

Industry Update.

Farmstrong Mental Wellness

We're all in the business of working hard, growing healthy food and providing optimally nutritious options for New Zealanders, so it's ironic that we don't always pay attention to our own health.

We need to keep an eye on our physical, mental and emotional health, to stay in great shape and get more out of life and work.

Fortunately, 'Farmstrong' is leading the way. It's a nationwide rural wellbeing programme, launched in 2015, that provides advice and tools for farmers and growers on how to stay healthy and productive.

The research identified what farmers and horticulturalists and growers considered the biggest challenges and barriers to their wellbeing.

A. 47% were concerned about how to achieve better work/life balance.

B. 35% were concerned about how to manage tiredness and fatigue.

C. 34% wanted to know how to get the best out of employees.

D. 31% wanted to know how to manage stress.

E. 29% wanted to learn how to stop worrying about work all the time.

These findings shaped Farmstrong's initial programme of activities.

A website and Facebook page were developed to share online information and farmer stories, and a range of tools and resources were provided to help people lock in small improvements and healthy changes to their lifestyle.

Things like taking regular breaks and time off, sleeping well, eating well, spending time with family and friends, keeping active and using healthy thinking strategies to stay positive.

By the close of 2016, the site had attracted nearly

100,000 visitors. Around 8,000 engage through social media.

A series of 31 'Healthy Thinking' workshops were rolled out across the country, attended by 1,122 farmers, growers and rural professionals in the first year.

And the Farmstrong Challenge and Fit4Farming Cycle Tour was launched, to encourage rural New Zealanders to become active by walking, running and cycling. More than 1,000 signed up for the Challenge, travelling a total of 633,216Ks. The Fit4Farming team, a core group of 20 farmers, cycled for 16 days from Ngatea in the North Island to Invercargill in the South Island. Along the way they hosted six event days where more than 600 farmers and their families participated in the walk, run and cycle events.

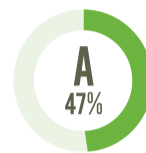
A new Farmstrong Challenge will be rolled out later this year, with many more opportunities for rural people to get involved.

Farmstrong has also had a profile at national and regional agricultural events, and has sponsored over 40 performances of the popular Mel Parsons and "Sons of a Bitch" woolshed music and comedy show as a way of creating an opportunity for rural communities to socialise, have a laugh and get off the farm for an evening.

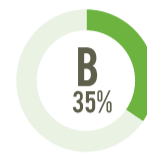
Farmstrong has been featured in 600 media articles in 30 different print, broadcast and online outlets.



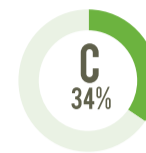
Dr Tom Mulholland



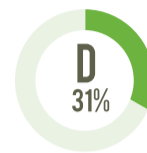
life balance



tiredness



employees



stress



worrying



Sam Whitelock

Dr Tom Mulholland has rolled out a series of Healthy Thinking workshops across the country.

All Black and Farmstrong Ambassador, Sam Whitelock "jumped at the chance to be involved with Farmstrong". As part of his involvement, Sam is fronting a new Farmstrong initiative - 'Lock it In'. Through a series of short videos, Sam shares

his personal strategies and puts out the challenge for others to find out what works for them, and to then - 'Lock it In'.

For more information: www.farmstrong.com.nz



New partnership with Ruralco brings benefits for all.

"We know our growers and their families and businesses are going to see the great opportunities that this partnership brings and we highly recommend our growers take advantage of these many benefits provided by RuralCo," says Peter Hendry



Valuable benefits for all MG Marketing growers nationwide result from the new partnership agreement recently signed with another farmer-owned co-operative, Ruralco.

Founded in Canterbury in 1963 as a farmer-focused co-operative with the needs of its growers firmly at the forefront of its values, Ruralco is focused on bringing growers nationwide the best value possible on all the goods and services it provides.

"It was these values and Ruralco's goals to maximise returns for growers - which are so closely aligned with our own - that prompted us to forge this relationship," says Peter Hendry, CEO of MG Marketing.

"The new partnership is going to deliver worthwhile benefits to growers, their families,

and their businesses - wherever they operate in New Zealand. It's an exciting and progressive step for MG Marketing, an opportunity we didn't want to miss, and an alliance with great outcomes for everyone."

For example, Ruralco offers a charge card accepted nationally by more than 3000 local and national outlets, covering the spectrum of farm and family needs, from chemicals to tyres from, pharmacies to fuel outlets; it is accepted at all Mobil service stations and Allied Fuelstops nationwide where you can get 12c off per litre of fuel.

Through its energy division, Ruralco can provide balanced, independent advice and recommendations on the high cost areas of electricity use; its fuel division looks after all

farm fuel needs; and its agronomy division provides well-founded advice on seed and crop treatments.

Training in health and safety matters is also available through Ruralco, and rural supplies' purchases are possible through its three well-positioned Canterbury outlets, as well as through its domestic call centre and online.

To find out more and join RuralCo contact Ruralco on 0800 RURALNZ (787 256) or via their website www.ruralco.co.nz.

Grower Profile.

Forrest Orchard Ltd



Bill Forrest and MG's Roger Georgieff

Nothing beats freshly picked summerfruit, of intense colour and packed with flavour.

Bill Forrest and his wife Kathy know the industry intimately having been summer fruit growers in Earnscleugh in Central Otago, for more than 30 years.

"Our orchard sits under the hills, is reasonably sheltered - we miss most of the southerlies - and provides us with a microclimate ideal for the production of quality stone fruit," says Bill whose aim has always been "to grow premier fruit of good size and high colour."

"We achieve this by detailed pruning and many other orchard practices. Pruning begins at the start of April and continues until the end of August, while thinning starts in mid-October and is finished by mid-December. It's all done by hand and it is crucial to the developing fruit receiving the maximum amount of sunlight."

With its extremes of cold winters which are great for fruit buds, and its dry hot summers perfect for ripening the fruit, the district is one of the country's best summerfruit areas.

The weather is a key component and while Bill and Kathy have no control over the sunshine they are fortunate that their 22 hectares of cherries,

peaches, apricots, nectarines and plums have no shortage of water.

"We don't need to rely on rain, because we have overhead and under tree sprinklers, so we can control the watering. It's been like that from day one, and we're very fortunate that with a very good water supply - from the local irrigation scheme plus guaranteed water available from the Clyde Dam - we are able to supply our crops with all their water requirements."

Members of the "summer green" programme run by Summerfruit NZ, Forrest Orchard monitors before it sprays - resulting in a third fewer sprays per season being used than were applied 20 years ago.

"Then we used to spray every few weeks, but now we only do so when our monitoring indicates that we have reached our thresholds for the pests or fungus problems. And now of course, we use sprays which are a lot kinder to the environment."

Always strong on technology expertise and equipment, Forrest Orchard has state of the art hydro ladders for pruning, thinning and picking, and French-designed and American-made sorting and grading machines, which have resulted in huge labour savings.

"The cherry sorting machine, for example, takes photos of every cherry and grades them accordingly. When it first came into use two years ago, we went from 35 staff to 15 in the packing shed - which Kathy has run for the last 40 or so years - and it produces a much better result."

Outside another 40 workers will be picking the cherry crop, all of it designed for export. Forrest Orchard engages many locals for picking, many

of whom are third generation family members. They also use RSE workers from Vanuatu plus backpackers.

Bill says the Forrest Orchard season starts on 15th December and finishes on March 25th. At the peak of the season - about a month - they are working every day employing 60 staff, providing the market with the best of fresh, quality produce, and their workers with the certainty of employment.

While the property also grew apples some time ago, they were culled in order to grow more summerfruit. Nowadays the peaches, apricots, plums and nectarines are all grown for the domestic market.

"Taking out the apple trees gave us the opportunity to plant more cherries, and also shortened up our season, allowing us to concentrate on quality stone fruit."

Keeping up with changing varieties and market demands and adapting to changing conditions is all part of the business of running a successful orchard, and Bill says MG's input has been vital to its success.

"We have a very strong relationship with MG's and we are committed to strengthening and maintaining this. We work very closely with both Richard Cameron and Roger Georgieff and have open communication with them. They're easy to deal with and we value the relationship and partnership we have developed."

"We still have some of the original Moorpark apricots which are unbeatable for flavour, but this may be their last year. The market prefers a more vibrant, colourful-looking product and so we are always looking at replanting and



Kathy Forrest



Bill and his team

keeping up with new and better varieties.

Kathy, herself a third-generation orchardist, their daughters Julie and Debbie, and six grandchildren, all help on the orchard, by working and supporting when needed.

"It's very much a family operation. My grandfather planted the first apricots on Strode Rd and worked on an orchard before the First World War. Kathy's family owned the original orchard, which was planted out by Des Paulin, Kathy's father who at 92 still enjoys giving advice."

"It was all a steep learning curve for me when I began my career as an orchardist, and it was very important to take advice and learn from others. Jill McLaren from Horticulture Research helped me a number of years ago to develop a comprehensive spray programme, and the effect this had on my fruit yield was massive."

"We still have some of the original Moorpark apricots which are unbeatable for flavour, but this may be their last year. The market prefers a more vibrant, colourful-looking product and so we are always looking at replanting and

Branch Profile.

MG moves into Tauranga with state-of-the-art facility

The Bay of Plenty moves into the MG Marketing orbit with the opening of the company's latest branch in Tauranga, and the arrival of the best cool store facility of its kind in the region.

A state-of-the-art fit out of more than 1200sqm of space in an established premises in Tauriko, the new branch, and MG's ninth boasts significant investment in refrigeration equipment. This means our growers' produce will be looked after in multiple chillers delivering optimum conditions to the specific needs of the produce.

"Tauranga has been on the radar for some time and we regularly had growers urging us to move into the region. This, coupled with the immense growth the region has seen, meant that the board and management felt that some strategic direction was necessary for the Tauranga region. The concept of a new branch in the region was seriously floated about two years ago," says Greig Pullar, National Operations Manager who has been responsible for getting the new branch up and running.

"We went to Tauranga a couple of times to source suitable premises and found this building ideally situated close to Meleme St, in Tauriko, a rapidly expanding business district on the western side of Tauranga - and with excellent access to and from arterial routes.

"We wanted to go with a high-end facility, designed to provide a high degree of care and service for the premium produce we are handling from our growers."

The result is complete market premises, with the

full range of produce provided for, bringing to the Bay of Plenty region MG's overall strengths of its varied and vast grower network, and its provision of all seasonal categories.

Greig says "MG excels with its care, handling and distribution of NZ fruit categories like berryfruit, melons and summerfruit. Other categories such as corn, asparagus and tomatoes, eggplant and capsicums; with the green vegetable range means MG Marketing is the market leader. MG Marketing takes particular pride in its handling of specialty produce like avocados, pawpaw, mangoes and imported products such as Dole bananas and pineapples."

"What we'll bring to this fantastic region is better servicing of the needs of our valued customers. We know it is going to be challenging because we're competing against a number of established competitors in the region.

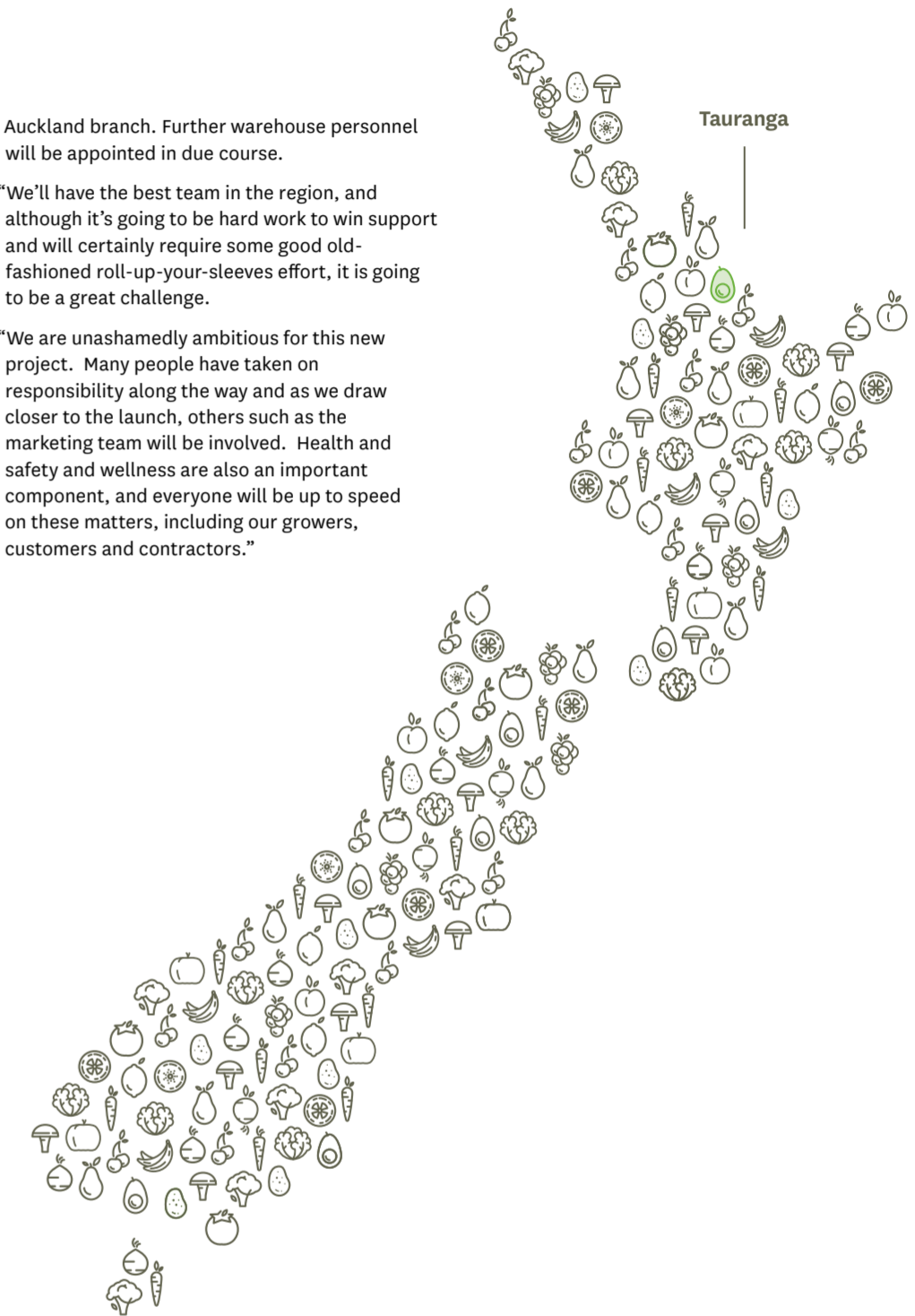
"For us, it's all about delivering a tailored service to meet those customers' requirements and raising the bar for the region. It will take time, we know, to build trust with the customer base, and will require the support of our grower network. It's going to be a team effort, and we know we can do it."

MG Marketing has assembled a top team to operate the new facility with Jared Woodcock in the role of Branch Manager. Jared has worked for MG for more than 15 years, the last three from Hamilton where he has been developing the business in the Bay of Plenty region. Mike Stevens fills the role of Marketing Representative, and will be joined by Marcus Gobald, who until recently was on the MG Graduate Programme. Jackie Millar will be Branch Administrator, and Ben Dudek will be Storeperson, transferring from the

Auckland branch. Further warehouse personnel will be appointed in due course.

"We'll have the best team in the region, and although it's going to be hard work to win support and will certainly require some good old-fashioned roll-up-your-sleeves effort, it is going to be a great challenge.

"We are unashamedly ambitious for this new project. Many people have taken on responsibility along the way and as we draw closer to the launch, others such as the marketing team will be involved. Health and safety and wellness are also an important component, and everyone will be up to speed on these matters, including our growers, customers and contractors."



Māia Health Foundation and MG Marketing kick off Partnership

Māia Health Foundation is proud to announce MG Marketing, a leading supplier of fresh produce to New Zealand, as the foundation's newest Founding Business Partner.

Māia Health Foundation is a charity launched in May 2016 with two initial projects: enhancements to Christchurch Hospital's rooftop helipad, including the creation of a purpose-built clinical support unit so trauma patients can receive life-saving treatment upon touchdown; and major enhancements to the children's health facilities,

such as creating shared family spaces and installing parent beds for 60 new children's rooms in the hospital.

MG Marketing will be contributing a significant donation to Māia for the next three years.

In addition to this partnership, MG also generously provided the fresh produce for the banquet that was served at Māia's inaugural charity dinner, the Foundation Feast, on Saturday 19 August 2017.

Proceeds from the Feast's live auction will make an incredible difference to Māia Health Foundation. Money raised will go towards the two major projects for Christchurch Hospital.

"We're thrilled to support Māia Health Foundation.

Māia and MG focus on different facets of health - from a medical versus a food and lifestyle stance - but we're fundamentally united in our desire to promote and maintain the well-being of our communities.

By supporting Māia, we've gained a tremendous opportunity to further enhance MG's commitment to health" says Peter Hendry.

"We're very pleased that MG Marketing is joining the charge to enhance the health services in Canterbury," says Michael Flatman, Chief Executive at Māia Health Foundation.

"MG's support greatly helps the ongoing development of Canterbury's health services, which means we're that much closer to reaching

our goal of raising a total \$5.2M to bring essential enhancements to Christchurch Hospital."



Māia Health Foundation

Grower Profile.

John Watson



Our grower, John Watson



MG's Shaun Bowie, John Watson & MG's Wayne Webley

John Watson, and MG Marketing shareholder, was born and bred on the Waimairi peat loam soil of his 16-hectare farm at Marshlands, Christchurch, and he knows it like the back of his hand.

The third-generation market gardener's property was once on the outskirts of the city, but is now bounded by lifestyle blocks and housing subdivisions.

Within his boundary is the nutrient rich black soil, which has supported John and his wife Carolyn through the last 45 years. Having good and bad seasons, they produced yields which for the last 20 years have been directed to MG's as his sole 'market of choice.'

Cabbages, cauliflowers, butterkin, butternut, crown pumpkins, beetroot and lettuce in a multitude of varieties cover his land and keep John and his two full time staff members busy throughout the year. At harvest he takes on five or six casuals, usually students who he says are "very good workers, always keen to earn money and they like the physical experience."

As a school boy, John never doubted his future would be on the land, and it has never lost its appeal.

"I enjoy it. It's an active physical life. I get great satisfaction from putting plants into the ground, growing a good quality product, and getting a good return. It's not so much about volume, but a real passion for producing a quality product in a sustainable way."

His relationship with MG's began when he put his first crops on to the market scene.

"We were going to other markets too at the beginning, but over the last 20 years we've been full on with MG. I think they are very good at developing strong relationships between their marketing reps and the grower, which is very important. They understand our businesses really well; quite often they come out into our fields and survey the oncoming crops. It gives them a better understanding of what we have to go through and the issues we face such as viruses, aphids and fluctuating weather conditions, growing these crops."

"MG has a great network of market places throughout New Zealand. They go the extra yard to get the extra dollar, and that is great if you're a grower. The last couple of years have seen really good returns. MG's has raised the bar, kept up with inflation for us."

Getting his crops to market is the end result of months of preparation and cultivation.

"We work as a specialised entity, the soil type suits our product and we've got the gear to grow and harvest these crops. We work on a rotation three-in-one - lettuce, then caulis, then pumpkins. And we also do some double cropping."

"Even with all the advances in technology and machinery - we have people who can help with the forklift and loading work - there is still quite a lot of hand work done, especially harvesting lettuces and cauliflowers."

"But the machinery for inter-row cultivation, and mechanical cell transplant planters, hand shift lines and moving irrigators, has meant some big improvements for us."

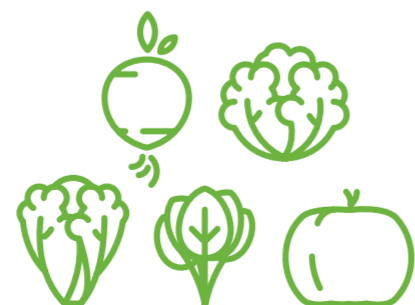
Market gardening is constantly changing, says John.

"We've had issues with nasanova lettuce aphid - and that's an ongoing thing. But there is always



a new strain of mildew and viruses attacking our crops and we're having to constantly be aware of the use of herbicides and fertiliser use. We have to be very specific with issues and we're always looking to grow better and stronger varieties which in turn are being attacked by stronger viruses. It's just the nature of the way the food chain works these days. There's always something new coming along and it keeps us on our toes. Farming is forever changing - there are never two years the same."

John says his farm has doubled its acreage from when he first took over from his father and



16 hectares orchard



grandfather, and "the nice big block of land" is still providing him with a viable, satisfying operation.

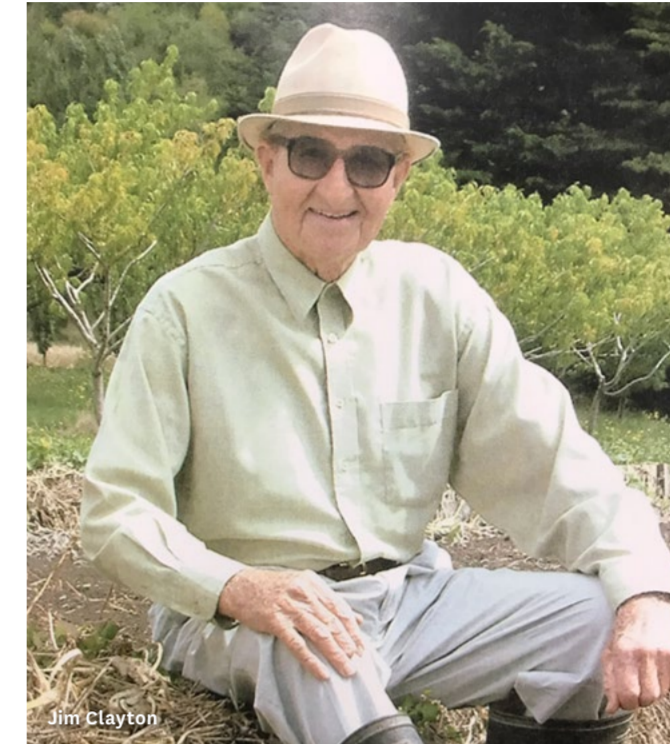
"At this stage, I'm really enjoying what I'm doing, and as long as my health allows, I will be doing it for a number of years yet."

Obituary.

Jim Clayton



Becoming a grower



Jim Clayton

Jim Clayton, an iconic figure in the Hawke's Bay market gardening industry and former shareholder and director of MG Marketing, has died at 99 years old, after a lifetime growing on his Hawke's Bay property.

When he first bought his orchard in 1940, he used it to grow potatoes, apricots, plums, nectarines and winter vegetables, but over the following years he diversified his crops to match the land.

Nestled in a little micro-climate frost-free north-facing location, his farm was prime land for early cropping, and so he focused on early season product which had higher returns.

"Quite often he would have the earliest apricots, plums and nectarines on the market, and some of the best winter lettuces in the markets," says son, Barry.

Over the years Jim used between 50 and 80 hectares to manage his growing operation.

Once his orchard was in full production Jim could afford to buy a very rundown sheep and beef farm, which he totally redeveloped with new fencing, new sheep and cattle yards and a woolshed.

"He also built a new house - and this was all paid for from the proceeds from market gardening," says Barry.

He continued to buy north facing frost free land for growing produce with magnificent views over Napier and the airport.

Always motivated to keep upgrading his machinery and equipment to achieve greater efficiencies and fewer breakdowns, Jim had an immense belief in the horticulture industry and a great love of the environment resulting in many of his sustainable on-farm practices.

"He was at the forefront of making National grade standards for produce and prided himself on always supplying quality goods."

A director of MG Marketing from 1959-61, Jim loved the daily contact with all the MG Marketing staff, not only in that role, but throughout his long life as a grower.

"He enjoyed being part of the co-operative and believed in its principles. He would have done anything for MG's. He always said that MG's worked harder for the growers than any other group in the industry."

Jim became a member of the Market Division of VegFed in 1972 and later served as its chairman.

Jim Clayton was a true pioneer!



Motorization in the early 1940's

GDA Improving Business Efficiency



MG's Grower Delivery Advice (GDA) web portal is now well established; with close to half of all growers using the facility and well over 70% of all produce currently supplied now being pre-received online.

A number of enhancements have been made to the GDA programme since its introduction to improve its ease of use and overall efficiency. For those growers who have their own stock control/dispatch software programmes the GDA portal can receive EDI files.

MG is also exploring a cost-effective alternative to the online programme for those growers

who do not have computer or internet access at or near their packing shed/dispatch area.

The efficiencies that GDA brings to the business have proven to be significant and the company is looking to have all growers actively using the GDA web portal, or an EDI alternative, by 31 December 2017.

Over the next few months, the procurement team will be visiting growers who are either not yet using the facility or not using it on a regular basis.

If you would like to know more about this or would like to discuss how the GDA programme could benefit your operation, please contact Ian Reisma from MG's procurement team. 021-749-644

Standpoint.



Peter Hendry

Peter Hendry
CEO

MG was founded 94 years ago to sell and market domestic fruit and vegetables for its grower shareholders. To this day, the focus MG places on the growth and development of the domestic business has never been greater.

Over the last two decades, the produce industry in New Zealand has changed and evolved substantially. In the mid-1990s de-regulation of imported product occurred, allowing MG to successfully drive our own direction for imported produce such as bananas, grapes, citrus, pineapples and tropicals, complementing our total produce offer to our customers and the consumer.

While the imported business experienced significant growth during this period, MG never lost sight of the founding principles of the co-operative's prime purpose – to market and sell domestic fruit and vegetables for our growers and shareholders.

Over the last 15 years the investment and focus MG have placed on the domestic fruit and vegetable categories has seen us successfully grow our domestic business by over 150%.

This has been very rewarding for the co-operative and shareholders, and we are committed to its continued development.

MG has invested strongly in personnel – procurement teams, key accounts teams, recruitment and development of our sales people, significant investment in intellectual property, infrastructure, logistics and processes.

It has been a period of real progress and now provides a very sound platform to further enhance your co-operative's future growth.

Complementing this growth has been the focus on business and category planning with key customers and growers, resulting in excellent growth in a number of categories such as summerfruit, green vegetables, berryfruit and hothouse products, to name a few.

It has been a very encouraging period and now we are looking to increase the momentum to further develop our domestic business aiming for improved business and category planning, accurate forecasting of supply – matching supply

with demand, proactive selling, quality and technical support, extending seasonal product availability, and improving product yields through our innovative and industry leading IP programmes.

We also want to improve communication and interaction with growers and customers, explore cost effective sales channels to market, rewarding shareholders supporting the co-operative. And we will be continuing the upskilling, development and succession planning of our people and shareholders.

The domestic fruit and vegetable business is an exciting and vibrant industry, that is critical to the health and wellbeing of all New Zealanders.

At MG we are extremely excited by the future of our domestic fruit and vegetable industry and as outlined, are totally focussed on the growth and success of fresh produce in New Zealand. We look forward to pro-actively working and investing with our valued growers, shareholders and business partners and ensuring all associated business partners prosper, develop and grow in this very important industry.

Together Stronger!

From the Board. Focused on Success

The Board of MG Marketing is single-mindedly focussed on ensuring that MG Marketing is a commercially successful business that represents the best interests of the grower cooperative.

Key to achieving this is ensuring that the Board undertakes its responsibilities in accordance with the very best practise around governance and in line with the values on which our cooperative was established.

The Board has initiated a number of things over recent times to ensure that the strategies it sets for the company, and the guidance it provides around the implementation of those strategies, will result in MG's continued performance in the market, and ultimately grow the wealth of its shareholders.

Last year at the Annual Meeting, a new constitution was passed unanimously.

This outcome was the culmination of many months of review around what was working in today's environment and what wasn't and

engaging with all growers about the practicalities of the proposed changes, so that our cooperative would have faith and confidence in that any change would result in a more commercially responsive organisation.

The Board's Charter and Code of Conduct goes hand in hand with the Constitution. A key part of this is regularly reviewing the Board's collective skill set and evaluating the optimum mix of skills required to continue to take the company forward, both domestically and offshore.

It is for this very reason that the Constitution allows for up to two of the Board members to be non-growers. (The skill set of the current Board can be found on the MG website under the Board Capability Statement.)

In recognition of the fact that many of our shareholders' operations are intergenerational.

The Board – under the Growing You Programme – has made a commitment to investing in the next generation of growers.

This will give them exposure to what's involved in governance and help develop some of those fundamental governance skills that can be taken back to family businesses or businesses within the broader industry.

Rebecca Turley was the first Board Intern and has just recently completed 18 months with the Board. You will have received formal notification calling for nominations for the next internship which closes on the 18th September 2017.

Governance experience also proves incredibly valuable within the day-to-day management of the business.

To this end, several senior MG executives are actively encouraged to take up governance roles within some of MG's subsidiary companies.

CEO, Peter Hendry sits on the Board of the LaManna Premier Group and Te Mata Exports, Kerry Wells, International Business Manager, is Board Chair of Te Mata Exports and both Peter and Kerry are on the Board of United Flower Growers (UFG).

Over the past three years, the Board has placed a lot of emphasis on ensuring that there is a robust succession plan in place to anticipate the retirement of long-serving members of the Board and the experience and relationships that they take with them on departure.

To this end, since 2014, three new grower shareholders have been appointed along with one special director.

Every year, two directorships on the MG Board come up by rotation, whereby the director may resign or stand for re-election.

Any MG shareholder is eligible for nomination by two other transacting shareholders.

Given the Board's commitment to ensuring the very best people for the business are sitting around the table, all interests of expression are warmly welcomed.

Notification of nominations will be advised Mid October.



Company.

Grower Meetings

Recently MG Marketing held a series of grower meetings across the country in a number of regional areas.

The focus of these meetings is to keep the grower cooperative abreast of MG's recent initiatives and achievements. At these meetings, MG's financial performances in both New Zealand and Australia over last 12 months were outlined. Growers were also updated on Health and Safety initiatives plus a profile on the New Zealand retail produce market. There are more regions to be covered over coming months.



Peter Hendry



Roger Georgieff



Jerry Prendergast at the Hawkes Bay meeting

Board Profile.

Trevor Burt

Trevor Burt's comprehensive governance and senior management experience, both overseas and in New Zealand, have made him an ideal candidate to be an independent director on the board of MG Marketing.

Trevor joined the board earlier this year and says while he doesn't have green fingers and leaves the gardening on their 10-acre lifestyle property at Tai Tapu to wife Fiona, the opportunity to serve on MG Marketing was very appealing.

"I liked the co-operative structure of the organisation and am very interested in the agriculture sector in general, and I was impressed by the calibre of those I would be working with," says Trevor.

"As an independent director, I would like to think I can add governance capability and broad commercial experience."

Since returning to Christchurch in 2008, after spending 15 years working as a senior executive for global companies running businesses in Australia, China, the United States and Germany, Trevor nowadays applies his skills and knowledge on several boards.

He chairs Ngai Tahu Holdings Corporation Limited, Ngai Tahu Capital Ltd, The Lamb Company, and the Lyttelton Port Company Limited and is Deputy Chair of PGG Wrightson Limited.

He is a director on a number of other well-known New Zealand businesses including Silver Fern Farms Limited, Landpower Holdings Limited and

Mainpower New Zealand Limited. He also sits on the board of Christ's College.

"Each of these has a different ownership structure – whether it's a family company, an iwi or a co-operative. They're not run of the mill and I quite like the challenges that each of these structures presents."

It's not all work for Trevor, a keen outdoors man, a fly fisherman who also loves hunting.

"A large part of our decision to come home was the desire to be close to family and love for the South Island high country. My three sons who are 17, 14 and 12 are loving this general outdoor stuff and are lucky to be able to enjoy hunting, fishing and horse riding on a high country farm we part own in North Canterbury."

18 months to remember -MG's young Intern Director bows out.



Rebecca Turley might have been a little overawed when she first sat at the MG Marketing board table, but 18 months later she is quite at home, and sad to be leaving it.

The winner of the inaugural Director internship, Rebecca, a rural manager for Rabobank based in Pukekohe, first sat at the board table in January 2016, an occasion she remembers well.

"To start with it was reasonably daunting, but they all accepted me as an equal peer, and I have learnt so much in the year and a half working with this accomplished group. It is so valuable to have done this, and I am very grateful for the opportunity."

The director internship is part of the 'Growing You' initiative and also forms part of the MG Board's strategy to broaden the knowledge and experience base of shareholders and their families and to give those with an interest in the governance of MG Marketing a taste of what is involved.

For Rebecca, it was a chance to see how a board operates, to experience the dynamics of sitting around a table with high

calibre directors, and to bring a fresh perspective.

During her term, she attended monthly board meetings, did at least 10 hours research and reading preparation a month, regularly met with her mentor Bruce Irvine, and attended three Institute of Directors' courses – on Governance Essentials, Financial Essentials, and Strategy Essentials.

"All these experiences have given me a much greater insight into governance, and within those 18 months, there was the LaManna Premier Group along with the all of the other mergers which were fascinating to observe. It's probably the exciting future that MG has in New Zealand and Australia that makes me so proud of the co-operative that we're all part of."

Serving on a board again is something Rebecca aspires to in the future, but first, she is moving back to Canterbury where her family runs farms in Temuka, Rangitata and Chertsey.



MG offers Director Internship

The MG Marketing Board is pleased to announce the opening of applications for the 2018 Director's Internship position.

This is part of the "Growing You" initiative which was established in 2015 to create a range of ways to develop a closer working relationship with grower shareholders and also includes the graduate programme and professional development workshops for growers.

The Internship also forms part of the MG Board's strategy to broaden the pool of possible directors and give those with an interest in the governance of MG Marketing a taste of what is involved.

WHO SHOULD APPLY?

The MG Director Internship role is designed for those who aspire to director-level roles and to develop potential future MG Board Members. It allows the successful applicant to gain valuable experience by having a seat at the MG Board table for up to a 12-month period.

WHAT ARE THE BENEFITS?

The Internship aims to prepare participants with some experience in a governance role, regardless of their current position and particular area of professional expertise. The successful applicant will receive a fee and have expenses reimbursed.

The MG Board believes that they will also benefit from a fresh perspective whilst the experience will equip the successful applicant with the practical tools, processes and insights into the governance of MG.

WHAT IS INVOLVED?

The successful applicant will attend Board meetings and work closely with an appropriately designated mentor.

Whilst the intern will participate fully in discussions and other Board matters, they will not have voting rights and, as such, will not be an actual director or have the responsibilities that such an appointment entails.

HOW DO I APPLY?

You will have received formal notification calling for nominations for the next internship with more information about eligibility, the induction and assessment process. Applications close 18th September 2017.

You can also contact the Company Secretary, Duncan Pryor, for further information on dpryor@mgmarketing.co.nz or +64 3 343 1794.

Brian Gargiulo

Brian Gargiulo
Chairman

Health & Safety

Just because you're trained, doesn't mean you're competent.

At every stage of our lives, we are challenged to learn new skills, often involving some supervised training by a mentor or superior. As a child, it might involve learning how to safely operate the toaster or electric jug. But it's not until you've completed the manoeuvre many times that you might feel you've reached a level of confidence and competence to complete it safely every time.

Horticulture is no different. Nor is factory work, nor is office work. Employers these days are bound by the Occupational Safety and Health Act to ensure their employees are able to work in a safe environment and are not subjected to any undue dangers or hazards. Smart employers do a whole lot more, providing the training and ensuring that competency standards are reached, so that employees are not inadvertently exposed to a hazardous environment, and feel totally

conversant with the tasks being asked of them.

But training and competence are two very different beasts.

The first calls for all the information and supervision to be put in place, ideally with lots of observed practice, so that a level of knowledge is achieved. In short, it's a structured approach to teaching someone a specific skill or behaviour.

On the other hand, competence is achieved only after the training has been completed, experience has been added, understanding has been gained, skills have been acquired and knowledge is profound. That's knowledge of the task, its impact on the surrounding environment, and a range of human factors.

Training is undertaken in many different ways, and in a horticultural setting there is a multitude of machinery and implements for employees to become skilled at using safely.

Many times, clear written procedures in the form of on-farm booklets or instructions are also used for job training activities.

Additionally, employees can be enrolled in specialised external training courses where they go off the property to learn about a range of topics which might in part qualify them for a certificate or unit standard.

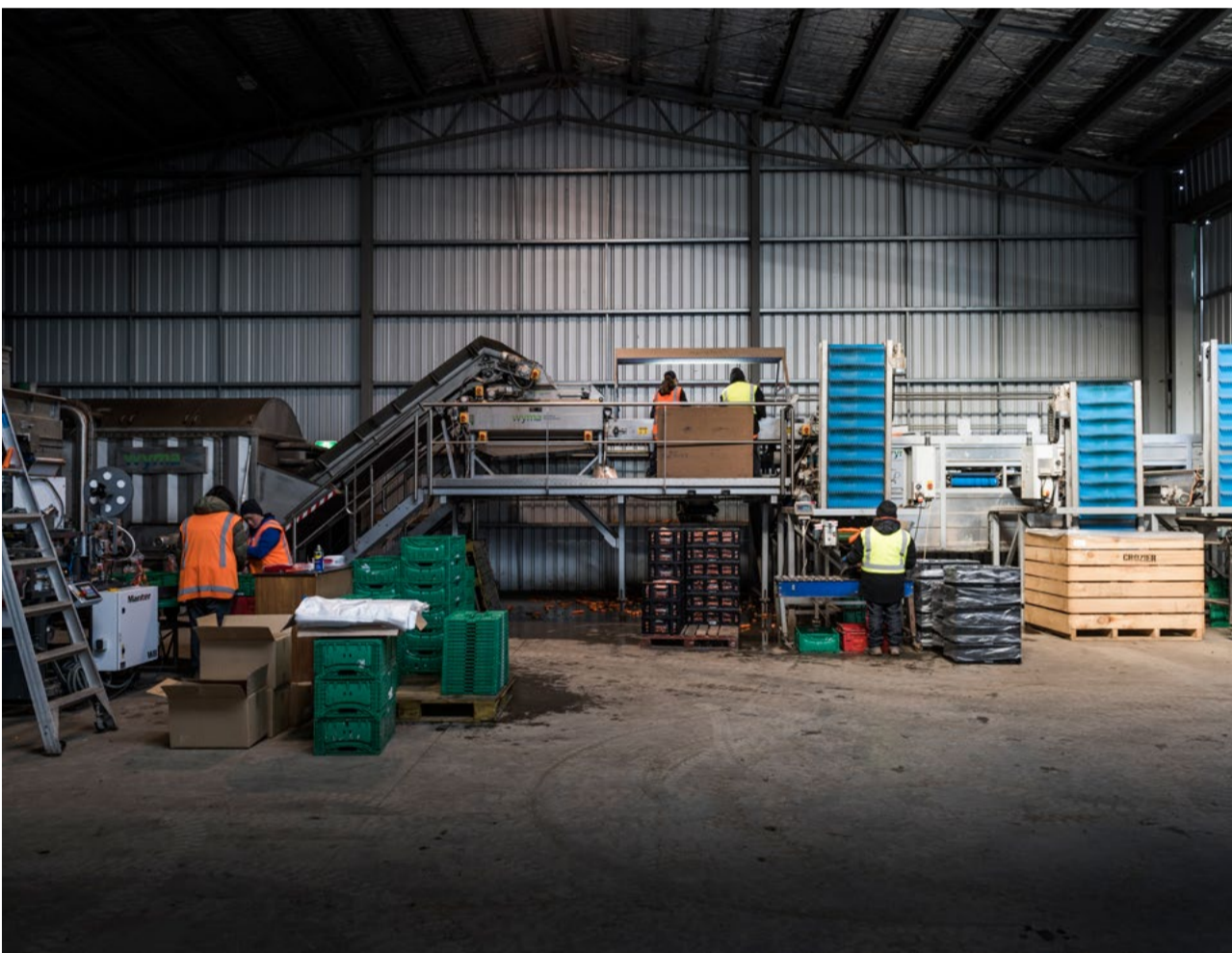
Competency is measured in a different manner.

Most frequently it will be through an employer's own observations of a worker's handling of equipment or completion of a task. But it also pays to ask. Ask them how confident they feel about performing a job. The answer might surprise you, because while you might think they are competent, they themselves might not feel confident. If you ask, you can encourage them to let you know when they're not feeling competent and more support is required.

The critical thing is to never assign people to a role they are not competent to do. If you have to give a task to someone who is clearly not competent, it is your responsibility to make sure you've organised some form of training, or that there is someone appropriately qualified alongside them.

Keeping tabs on all this training and competency requires record keeping, so if you're an employer, keep some form of detailed records of the training courses your staff have done, and the level of competence of their work.

That way you're both covered.



Keep safe, keep growing

How to be healthy and safe in horticulture

Horticulture New Zealand has teamed up with WorkSafe New Zealand to create a toolkit specifically designed to help horticulture businesses with their own farm health and safety. The 'Keep Safe, Keep Growing' toolkit has an online version available here, and a printed booklet which has been posted to all registered growers.

Managing health and safety in the workplace is a critical issue for horticulture businesses. This excellent guide is targeted at those who are responsible for the management of health and safety in a horticulture business, and covers the steps that growers should take to build a health and safety system.

Features include a guide for visitors to a property, tools and training resources for workers and contractors, and the ability to create risk assessments for Good Agricultural Practice (GAP) audits that are part of many horticulture businesses.

If you would like a copy of the guide, please contact Horticulture New Zealand on info@hortnz.co.nz.

www.hortnz.co.nz.

