week Dave sends the orders for the fruit and vegetable boxes to Carol and she places it with the traders on T&G's market floor. The product is bought at cost price and boxed up, ready to give to underprivileged families.

"T&G has really played their part with this project and helping the community- Steve Higgs, T&G Northern Sales Manager, and his team have been great in letting us bring this project to work as well as the traders / sales reps on our market floor who are outstanding- they understand our cause and are willing to help, for that I am very grateful."

A big thank you to Carol for her passion in driving this initiative by not only providing families with affordable produce, but educating parents and their children on the value of leading a healthy lifestyle.



We're  
GROUNDED

We're  
open

We're  
willing.





# T&G IN THE COMMUNITY



When asked the question “what should our company support in the community?” the overwhelming response was children and nutrition.

Alongside the many programmes T&G has in place to support this initiative, including the Garden to Table Programme, Fruit in Schools and Help Them Hope to name a few, our T&G people also like to play their part in our local communities with even the smallest gesture.

Which is what Garrett Hoffman, T&G Northern

Salesman Logistics, did when he approached T&G for produce donations to a rugby team that he coaches called the ‘Rippa Rugby Squad’ of Marist Eastern- a 100% volunteer supported rugby club in Auckland.

“These children play for hours nonstop and were very appreciative of the bananas and oranges T&G donated- it kept their energy levels up after half time,” says Garrett.

“It’s great to work for a company that sees the value in supporting our youth with healthy initiatives.”

## RECOGNISING YOUNG TALENT

A big shout out to Reuben Crowther who recently attended his graduation ceremony at Massey University- graduating with a Bachelor of Business Studies.

While studying, Reuben joined the T&G family working part-time as a stores person on the market floor, and is now part of the Covered Crops team.

Your team, as well as the rest of T&G, are proud of your accomplishment!



Reuben Crowther

### Work for us!

We are always looking for great people to work at T&G – who do you know? Look at our job listings on <http://bit.ly/tandgjobs>









# VIETNAM CELEBRATES THE START OF THE NZ PIPFRUIT SEASON

In May, for the second year running, T&G ran a season launch event for NZ Jazz™ and Envy™ apples in Ho Chi Minh, Vietnam. Once again this event was well received and strengthened our already well established presence in the market.

Vietnam is the 2nd largest Asian market for T&G and makes up 21% of total pipfruit exports (USA & NZ combined) sales.

For NZ, Vietnam is our fastest growing export market in South East Asia and its population of over 93 million people has an insatiable appetite for safe, high quality food products including NZ apples.

"T&G's channel strategy in Vietnam has been to work closely with a few key customers rather than selling to anyone who wants our product," says Ginny Masfen, T&G Marketing Manager.

"These key customers have been selected because of their cool store, distribution and marketing capabilities and have helped us to achieve a high demand product which gains a premium price in the market above our competitors."

The launch event hosted around 50 attendees, including NZTE representatives, retailers and customers. The location was a beautiful French style villa in the city and each guest was greeted on arrival with an Envy™ apple cocktail. Throughout the evening there was a variety of Hors

d'oeuvres served using both Jazz™ and Envy™ apples as the key ingredients and for dessert, guests were treated to a demonstration from the chef and Tony Martin, New Zealand trade commissioner and Consul General.

**"THE LAUNCH WAS HUGEY POSITIVE AND TONY MARTIN SEEMED SOMEWHAT OF A (CELEBRITY TO MANY, WITH A LOT OF SELFIES REQUESTED THROUGHOUT THE NIGHT," SAYS GINNY.**

There was a great sense of appreciation and positivity around Jazz™ and Envy™ apples and the effort that T&G is putting into the market. These kind of events not only provide an opportunity to educate and promote our products to customers and retailers, but also strengthen our relationships and reinforce our position as pipfruit leaders in the market.

With the rollout of a refreshed Jazz™ brand expected in 2017, T&G will look to run similar events across more of our key markets to coincide with the season start.



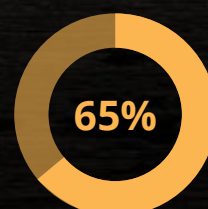
## Quick facts about Vietnam

### T&G GLOBAL - VIETNAM CUSTOMERS Tu Phuong | VPD

94 million population



65% of the population is younger than 40 years old



6% average GDP growth during last 5 years





## CONTINUOUS IMPROVEMENT IN OUR BUSINESS



T&G are always looking at new ways to successfully improve elements in our business and these improvements are not just limited to New Zealand.

Worldwide Fruit in the UK, who are into their 5<sup>th</sup> year of their Lean journey have experienced numerous process and cost savings through the dedication and culture of their team.

Just recently Alastair Hulbert was on hand to present certificates to their latest graduates from their Lean Green Belt programme. Each team member had to deliver a successful improvement project to the business.

Here in Auckland, the Banana Team have begun their Lean journey. This started as a result of Project Taxi and involved training the team on waste and some key tools such as 5S and Visual Management. Although it is still early days they have seen some marked improvements such as a tidy smooth flowing operation with dedicated areas for product staging, returns and quarantine.

If you know of a project/initiative that has delivered benefits to somewhere in the business – we want to hear from you! It can range from a 1% improvement to a full 110%!



## EU GROWERS VISIT NEW ZEALAND

European growers from three different countries, who are or will soon be involved in the Envy TM development in Europe, visited New Zealand earlier this year.

Their visit was allowed them to get a better idea about EnvyTM growing management and the main issues they could face, as well as being able to share experiences with our New Zealand growers that have been involved in for a significant period of time.



From left to right: T&G staff- Hannes Moser, Morgan Rogers, Marc Leprince & Mark Russel



# MAKING H&S IMPROVEMENTS IN OUR BUSINESS



From left to right: Liz Taufa, Jason Greene, Neil Neville & James Holden

There are great things being done at T&G to make our places of work safe. Sharing these success stories allows our colleagues at other sites to see the opportunities and possibilities and learn from the successes of others. Sharing our discoveries and looking for ways to learn and try new things are also a great representation of our Mindsets of being Open and Willing.

In April, as part of an initiative to continue improving health and safety at their sites, Covered Crops conducted Near Miss Reporting Roadshows as well as taking all their staff through the 'Work Shouldn't Hurt' module -with a 100% pass rate.

The presentations were aimed at raising awareness of H&S within the different working environments and identifying who had responsibility for what, as well as introducing near miss and hazard reporting to help reduce the risk of incidents in the workplace.

"There were quite a few accidents being reported on our sites but hardly any near misses were brought to our attention. I saw the need to change this and rather than wait for an inevitable serious accident to occur, be proactive and encourage staff to look for hazards before they became accidents," says James Holden, T&G Glasshouse Workforce Manager.

Since the roadshows were launched, there has been a positive response with a 200% increase in reporting near misses within the first three weeks. 90% of the causes for the reported near misses are addressed soon after the near miss was raised – highlighting the benefit of telling someone.

Another great success story comes from Jason Greene, T&G Grower Manager, with the 456 crop rotation for 2016 being completed with no accidents.

**" I'M REALLY PROUD OF THE TEAM AS THIS IS A HIGH RISK TASK THAT WE HAVE TO MANAGE MULTIPLE TIMES PER YEAR IN THE GLASSHOUSE. A BIG THANK YOU TO NEIL FOR HIS DILIGENCE IN HAVING 100% OF OUR STAFF TRAINED AND SIGNED OFF ON OUR SOP' – I FEEL THIS IS A MAJOR FACTOR IN OUR ACHIEVEMENT, //**  
**SAYS JASON.**

If you have any success stories about health and safety, we'd love to hear from you! Email your good news through to [healthandsafety@tandg.global](mailto:healthandsafety@tandg.global)



# TOMATO FACTS



TOMATOES WERE CLASSIFIED A FRUIT UNTIL THE LATE 1800'S TO AVOID TAXATION

GLASSHOUSES WILL PRODUCE 300 - 600 TONNES OF TOMATOES PER HECTARE, WHICH IS A LOT (COMPARED TO POTATOES (ABOUT 65) AND ONIONS (ABOUT 35))

TOMATOES SHOULD BE STORED ON THE KITCHEN BENCH AT ROOM TEMPERATURE, NOT IN A FRIDGE.

TOMATOES ARE RICH IN THE 5TH FLAVOUR, WHICH IS UMAMI (SWEET, SOUR, BITTER AND SALTY ARE THE OTHER 4)

TOMATOES ARE MADE UP OF 94% WATER

A TOMATO PLANT IN A GLASSHOUSE IS PICKED CONTINUOUSLY FOR A YEAR, BY WHICH TIME THE PLANT IS 12-16M IN LENGTH

## GROWTH:

IN A GLASSHOUSE IT TAKES 6-9 WEEKS, DEPENDING ON VARIETY AND TIME OF YEAR, FOR TOMATO PLANTS TO PRODUCE THE FIRST FRUIT.

T&G GROWS APPROX. 1/3 OF NZ'S ENTIRE TOMATO PRODUCTION

SMALLER TOMATOES (LIKE OUR ANGEL TOMATOES) CONTAIN MORE ANTIOXIDANTS PER MOUTHFUL THAN LARGER TOMATOES

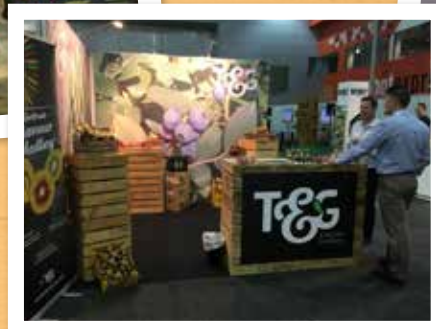
OPTIMUM STORING TEMPERATURE SHOULD BE BETWEEN 12 TO 14 DEGREES, ANYTHING BELOW 9 DEGREES CREATES A CHILL EFFECT AND DAMAGES THE CELL STRUCTURES WHICH ALSO STORE THE TASTE ENZYMES- THEREFORE DESTROYING MOST OF THE TOMATO'S FLAVOUR



yum







## Showcasing our products at PMA Fresh Connections

In May, T&G representatives attended the 2016 PMA Fresh Connections summit in Brisbane, Australia, which saw over 1000 delegates and an outstanding number of 70+ exhibitors attend the event.

The tradeshow brings together produce and floral sector participants from across New Zealand and Australia and showcases the latest food, beverage, product and equipment ideas while providing great networking opportunities.

"The industry historically knows the international team as Delica, so the event was a good way for us to spread the word about our journey in becoming T&G Global while showcasing the global nature of our business, production capability and our cross-functional teams," says Annalese Walker, T&G Marketing Executive.

T&G also showcased some of the core product categories sold in Australia, including ENZAGold™ and ENZARed™ kiwifruit, Beekist tomatoes and asparagus.

"Not only was the event a good opportunity to network and strengthen relationships with our customers and suppliers, we also ran tastings of ENZARed™ kiwifruit and promoted our new Tri-packs of Green, Gold and Red kiwifruit that was introduced to the Australian market last season," says Lucy Coward, T&G GM Australasia.

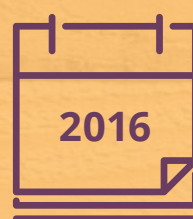
Over 1000 delegates



70+ exhibitors



The largest exhibition in the 10-year history of the event



29 international and nationally recognized experts





# THINKING OUTSIDE THE BOX

In April, T&G took part in SampleCo's Winter Black Box campaign. Black Box is New Zealand's first in-home marketing business that allows their customers to try new products, tailored to their needs, for free.

Customers simply sign up, fill out their profiles stating a bit about themselves, for example, if they exercise, have pets, are gluten free, what hobbies they are interested in and more. Once a product campaign comes up that fits their profile, they go in the draw to receive a Black Box filled with products for them to test and give feedback on.

"Black Box is a growing trend and the objective of this campaign was to encourage trial and allow consumers to have an engaged experience with Y.E.L.O.™ tomatoes in their households," says Michelle Singh, T&G Marketing Manager.

"The idea came as a result of getting our newly launched Beekist® Y.E.L.O.™ tomatoes into consumers hands and then connecting with them in the social media space - Black Box ticked both those boxes for us".

As a result, T&G received really positive responses, advocates and



**New Beekist® Y.E.L.O.™ tomato Consumers as a result of the Black Box Campaign**



valuable insights particularly around how consumers perceive the brand and how they use Beekist® Y.E.L.O.™ tomatoes in their everyday meals.

"This information will be used to validate our strategies going forward to ensure we capture the relevant insights and add to our learnings of our consumers purchase decisions - flavour is paramount," says Michelle.

"The best outcome for us is that trial directly lead to purchase and talkability via social platforms."

\* Y-E-L-O.™ and Y.E.L.O YOUTH. ENERGY. LIFE. OM...® are trademarks of Mastronardi Produce Limited

## f ON FACEBOOK

**Total page views**



**Unpaid reach to consumers**



**Engaged consumers**





Some  
comments  
from  
consumers

"Crazy yellow colour! Loved it"

"Beekist® Y.E.L.O™ Tomatoes were delicious and a great size. Easy to use in salads and loved the colour and taste."

"Delicious and full of flavour, love the low acidity as prone to mouth ulcers"

"These tomatoes were sweet and juicy, and didn't fall apart when cut, very important."

"Extremely handy to have - a good size for crackers and tasty too."

**BEEKIST®**  
GROWN BY PEOPLE. POLLINATED BY BEES.



Photo of Y.E.L.O™ tomatoes viewed throughout the campaign



Positive reactions & comments from consumers







We're  
willing

We're  
RESILIENT

# SUSTAINABILITY: FOCUSING ON OUR ENERGY USAGE

To help support our energy goals, here's some small things you can do around the office:

- Instead of just logging off your computer at the end of the day, turn it off at the wall.
- Make sure the lights in your office are switched off if you're the last to leave.
- Appliances in our common areas don't always need to be on – they can be turned off over night.
- Use cold water instead of hot – a lot of energy is required to heat the water up before it comes out of your tap!

These seem like small initiatives – but remember, if all of us did at least two of these things, we would see the savings. You know what they say, power in numbers! (pun intended).

*If you want to know more, or have some great ideas, please get in touch with Lissy Fehnker, T&G Sustainability Analyst at [lissy.fehnker@tandg.global](mailto:lissy.fehnker@tandg.global)*

In the last Fresh Update, we talked about T&G's increased focus on sustainability. Over the past few years, sustainability has become fundamental to businesses and therefore T&G has identified the areas where we can start to investigate new ways we can be conducting our operations more sustainably, including energy use, emissions, waste, water use, biodiversity, materials and transport.

Energy efficiency is not new to T&G, having had support from EECA (Energy Efficiency Conservation Authority) and our energy consultants for one off projects since 2013 to get the ball rolling. This included installing energy monitoring and target systems at all of our sites which we needed first to be able to monitor our energy usage, and measure our savings. We also conducted "base-level assessments" at all of our sites which are designed to highlight the energy saving opportunities by having energy specialists look at how all of the operations are running, and equipment and machinery efficiency.

"One of the largest, most obvious opportunities that was highlighted in these assessments was lighting upgrades which involved changing over to LEDs on our market floors, cool stores and pack houses," says Lissy Fehnker, T&G Sustainability Analyst.

"We also saw this as a double win for health and safety too, as the new LEDs lit up the spaces better and in turn made them safer places to work."

Other opportunities that came up included compressed air network improvements where sites upgraded to more efficient compressors and fixed air leaks to avoid wasting energy. Refrigeration, pump and fan upgrades

were also identified and energy savings have been achieved through upgrading these technologies and learning how to operate them more efficiently.

All of this work has resulted in:

Energy savings in kWh

1.5million



Cost savings per annum

\$200k



CO2 emissions reduced

257tonnes



"Since we received such great results and saw the benefits of operating with a focus on sustainability, we have formalized a plan with EECA by signing a "Group Wide Energy Management" agreement this year to reduce our overall energy use by 1.4% by 2018. To put that into energy perspective, we will save 2,000,000kWh – which is the equivalent of the energy use of 265 average New Zealand households for one year," says Lissy.



# SUPPORTING FUTURE INDUSTRY PROFESSIONALS

Students face many challenges when embarking on a University education, including supporting themselves whilst in full-time study, only to graduate with large student loans.

For four young Agriscience students at least, this load will be lightened thanks to support from T&G.

In May, T&G was honoured to present three Massey University students with the T&G undergraduate scholarship, with a fourth student receiving the T&G research grant.



*Nick Butler*

Nick Butler grew up in Wellington and became interested in the field of botany and horticulture due to a love of plants and his growing concern about the environmental impact of food production.

Nick is also interested in the development of new fruits and vegetables, increasing yields where land is limited, and reducing the environmental impact of food production, while maintaining productivity. Nick hopes to one day have a career in research, where he can make contributions to the scientific community that will aid progress in these areas. Nick is in his 2nd year, studying towards a Bachelor of Agriscience, majoring in plant science and biochemistry.

Megan Becker moved to NZ in 2005 at a young age with her family from the UK, settling in the Bay of Plenty where she was surrounded by people and family friends involved in the Horticulture industry. So it was only natural that she developed a passion for the industry. In her 2nd year now, Megan is studying a Bachelor of Agriscience, majoring in Horticulture.



*Megan Becker*



*Viladmir Kaul*

Viladmir Kaul grew up in Niue where horticulture is a way of life, with most of his family involved in growing fresh produce. Before undertaking study, Viladmir was a soldier in the New Zealand Army where he spent two years in East Timor on a peacekeeping mission. Now studying a Bachelor of Agriscience, majoring in Horticulture, his long term ambition is to use his education and industry experience to help develop the Niuean horticulture industry, and to strength ties between NZ and Niue.

*Diwas Khatri*

Our final student received the T&G Research Grant, which supports research into quality of fruit, vegetables and flowers, including work on plant health and breeding. This year, the grant was awarded to Diwas Khatri who has been undertaking detailed studies into how to get the best results out of *Aphidius colemani* which is a parasitic wasp used to control aphids, especially in glasshouse crops.





## REPRESENTING OUR MINDSET

We asked you to tell us what our Mindset meant to you by getting your teams together, having some fun and creating innovative and informative video submissions.

We received some great entries with a lot of attention being directed to Mindset from all corners of the T&G business. Teams pulled together to share their stories, with some friendly competitive spirit and real team bonding coming through.

We had an impressive number of videos entered from multiple different sites and from five different countries, it was fantastic to see our people from all over the world taking part in this.

A big thank you to everyone who got involved and participated in this challenge. Look out for our Mindset workshops rolling out at a site near you throughout September!

## TAKING A TOUR OF T&G

In May, former finalists who competed in the recent Young Horticulturist of the Year competition, attended the Young Leaders Forum in Auckland where they had the opportunity to network, receive leadership training and attend presentations from a selection of industry leaders, including T&G, Bayer, Fruitfed Supplies and New Zealand Primary ITO.

The Young Leaders took a guided tour of the T&G Favona site, where they received a presentation from Anthony Stone, T&G Commercial Manager Covered Crops, who gave them an introduction to the breadth of T&G's business and operations.





We're  
**RESILIENT**



# PROJECT ONE: SUPPORTING FUTURE BUSINESS GROWTH

Over the last few months T&G has been developing a new global financial and operational system to support the future growth and agility of our business. This will support a 'One T&G' approach as well as take advantage of the latest SAP technology, giving users the benefits of easily accessible information, a user-friendly design, traceability and planning optimisation.

Currently, the different T&G business divisions around the world use different systems that are heavily customised. With our acquisitions we have inherited a number of alternative systems that don't easily talk to each other and require significant investment to maintain.

"T&G is a fast growing global business and we need to standardize and enhance our operating systems and processes to support this growth. A single core system will help our people around the world to work together and also support a much wider system of specific tools and software as we continue to innovate," says Jonathan Good, T&G Chief Technology and Operating Officer.

T&G has excellent partners working on this project with our business IT team, including Accenture, SAP and RI Solution (the BayWa IT organization). Accenture is the world's largest SAP partner, and together with

**"THROUGH OUR TRUSTED PARTNERS, WE AIM TO DELIVER BEST PRACTICE FINANCIAL AND OPERATIONAL SYSTEMS ACROSS THE T&G GROUP, GIVING OUR USERS THE TOOLS TO SUPPORT OUR CUSTOMER-CENTRIC STRATEGY"** says Andreas Gabler, T&G Project Manager.

their highly experienced staff, has worked on similar projects numerous times with different companies ranging from farmers co-ops, to retailers to B2B wholesalers.

The project will include multiple releases and rollouts across the Group over the next two years. The first unit to go live will be the North American Pipfruit division in September.



**TRACEABILITY**



**USER FRIENDLY  
DESIGN**



**INFORMATION  
AT YOUR  
FINGERTIPS**



**PLANNING  
OPTIMIZATION**





# Raw Jazz Apple Pie

## Ingredients

3 CUPS OF NUTS Pecan, walnuts & almond

1 CUP OF RAISINS

4 MEDIUM JAZZ APPLES or 5 small apples

1 TBSP CINNAMON

1 TSP APPLE CIDER VINEGAR

**1** In your food processor, coarsely grind together the nuts and half of the raisins until a workable dough is formed - do not over combine.

**2** Take about 2/3 of the dough, and press it into the bottom of a pie pan.

**3** Set the other 1/3 aside to be used as topping.

**4** Using a mandolin or your food processor, thinly slice the apples and place in a bowl.

**5** Blend together the rest of the raisins with the apple cider vinegar, cinnamon, 3 tbsp of water, and a couple of the apple slices to form a paste.

**6** Pour the paste into the bowl with the apples, and toss - being careful not to break the apple slices.

**7** Arrange the apple slices in the pie, layering them so that their sides are slightly overlapping (like how fruit always looks on tarts).

**8** The dough that's set aside can be rolled out and cut into strips to make a lattice topping, or you can crumble it over the top like van apple crisp if you're in a hurry.

**9** Cut into 8 equal pieces, and keep in the fridge for a couple of days.

JAZZ  
Apple

MAKES  
8

STORE IN  
FRIDGE



# T&G STRATEGY 2022 VIDEO



In 2013, T&G first set its global strategy with our Purpose, Mission, Mindset and Strategic Pillars.

Since then, we have achieved a lot together:

- Being one team united behind one common brand
- Integrating a number of businesses and entering into strategic partnerships
- Making significant structural changes to simplify our organisation
- Developing and growing our people
- Last but not least achieving a record turnover across our business last year.

Further growth and exciting opportunities are now ahead of us. A summary video of the Corporate Strategy is now available. Ask your manager or check out the link on iTAG.

If you have any questions, please contact Tim Clarkson or Verena Cunningham in the Corporate Finance & Strategy team.



## Kiwifruit Flavour Medley



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