



SOCIAL RESPONSIBILITY POLICY

Zespri is committed to operating a socially and environmentally responsible business and protecting the rights of workers.

This policy applies to Zespri and all of its suppliers globally, while recognising and respecting different cultural and legal requirements.

Zespri is committed to sourcing product and services from suppliers that understand and observe ethical trading practices. In particular Zespri suppliers must be able to demonstrate that they have policies and procedures in place that:

- ⊙ Comply with all applicable laws and regulations of their country of operation, specifically with regard to:
 - Employment
 - Environment
 - Health and Safety
 - Immigration
 - Human Rights
- ⊙ Preclude the use of forced, bonded or compulsory labour
- ⊙ Allow freedom of association and respect the right to collective bargaining
- ⊙ Provide a safe and healthy work environment for all employees and contractors
- ⊙ Ensure minors are employed only under circumstances which protect them from physical risk and do not disrupt their education
- ⊙ Prohibit discrimination in the workplace and ensure workers are to be treated with respect, fairness and dignity
- ⊙ Pay fair and legal wages, including benefits, holidays and breaks, and force no person to work unreasonable hours
- ⊙ Ensure all employees understand their responsibilities related to respecting and protecting our environment
- ⊙ Do not tolerate or engage in bribery, corruption, or unethical practices

A handwritten signature in black ink, appearing to read 'Dan Mathieson', is written over a horizontal line.

Dan Mathieson
Chief Executive Officer

1 December 2017