

T&G
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Company

Fresh

December 2018

Growing Gisborne

P8

Face off for
young horts

P4

Safety top priority
for truckies

P19



Less is more...
goodbye to
plastic punnets!



“JOIN US ON OUR
SUSTAINABILITY
JOURNEY”

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It's been a busy six months since joining T&G Global as CEO in July. I am thoroughly enjoying the new role, and I am excited by the possibilities in front of us.

The T&G team are focused on two key areas:

Performance - improving our performance in some critical areas. We have identified some clear areas for improvement, and some specific action plans that the teams are focused on delivering.

Growth - we have refreshed our strategy, positioning ourselves to focus on key growth opportunities. This includes realising the full global potential of our great apple brands JAZZ™ and Envy™, building on our already successful foundation. We also see significant opportunity to develop strong global positions in one or two other selected categories. We have an ambitious investment plan involving refreshing our assets and investing for growth.

To deliver on our performance improvement and growth plans, we are making some changes to the way we organise ourselves to improve our focus, accountability and execution. These changes will enable us to strengthen our current performance whilst building for the future - for our customers, partners, staff and shareholders.

I have been impressed with the commitment and enthusiasm of the T&G team, as they have embraced these changes. We have an exciting future in front of us and a talented and committed team to get us there. 2019 is an important year for T&G, and we will need to hit the ground running.

Thank you to all our customers, suppliers and staff for your amazing support this year. I wish you all a safe and happy end to 2018 and I look forward to working with you all in 2019.

Gareth

Gareth Edgecombe
CEO
T&G Global

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Final face-off for young horts



Young viticulturist Annabel Bulk from Felton Road Wines in Bannockburn, Central Otago was recently crowned New Zealand's Young Horticulturist of the Year, after months of regional competitions that culminated in a final face-off.

The annual competition sees the best and brightest stars of the horticulture industry go head-to-head in six sector regional competitions to qualify for the final, followed by a series of practical challenges, an innovation

project and a speech to more than 300 people at the awards event.


T&G is a long-term supporter of the competition, supporting the next generation of young people advance in their chosen area of horticulture.

In taking home the Young Horticulturist of the Year title, sponsored by T&G, Annabel received a \$7,500 Fruitfed Supplies travel and accommodation package to a horticultural destination of her choice, a \$3,500 Riversun Nursery scholarship, \$1,000 worth of ICL Specialty Fertiliser products and a number of smaller prizes.

T&G's managing director New Zealand produce, Andrew Keaney says the competition is a powerful platform that propels young talent into future leaders.

"These awards are important because it's where we celebrate kiwi ingenuity and young people rising through the ranks – our new generation of growers, scientists and researchers."

For information on the 2019 competition visit younghort.co.nz



Milford school, winner of T&G Passion for Growing award. From left to right (back) T&G's Jo Jalfon, Natalie Edwards from Garden to Table, landscape designer and judge for T&G Young Gardener of the Year awards Dan Mackay. Left to right (front) Esther Choi, Liam Li, Ken Sugawara and Daniel Dickson.



Accolades at assemblies

Winners of T&G's annual Young Gardener of the Year 2018 competition were presented with apples, fruit trees and a bunch of other handy prizes at school assemblies around New Zealand recently after a nationwide competition.

Winning schools received prizes to help their gardening ventures including fruit trees and JAZZ™ apples from T&G, irrigation systems from GARDENA, Hungry Bin worm farms and goodies from Tui as well as garden design help from TV landscaper and personality Dan Mackay for the inaugural Best Emerging and T&G Passion for Growing schools (Milford Primary School and Wainui School).

More than 130 entries from 45 primary schools across New Zealand were received in the eagerly contested awards, doubling the number of entries received in last year's competition.

Developed and supported by T&G, the awards recognise schools and students who are growing, harvesting, sharing and preparing fresh food via the school-based Garden to Table programme.

younggardenerawards.co.nz

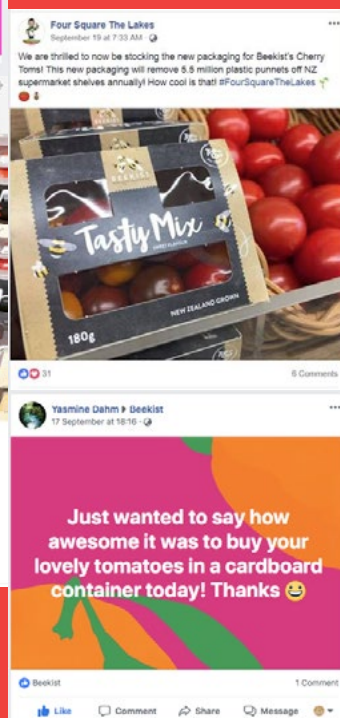
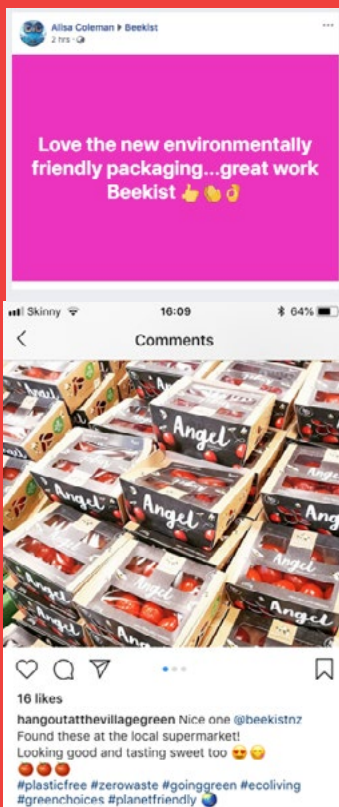


Left: Esther Choi with the T&G Passion for Growing trophy.
Right: One of the winners of Young Gardener of the Year Jing Mei from Forrest Hill school.





Beekist buzz continues



Beekist® tomatoes in new cardboard punnets continue to cause a buzz with kiwi consumers.

Customer feedback has been overwhelmingly positive with new Beekist® fans buzzing about T&G swapping plastic for 98% cardboard packaging.

The move to cardboard punnets is part of T&G's sustainability journey and part of its new kaitiakitanga strategic pillar. It's also at the heart of the Beekist® brand which is about an old-fashioned growing philosophy of recycled rainwater, pollination by bumble bees and tomatoes hand-picked from the vine.

Look out for the family of Beekist® tomatoes in supermarkets across New Zealand.



2018 Health & Wellness
**GAMA
INNOVATION**
AWARD WINNER

Hot potato takes out another award

T&G's innovative lower carb and calorie potato, Lotatoes™, has won another major award, this time in the United Kingdom.

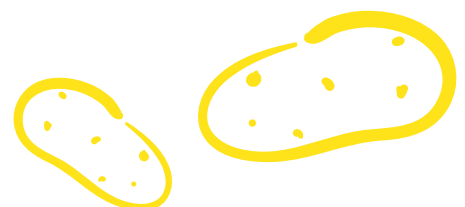
Lotatoes™, grown in Ohakune and Pukekohe, New Zealand for T&G, took out the Health and Wellness Category ahead of seven other finalists at the 2018 Gama Innovation Awards held in Manchester.

The judges were impressed with the way Lotatoes™ used technological ingenuity to align potatoes to the low-carbohydrate trend.

T&G's New Zealand marketing manager, Michelle Singh, says the win is another fantastic accolade

for Lotatoes™ which has already won three major Australasian awards since launching in 2017 after extensive research into consumer trends.


"Lotatoes™ has struck the right chord with a growing number of people interested in their health and wellbeing but wanting the same great taste afforded by an everyday potato," she says.



Growing



Gisborne



Set among the Waimata and Taruheru rivers and the great Turanganui river that flows out to the East Coast lies the fertile Gisborne region. Its long hot summers and relatively cool (but not freezing) winters make it one of the best fruit growing regions in New Zealand.

It's home to richly-flavoured Navel oranges, lemons, limes, tangelos, and mandarins that are grown, picked and packed for local and export markets. There's also an abundance of apples including premium apples, JAZZ™ and Envy™. Feijoa and kiwifruit also flourish here.

Horticulture is at the heart of East Coast life and is one of the fastest growing industries in the region, with growth largely driven by T&G's Envy™ variety. *Fresh* meets some locals making their mark in the lush fruit growing region.



Bright future
for Citrus

In his thirties, Jake Shanks is one of a new breed of horticulturists – young, passionate, smart and enjoying life on one of the largest privately owned citrus orchards in the Gisborne region.

The 26-hectare picturesque orchard in Matawhero, bought by his parents 20 years ago, is planted in Yen Ben lemons, Navel oranges and Afourer mandarins. Product is mainly destined for T&G's New Zealand marketfloor with some lemons exported to Japan and Australia by T&G.

With his parents semi-retired after 30 years on a 1,200 hectare beef and cattle farm, followed by 20 years on the Matawhero orchard, Jake now runs the orchard with a team of five people.

A top single scull rower in his school days led to a scholarship at a Canterbury Tertiary College where he studied sports science.

After a few years in the fitness industry, including a role at global fitness company Les Mills, he asked his father if he could come back and work on the orchard and save to go overseas. His father agreed, and he never left. He now lives in a cottage on the property with his wife and young daughter.

"I love working outdoors," Jake says. "I get to work in the fresh air every day and yet we're close to town. It's a lot gentler than working on a beef or cattle farm where the isolation and exposure to weather events can be brutal. It's quite flexible too," he says. "We can go away for holidays and have the weekends off."

He prefers to keep things in the orchard as natural as possible. Large poplar and alder trees protect the crops from the wind and he limits spraying. Natural rainwater is also used instead of irrigation.

"If you establish the trees early on without irrigation then you're in a better position if there's a drought," he says.

Jake says he used to think the orchard had to look perfect but now he says it's more about making sure the fruit are happy and grown to the highest quality.

The biggest challenge is the wind, especially for lemons which are grown on a long-limbed tree and wave about when the coastal winds blow through.

He is excited about the prospects for exporting citrus via T&G's sales and marketing programme into Asia. "We've been working closely with T&G for around eight years and we've been lucky to be able to dovetail into their activities in the Asian markets which is working out well for us, particularly in the lucrative Japanese market."

T&G's managing director NZ produce, Andrew Keaney says Gisborne is a critically important region for T&G.

"As the largest citrus growing area in New Zealand we must have strong connections with growers to allow us to deliver on our New Zealand and export sales programmes.

"Our Sunfirst citrus procurement business was specifically established to give us a presence in Gisborne. As that model has evolved, we've been able to form enduring relationships with growers whose production complements our own growers in Northland, which is key to cementing our position as the market leader."

"I love working outdoors...I get to work in the fresh air every day and yet we're close to town..."





Year round activity at Illawarra



With spring well underway, there's no rest at the Illawarra Ltd orchard on Gisborne's Awapuni Road.

Shareholders Tim and Natalya Egan have just planted 2.6 hectares of Envy™ and 1,250 grapes were recently added to the orchard.

The 40-hectare farm features apples (including premium apples Envy™ and JAZZ™), grapes and kiwifruit which keeps them busy all year round.

Originally Illawarra was a partnership between Tim and his parents and was planted in grapes and green kiwifruit, Illawarra began growing apples in 1998 and now has around 13 hectares of trees. The first Envy™ apple tree was planted here nine years ago.

Today the company grows Gold Kiwifruit for Zespri, a partner to T&G, grapes mostly for Villa Maria and Envy™, JAZZ™ and Galaxy apples for T&G.

"We're passionate about our crops and achieving the highest quality produce possible – we're only as good as our worst apple," says Natalya.

The couple say the key to a successful orchard is good staff and attention to detail.

When Natalya came on board full time a year ago she focused on the people and health and safety side of the business, which has freed Tim up to be in the paddock and enjoy growing fruit.

Looking after our staff is a priority she says. "We strive to create a great culture at Illawarra and invest the time to train people properly - if there's a field day on we'll take them along too."

With a vision for a prosperous region, Tim along with other growers lobbied the previous government to fund a horticulture co-ordinator in Gisborne to ensure a more co-ordinated

approach to labour management in the sector. A local person was appointed to the role last year, a key milestone in the project which was given the name Tipu.

"It's a collaborative approach we have taken in partnering not just with government, but training providers, industry leaders, growers and iwi," Tim says, "We all benefit from addressing these issues and as our communities become more prosperous, our economic growth becomes more sustainable."

Finding seasonal labour is becoming a big issue and as part of the government supported, industry owned Tipu project a newly launched website tipu.org.nz has the aim of connecting jobseekers and employers, reducing the labour shortage and supporting growing the talent that is at hand locally.

The newly launched website is a hub for local growers, contractors and



"We strive to create a great culture at Ilfawarra and invest the time to train people properly."

post-harvest facilities to find staff, and jobseekers looking for opportunities.

Tim says one of the many things he loves about the horticulture industry is growers' willingness to help each other and to back great initiatives like this.

In June, Tim received the President's Trophy at the New Zealand Horticulture awards. The trophy is awarded to people showing passion and leadership in the horticulture industry as well as a commitment to developing themselves as a business leader and successful grower.

He says the future looks good with apple expansion set to continue in the area, led mostly with T&G varieties.

"It's fantastic to be able to grow products that people want to buy, for companies that can market them well. T&G is doing a really good job for growers and we are on the right track in terms of growing the right varieties for our region."

T&G's regional supply manager Ben Rimmer said Gisborne's fertile soils, warm climate and early access to the global markets was an advantage.

"Many of our growers have chosen to plant Envy™, a large crisp apple with great flavour, and a wide market appeal."

He said last year American consumers picked Envy™ apple as their favourite out of 32 varieties in a consumer competition run by the US Apple Association, which is great news for T&G and growers.

In October, JAZZ™ was announced "Tastiest apple in the UK", an award it has won four times in six years, and earlier in 2018, the variety became the UK's fifth-most popular apple with consumers spending \$95 million in the past year.

"This resurgence of the apple industry here is very exciting for the district. The potential is huge," says Ben.





Kaiaaponi
key to
region's success

With the East Coast region experiencing exciting growth and set for more, the team at Kaiaponi are well positioned, providing a world class post-harvest facility for local growers and suppliers of fruit, including T&G.

Kaiaponi grows, packs and distributes citrus, feijoa, kiwifruit and apples, including Envy™ and JAZZ™.

In 2018, the region produced 250,000 export apple cartons with numbers expected to nearly triple by 2023. The area has experienced massive apple tree planting in recent years which began on the back of significantly higher demands for New Zealand apples, especially in Asian markets. Envy™ apples, in particular are suited to the Gisborne climate.

The replanting programme has been set to extend with a further 85,000 to 110,000 new trees to go in over each of the next two years.

“We are excited to be part of this growth and what it means for our district,” says Kaiaponi general manager Scott Wilson “That’s why we’ve invested in the best packing technology in the world which will see us right for the next 15 years.”

He says the systems, including a high-tech electronic defect sorter and fruit sizer that were being used for pipfruit, particularly for Envy, now also benefit Kaiaponi’s citrus growers and suppliers.

Citrus, a year-round operation for the packhouse, has benefited from the expansion of the region’s apple production.

“The growth of markets and infrastructure which supports apple exports also benefits our citrus industry.

“We have been focusing on citrus exports for a number of years and with our new equipment and systems we’ve noticed a difference to the quality for our international customers and the level of service we can offer our growers,” Scott says.

He says they can achieve a high level of accuracy and consistency with their fruit due to our defect sorting technology.

Next year, they’ll introduce a new semi-automated racking system which will increase our packed product capacity and a bigger arrivals yard is currently being constructed to cater for increased volumes.

Increasing their cool storage space is a necessity, with a new coolstore opened earlier this year and another due to open its doors in 2020. Natural refrigerants which are kinder to the environment are being used as part of Kaiaponi’s commitment to looking after the environment.

“We also know that being a responsible operator is important to our customer base and that this will be increasingly recognised and demanded by consumers.”

**Scott Wilson and
Barton Witters (right)
from Kaiaponi.**





Gisborne markets





Gisborne's fresh produce markets were integral to the horticulture industry. Thomas Allan Napier (Tan) Corson set up Gisborne Markets Ltd at the back of his Customhouse Street premises in August 1941, coordinating growers to provide produce for the government war effort. So began a long association between the markets and Chinese growers who, although deemed of alien status, worked hard to boost vegetable production during World War 2.¹

Ian Stewart was the markets' first manager and – because markets were required to have an auctioneer's licence – registered auctioneer. Initially produce was sold by private treaty – markets negotiating a price with a buyer on behalf of the grower – to the government's Internal Marketing Division, which dictated where produce was to be sent. This was changed in the late 1950s to twice-weekly auctions, which Chinese growers initially tried to boycott because they preferred the apparent control of the treaty system. Tan's son John Corson:

Each grower wanted to sell their produce first. In time, a roster was created to make the auction system fair for all. They would come in on a Sunday afternoon and sleep in their trucks to be the first in. The trucks would be queued from outside the gates right around the road.²

The markets had shifted in 1944 to an old livery stable Corsons had bought in Lowe Street, near Gisborne Hotel. An adjacent site was developed for tyre storage and, as Corsons were agents for the Citrus Marketing Authority, citrus packing. When the market buildings were demolished in 1972, Williams & Kettle created what was the city's largest single car park.³ By the late 1990s, this had been incorporated into The Warehouse premises.

In 1968, the markets and Thos Corson & Son shifted to new buildings between Gladstone Road and Leith Street. Corsons sold the



Except from the book *A Splendid Isolation* by Sheridan Gundry, published in 2012.



Gisborne Markets' trucks. Corson collection

markets to Turners & Growers in 1988, but the renamed East Coast Markets remained on site until 1999 when it shifted to Awapuni Road.

Turners & Growers Gisborne manager Colin McNab started work at the markets in 1977 when Monday and Thursday auctions were held to provide fresh produce for dairies and dedicated fruit and vegetable shops.⁴ Growers dictated supply; summer lines were seen only in summer:

Produce was manhandled in barrows and items as large as 40kg bags of potatoes lifted. We ripened all our own bananas as they, like now, came into the country bright green. Each carton was hand-stowed into special ripening rooms in the market basement for a week. Now bananas are ripened in high-tech rooms in Auckland and transported on temperature-controlled trucks.

The advent of weekend supermarket trading in about 1980 changed the industry. Supermarket chains introduced grading standards and refused unsolicited goods. Stackable, steam-cleanable plastic crates replaced a multitude of containers; weights and counts were standardised. The auction system ended in the mid-1990s when supermarket chains set up distribution centres to which Turners & Growers and other wholesalers supplied directly.

Produce is sold six days a week, and sourced from New Zealand and the world. A huge range is available all year. Virtually nothing arrives that hasn't been ordered.

Gisborne Markets in Lowe Street (left) with market under way in the 1950s (below left) and 1968 (below). Corson collection, Gisborne Herald



Today, T&G operates its market floor at Awapuni Road, Gisborne.



Saving a local gem

An early 1930s riverside building, which was the town's first Plunket rooms, is being saved by a group of local volunteers who are passionate about preserving the heritage and the history of Gisborne. Historic Places Tairāwhiti held a fundraising dinner in November, which the Prime Minister Jacinda Ardern attended, to raise money to fully restore the property, originally designed by local architect Fred Forge.

T&G provided new season strawberries for the dessert at the six-course black tie degustation dinner along with baby vegetables for the main meal.

Historic Places Tairāwhiti is setting up a heritage hub, in the former Plunket rooms, where visitors can come and see exhibitions of local artists, learn about the history of the area and take walking tours of the town.

Safety top priority for T&G truckies

A brand-new Scania truck and trailer with built-in safety features has joined the T&G fleet and Sam Dhaul is excited to be in the driving seat.

The 23-metre long truck, the longest truck allowed on New Zealand roads, can carry 58 tonnes and is leased from TR Group, the largest truck and trailer fleet in New Zealand, with around 6,500 trucks.

The truck is decked out with safety features including built-in adaptive cruise control which means on a long-haul trip, the brakes barely need to be used as the driver can set the following distance of the vehicle in front and it automatically responds to the speed of that vehicle. There's also a collision warning system, advanced emergency brakes and other safety features ensuring the driver has all the tools at their fingertips.

Sam Dhaul is one of 69 drivers in T&G's transport team.

"I like the fact that I'm the one who picks up fresh produce, straight from the farm, and brings it to people's plates..."

"I'm a real car and truck fanatic. I love being out on the road," he says.

Sam has been driving for T&G for the past five years and while he started off driving long haul, these days he drives the shorter routes around the Auckland region because he wants to be closer to home and his young son.

If he's on the road, he will do around six to eight deliveries a day around the region mainly between T&G transport depot in Mt Wellington and New World, Pakn'Save or Foodstuffs' distribution centre. He is also involved in the dispatch of trucks throughout the region.

"I like the fact that I'm the one who picks up fresh produce, straight from the farm, and brings it to people's plates – whether it's in a hospital or a supermarket."

Sam has a Bachelor's degree in Business from an Auckland tertiary institution and a Masters Degree in Sociology from a University in India and while he could be working in an office he much prefers driving and being out where he's able to indulge his passion – on the road.

"I like working for T&G – they look after you, we have safe vehicles and good gear. We can get cheaper fruit and vegetables through the company and we get free onsite parking which means it makes getting home a lot easier."



Driver Sam Dhaul in the new Scania truck and trailer.



T&G's transport team



Christchurch transport team.

Service over
**700
customers**
in New Zealand



Drive more than
**8 million
kilometres a year**



Move around
**500,000
tonnes**
of produce
every year

T&G drivers work the length of New Zealand to deliver produce from farm to fork, in a flash.

T&G's head of transport and logistics, Garth Deenik says regardless of weather or traffic, the team is the crucial link between growers and customers.

"It's a 24-hour a day, six-day-a-week operation; one that not only sees the transportation of produce to all corners of the country but makes T&G one of the only freight companies in New Zealand to offer a next day service from Auckland to Christchurch."

The company has a 5-star rating for its operator rating system (ORS), a system





The transport team - Palmerston North.

that aims to improve the safety of heavy vehicles on roads, making journeys safer for all. The ORS provides an environment for willing compliance, encouraging transport operators to make their vehicles and driving practices as safe as possible.

Garth says the most challenging part of the job is looking after the safety and well-being of the team.

"We have over 120 people working in a busy operational environment and drivers on the road for long hours. We want everyone to go home safely every day. Nothing is more important than the safety of every one of my team.

"Work in the transport business literally never stops, the team are under tremendous time pressure to move produce every hour of every day."

"We want to deliver the freshest possible produce and be the first to market. And we are the team that makes that happen daily," he adds with a smile.

Left: Some of the Auckland transport team. Front (left to right) Moana Tapaleao, Jiwan Gill, Tasi Lokeni, Jacque Purdy, April Upokokeu. Back (left to right) Martin Hyde, Shaun Batty, Raj Puru, Alan Johnston (Aj), Bruce Lalich, Garth Deenik, Mutu Taylor, Nella Vaipulu, Thomas Ross.

Transforming Palmy depot



T&G's Palmerston North site has undergone a transformation with the completion of a new traffic management plan to make it safer for everyone working and visiting the busy lower North Island site.

The plan has seen the installation of a new rapid door, separation of pedestrians and vehicles and a new small vehicle loading zone. A small vehicle loading zone now ensures customers are well away from trucks and forklifts. A sales desk has been moved so T&G staff and customers don't walk in front of forklift traffic and bollards have also been installed for additional safety.



Go Bananas!

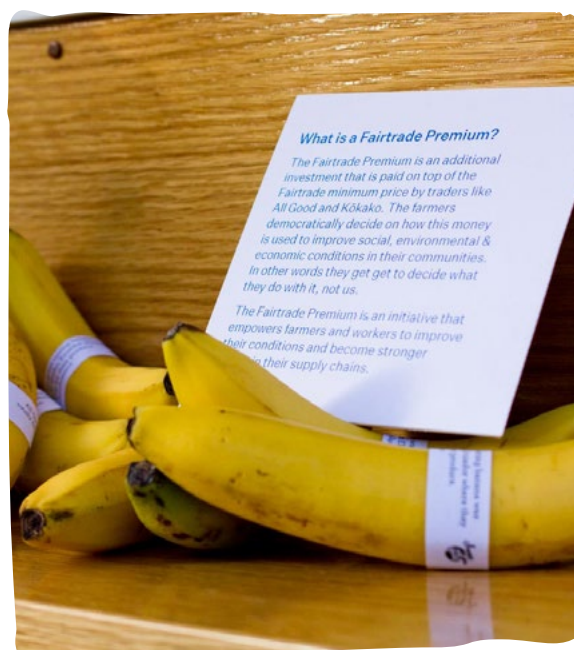


Fairtrade Fortnight breakfast pop up

T&G partner, All Good Bananas, took the fairtrade word to the streets for Fairtrade Fortnight along with Kokako and the Good Karma Coffee truck. City-goers were treated to a Fairtrade coffee, baking made from All Good Bananas and fresh bananas, in exchange for a donation to Fairtrade communities. Coffee drinkers and banana lovers alike were able to learn more about where our food comes from, and the positive impact choosing the fair deal has on our growers and the land.

ArtWeek Go Bananas! Shelter

Sharon Shin approached All Good Bananas about her Auckland ArtWeek installation, the Go Bananas! Bus Shelter. Bringing interactive fun into the dreaded bus wait, she made a life-size banana shelter and the All Good Bananas smoothie bike joined in on the fun.



Taking Auckland by storm at World Park(ing) Day and Auckland ArtWeek, the free banana smoothies were a hit at this reimagined bus shelter.

T&G starting importing and distributing All Good Bananas three years ago and today imports around 200,000 boxes of Fairtrade and organically grown All Good Bananas. The partnership with All Good Bananas allows T&G to grow the Fairtrade produce category in New Zealand and ensure a fair return to growing partners in El Guabo, Ecuador.



Culinary classic



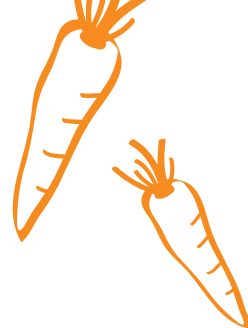
A new cookbook looks set to be under plenty of Christmas (and apple) trees this December.

Neighbourhood Eats is a treasure trove of more than 250 family recipes from the kitchens of Hawke's Bay families, brought together by the parents of Napier Central School, and supported by T&G.

The cookbook includes favourite family recipes, secrets that has been passed down from generation to generation, and recipes from Prime Minister Jacinda Ardern, renowned chefs Peter Gordon, Martin Bosley and James Beck.

The tried and tested recipes come together in Neighbourhood Eats, the brainchild of the Napier Central School PTA, as a fundraiser to save the school's pool.

Featuring 300 original photographs the cookbook can be purchased online at neighbourhood eats.co.nz



Nutritious Nadia Lim pie fills the spot

A truckload of orange kumara, 25 kilograms of swedes and onions and a heap of carrots from T&G's Mt Wellington market floor were recently transformed into a nutritious and delicious pie created by New Zealand chef Nadia Lim, for kiwi school kids.

A group of kiwi mums campaigning for a nationwide school lunch programme served up a free lunch to more than 550 children across two Auckland primary schools.

Eat Right Be Bright wants New Zealand to join other countries around the world that offer a national school lunch programme providing nutritious food for health, energy, brain power and better concentration in the classrooms of all levels.

T&G is involved in several other programmes that feed, nourish and educate kiwi kids on healthy eating including Fruit in Schools (fresh fruit delivered to primary school kids from low decile schools), Garden to Table (growing, harvesting and preparing fresh produce in school gardens nationwide) and KiwiHarvest (providing quality produce to those most in need).

Find out more at
www.eatrightbebright.org.nz
#zerohunger by 2030



Nadia Lim with one of the students from Glen Taylor school.





Left to right Dani Pepper, Greg Turrell, Masa Sugihara, Paula Henriques and Cherie McAllister.

Grad programme receives ★ ★ recognition

T&G's people and culture team got through a tough round of assessments recently to take out the 2018 New Zealand Association of Graduate Employers (NZAGE) 'Best Graduate Development Programme' award.

The judges said they were impressed by T&G's inclusive approach to designing a programme that sought input from leaders, younger staff and different growing regions. They noted the use of classroom and on-the-job training and said the approach to measuring effectiveness helped the programme stand out above others.

Paula Henriques, who heads T&G's recruitment team, says the objective was to build a signature graduate hiring experience, with minimal rotation, so young people could build their career based on core interests rather than rotating them around the business.

"We wrap around strong support including technical and on-the-job training along with equally important skills such as communication and personal development courses. They are also assigned a mentor, get a deep dive into our business through an induction course and spend time with our executive team," she says.

T&G's capability manager Greg Turrell says as the graduates' personal development training includes the popular course 'The Seven Habits of Highly Effective People'. He's also proud of the performance planning and goal checking work the company does with graduates.

The programme is clearly hitting the mark with graduates with very low absenteeism compared to the rest of the company, good performance ratings and promotions within the business.

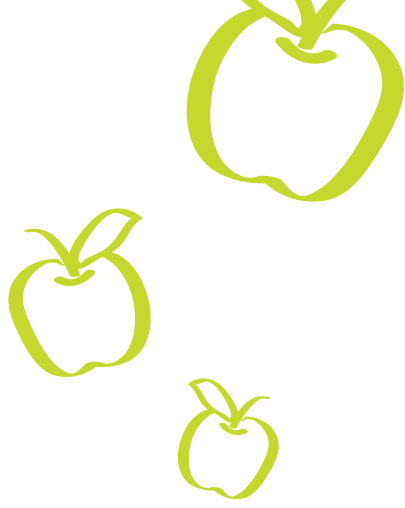
Kaitiakitanga - guarding *our* future



T&G is introducing a new strategic pillar, Kaitiakitanga, to better reflect 'how' the company does business.

Kaitiakitanga, a Māori word, means guardianship, care and protection.

For T&G, Kaitiakitanga means 'treating land, people, produce, resources and community with the greatest respect and care as guardians of their future'.



JAZZTM

picked for top prize



JAZZTM apples on Baretilt Farm in Kent, UK

JAZZTM has been voted the 'UK's Tastiest Apple' after T&G's grower Baretilt Farm in Kent picked up the accolade at the UK's National Fruit Show, a prestigious show that champions the UK's best commercially-grown fruit. The apple has won the award four times in six years, and earlier this year the variety became the UK's fifth-most popular apple with consumers spending £50.8 million in the past year – a 36.5 per cent jump since 2016.

Sales in the UK are expected to soar over the coming years, with plans to plant an extra 250,000 trees in the region by 2021.

T&G senior brand manager Brenda Galbraith says, "We are delighted to be recognised as the tastiest apple in the UK. It sets us up nicely for the start too of the new season in New Zealand which will begin in February."



Peruvian grapes

picked and packed

T&G's first at-scale harvest of commercial volumes of grapes have been picked and packed and shipped to Europe.

The harvest began in October with early green seedless varieties (Ivory and Sugraone) followed by the second harvest wave, Autumn Crisp and Crimson seedless grapes.

T&G executives were very pleased with the colour and consistency of the grapes packed to date describing it as, "excellent". This is just our second commercial harvest from Peru.

T&G's general manager, South America, Felipe Rodriguez said "In Piura, we have the ability to manipulate the harvest slightly and we plan to finish by late November before the temperatures get too hot in December."

T&G now owns 340 hectares in total with 136 planted in the Piura region of Peru.



Vietnam goes Vroom!



Vietnam, the fastest growing Asian market for T&G apple sales is tipped for more success after a surge of instore activations and sampling campaigns.

media arena, expanding its presence with a Facebook page for Envy™ and Youtube and banner advertising.

T&G has doubled its Facebook fan base reaching 10,000 fans and have a target to double its fan community within six months

T&G expects 2019 to be an exciting year in Vietnam as they work with key customers and build integrated sales marketing plans to drive further growth.

Envy™ and JAZZ™ apples are sold throughout leading supermarkets in the country with sales of New Zealand season fruit increasing by 25% over the previous year.

The past 12 months has seen T&G extend its reach into the digital/social



Milestones and Memories

40
years

Colin Priest, sales specialist, Hamilton

20
years

Andrew Lockyer,
export market
manager

Lorraine Stronach,
office manager,
Nelson

Neil Muir, planning
and coolstore
manager, Hastings



In memory of Sir John Anderson

The Board and management of T&G were greatly saddened by the passing of Sir John Anderson KBE, former deputy chair and director of T&G's board.

The highly respected New Zealand business leader was first appointed as a director of T&G in April 2012 and as deputy chair in December 2012, and held these roles until December 2017. Over this period, Sir John also served on T&G's finance, risk and investment committee and human resources committee. Sir John made an immense contribution to T&G during a pivotal period in the company's history, following BayWa's 2012 investment in T&G.

Sir John was formerly chief executive of the ANZ National Bank, former chair of New Zealand Cricket and New Zealand's representative director on the ICC – positions he held from 1995

until 2008 – and former chair of the New Zealand Sports Foundation. Among other roles, he also served as chair of TVNZ, the New Zealand Venture Investment Fund, PGG Wrightson, Steel & Tube Holdings, NZME and NPT Limited and as a director on the boards of the Commonwealth Bank of Australia, NZIER and Wellington Regional Stadium Trust.

He held advisory and governance roles for successive New Zealand governments through the 1980s and 1990s and received the 1990 Commemoration Medal for Services to New Zealand. He was knighted in 1994. In 1995 Sir John was awarded NBR "New Zealand of the Year", in 2003 he received the Deloitte's Top 200 Company Award "New Zealand's Most Visionary Leader". In 2005 he was the inaugural winner of "The Blake Medal". In 2010 he received

a Halberg Award for leadership excellence in sport.

Board chair, and CEO of BayWa, Prof. Klaus Lutz says, "The news of Sir John Anderson's passing saddened me greatly. Of course, our thoughts are with his family. I always appreciated working together with Sir John very much. Especially in the first years of our cooperation with T&G, he was very supportive, not at least by some highly valued personal advice."

T&G extends its sincere condolences to Sir John's family at this sad time.

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in season

It's summertime (in the southern hemisphere) and that means it's time to dust off the deck chairs, bring out the barbeque and celebrate with family and friends.

Here's an interesting addition to your summertime soiree – a Beekist® tomato and basil tartlet and Mini Lotatoes™ pie, fresh from the runway at New Zealand Fashion Week 2018. They were a hit with fashionistas so why not try them at home.

Beekist® tomato and basil tartlet

Ingredients

250g ricotta
375g short pastry sheet
50g parmesan (or veggie alternative) finely grated
1 egg, beaten
1 garlic clove, crushed
4 Beekist® cherry tomatoes, thickly sliced
olive oil
basil a handful of leaves
fresh basil or basil pesto for garnish

Method

1. Tip the ricotta into a sieve and leave to drain over a bowl while you prepare everything else.
2. Heat the oven to 200C/fan 180C/gas 6. Unroll the sheet of pastry onto a baking tray and score a border 2cm in from the edge. Prick all over inside the border with a fork then put in the oven for 15 minutes.
3. Remove the pastry from the oven (leave the oven on) and gently press the middle down if it has puffed up. Leave to cool a little.
4. Tip the ricotta into a bowl and add the parmesan, egg and garlic, then mix and season.
5. Evenly spread the mixture into the tart shell then lay over the tomatoes. Season the tomatoes then put back in the oven for 15-20 minutes or until the pastry is deep golden brown and crisp, and the tomatoes have started to colour a little. Serve warm with a drizzle of olive oil and scattered with basil.



Mini Lotatoes™ pie

Ingredients

Olive oil, to grease
2 sheets (25 x 25cm) frozen shortcrust pastry, just thawed
2 teaspoons olive oil
1 onion, finely chopped
400g beef mince
1 x 420g can vegetable soup
2 tablespoons brown onion gravy mix
125ml (1/2 cup) water
1 teaspoon Worcestershire sauce
5 medium Lotatoes™ shaved/ cut into disks
80ml (1/3 cup) milk
20g butter

Method

1. Preheat oven to 180°C. Brush eight 125ml (1/2-cup) capacity pie tins with oil. Use a 12cm round pastry cutter to cut 4 discs from each pastry sheet. Line the prepared tins with pastry. Place in the fridge for 15 minutes to rest.
2. Meanwhile, heat the oil in a medium frying pan over medium heat. Cook the onion, stirring occasionally, for 3 minutes or until soft. Add the mince and cook, stirring with a wooden spoon to break up any lumps, for 4 minutes or until the mince changes colour. Stir in soup, gravy mix, water and Worcestershire sauce. Cook for 5 minutes or until it thickens slightly. Set aside to cool slightly.
3. Poach Lotatoes™ disks in heavily salted water, cooking them until tender, gently remove each disk one by one insuring you keep the Lotatoes™ disks whole and intact-dry and set aside
4. Divide the mince mixture among the pastry cases. Lightly brush each Lotatoes™ disk with olive oil, place on top Bake for 20-25 minutes or until browned.

Recipes courtesy of Mint Kitchen, exclusive caterer to New Zealand Fashion Week (NZFW).



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POTATOES

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T&G Global are proud to introduce LotatoesTM. A delicious, creamy, melt in your mouth potato with at least 40% fewer carbs in every spud.

Naturally bred LotatoesTM are proudly grown by Balle Bros and Master & Sons in two of the best growing regions New Zealand has to offer. Pukekohe and Ohakune have fertile rich soil and ideal climate conditions, perfect for growing flavoursome, healthy potatoes.

GROWN  IN NZ



*LotatoesTM potatoes contain 40% fewer calories and 40% fewer carbohydrates (per 100gms) than the commonly available Rua and Agria potato varieties.

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