



# GROWER MANUAL

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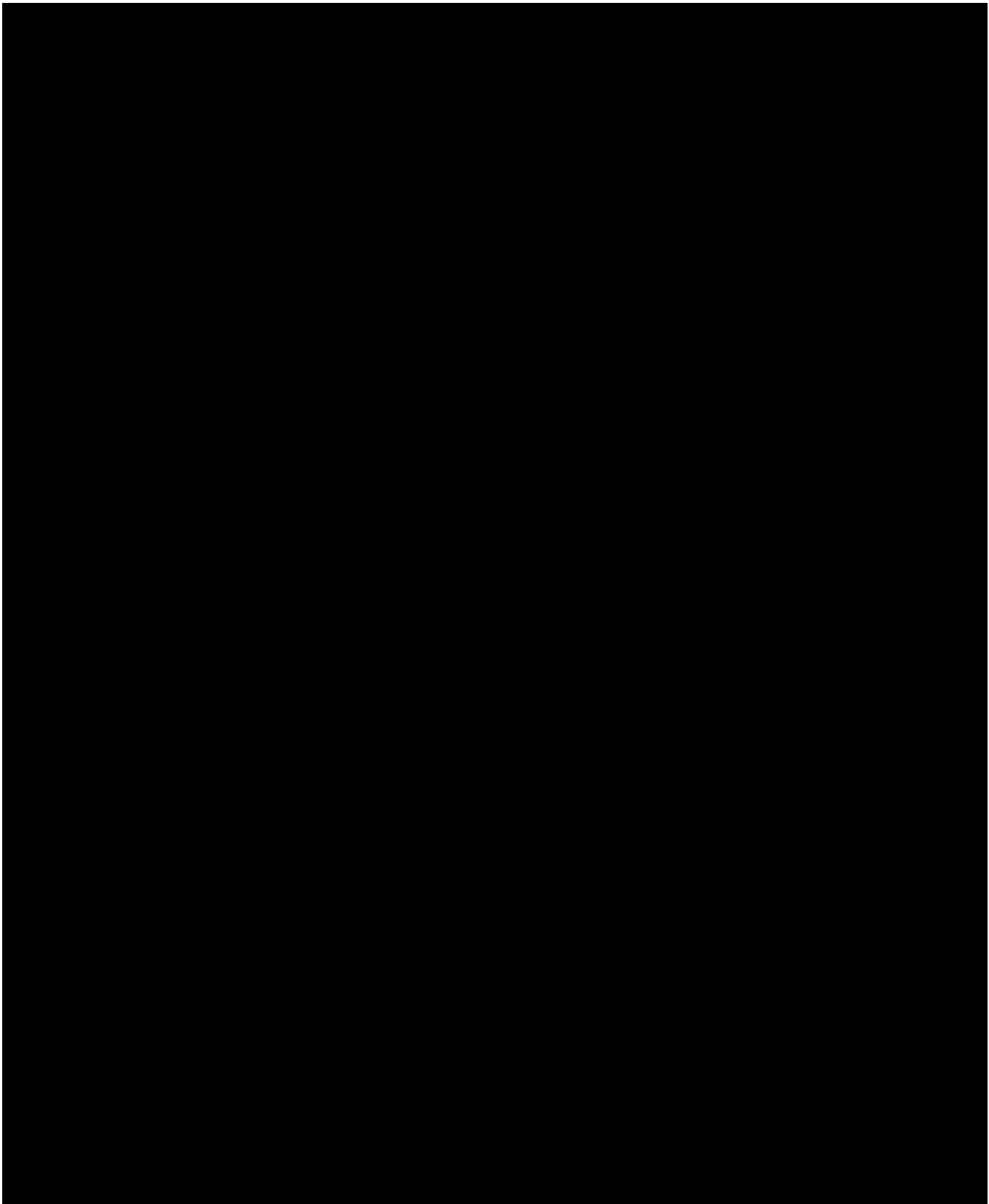
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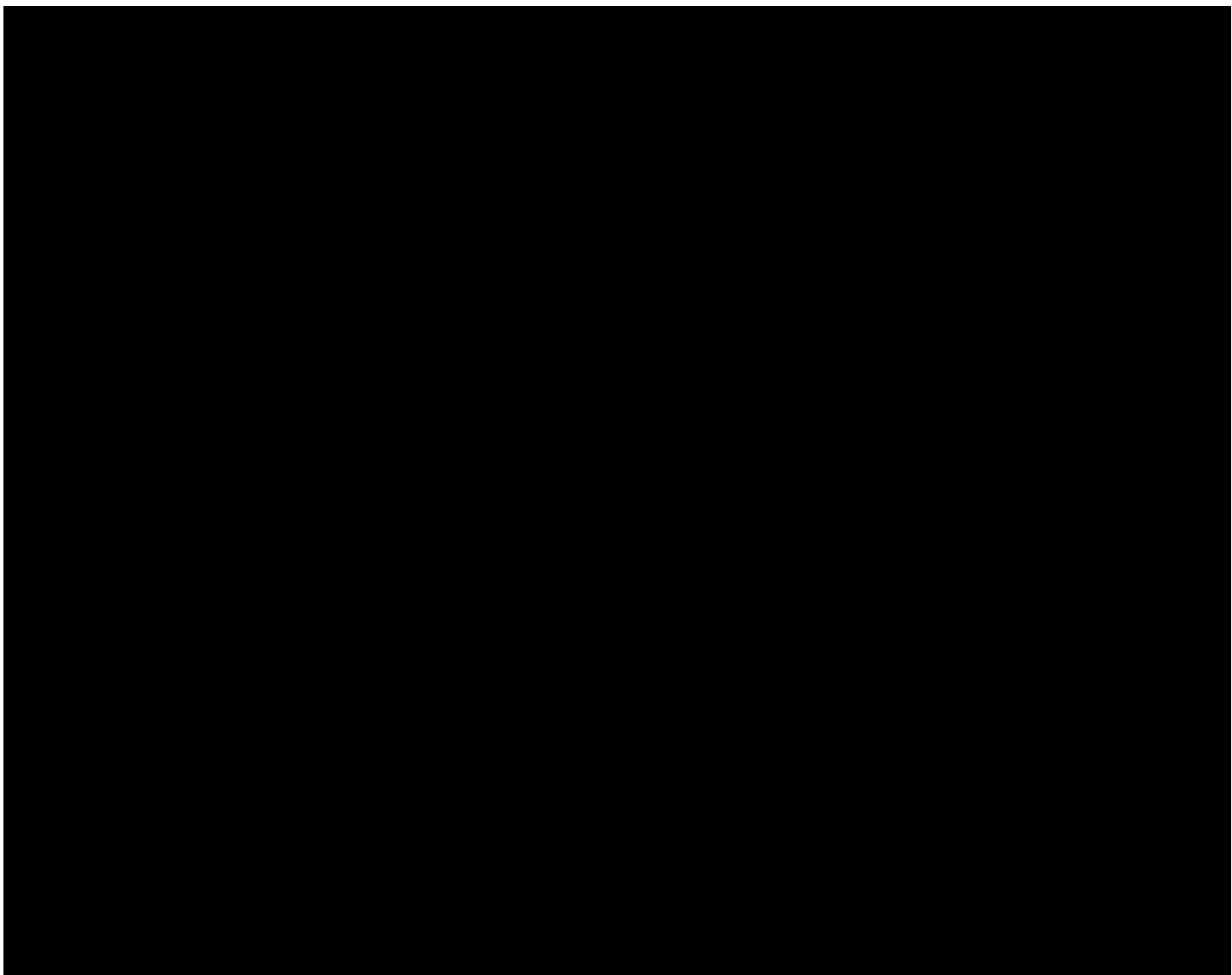
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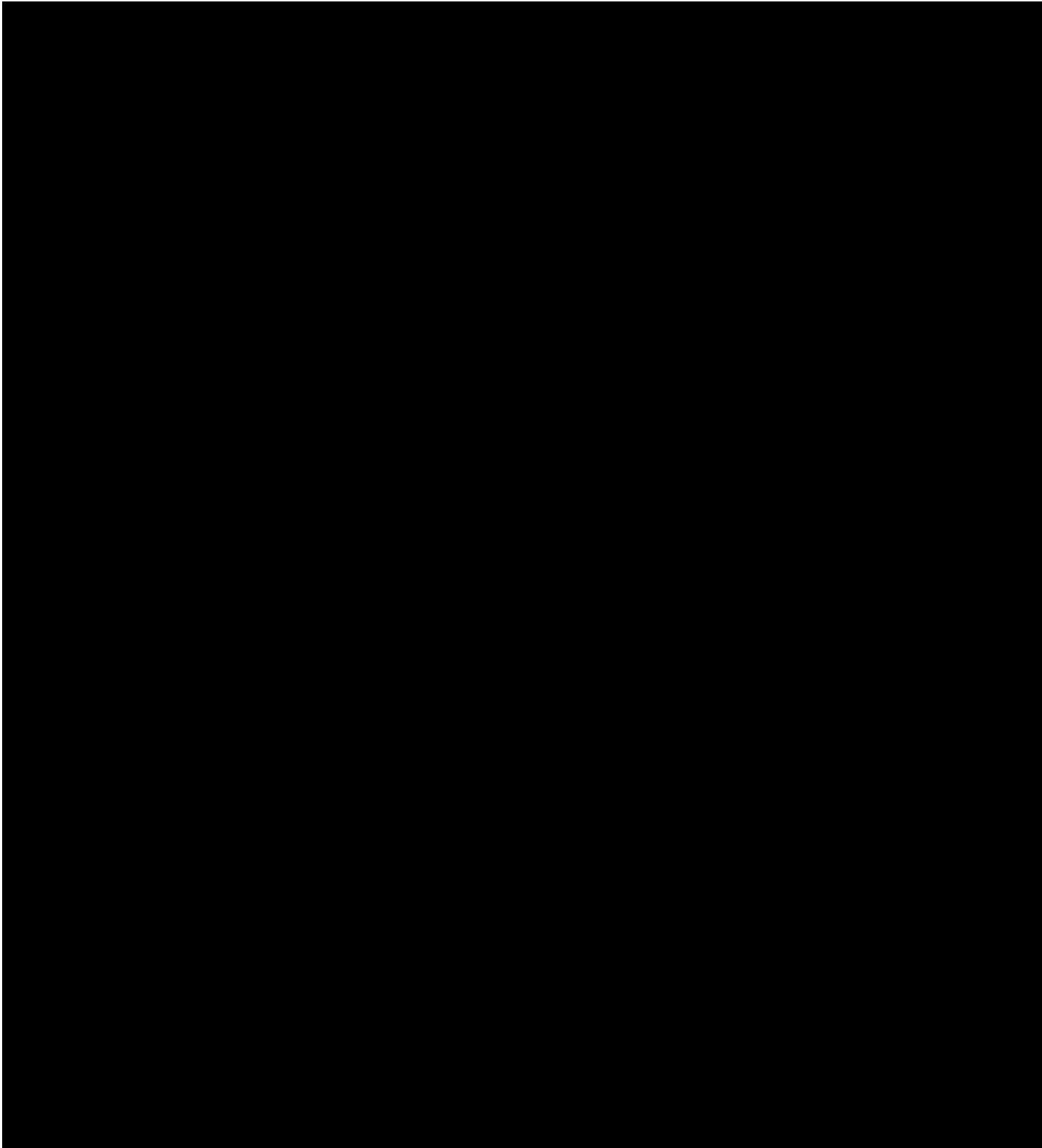
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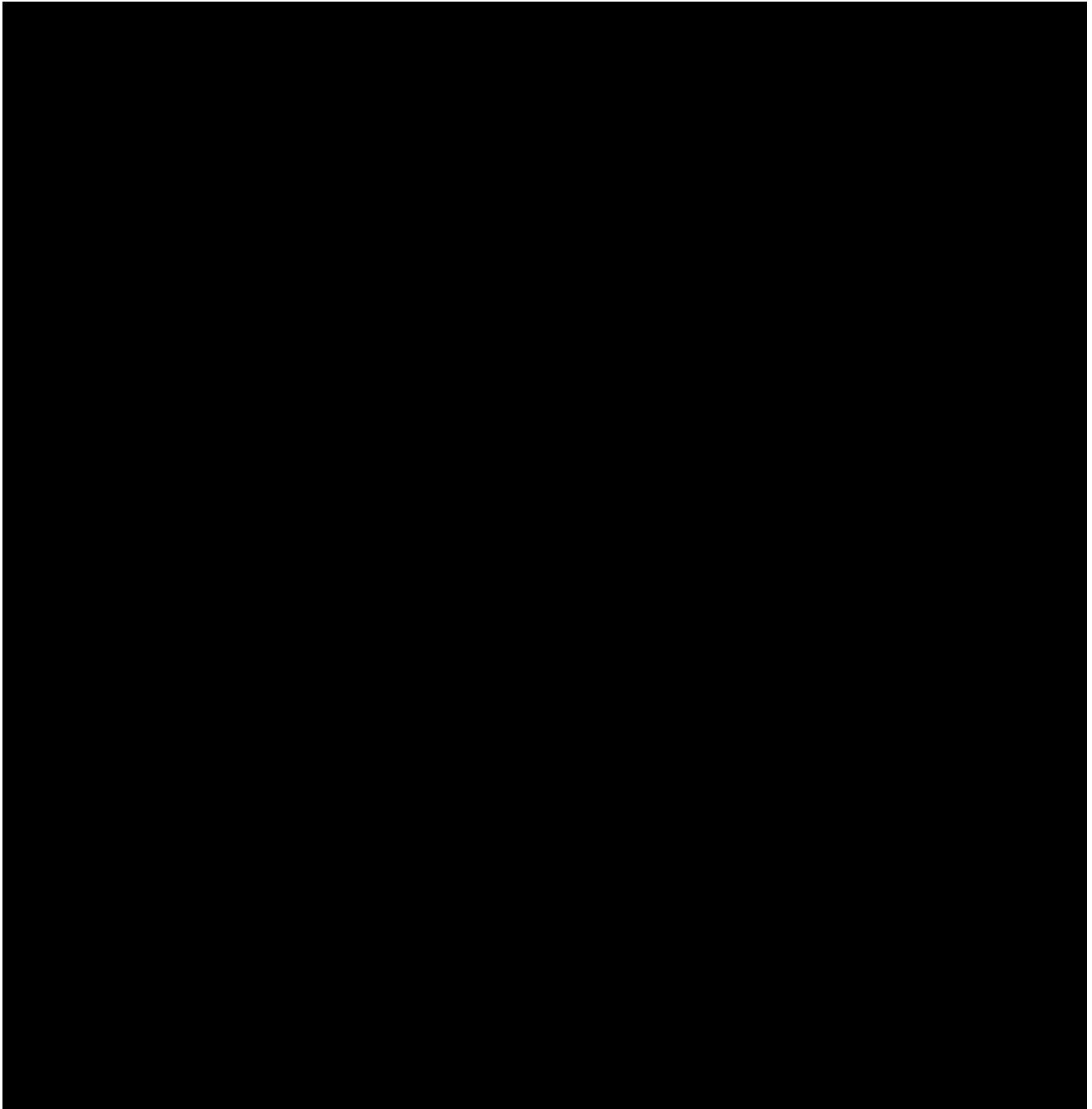
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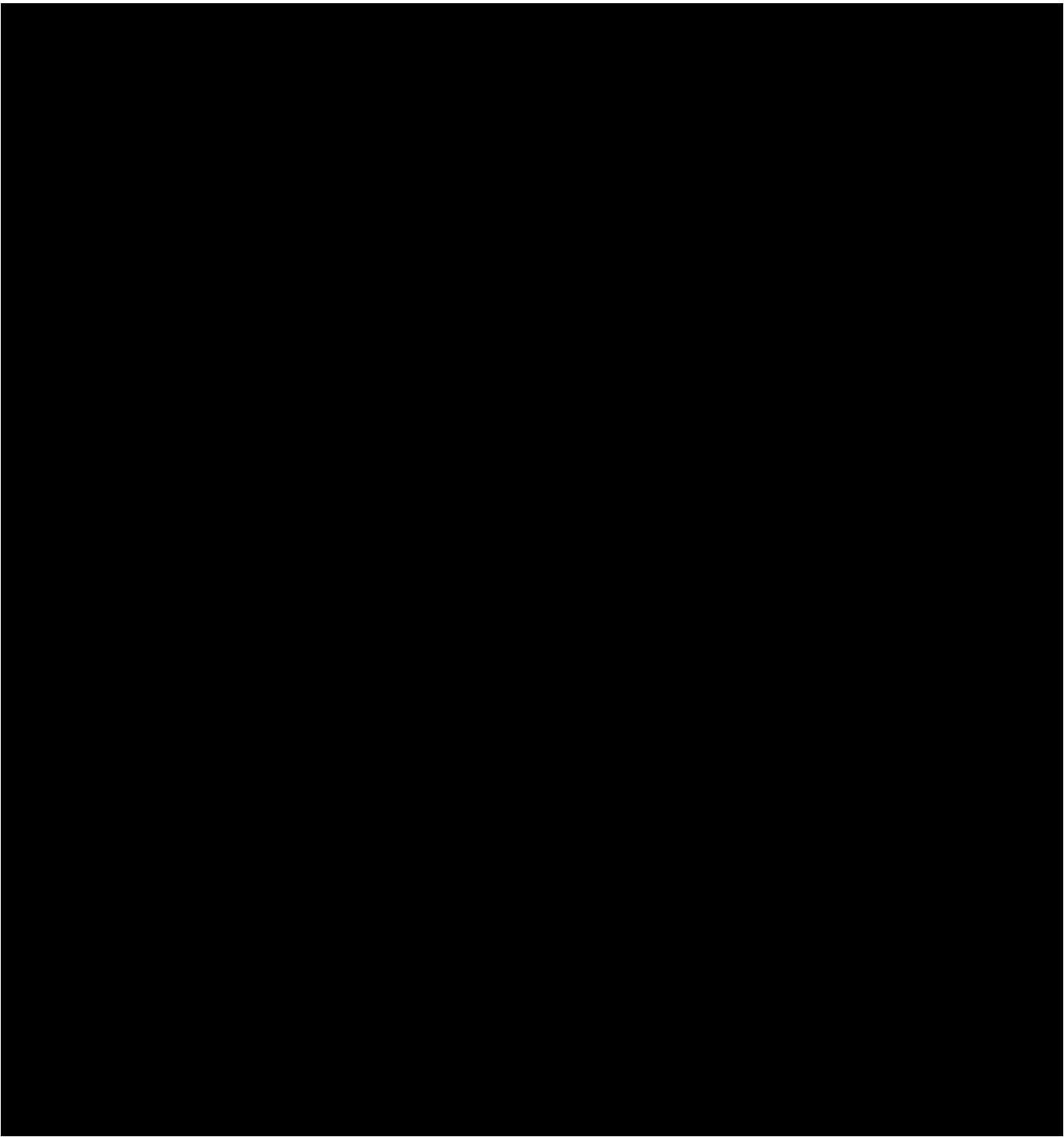
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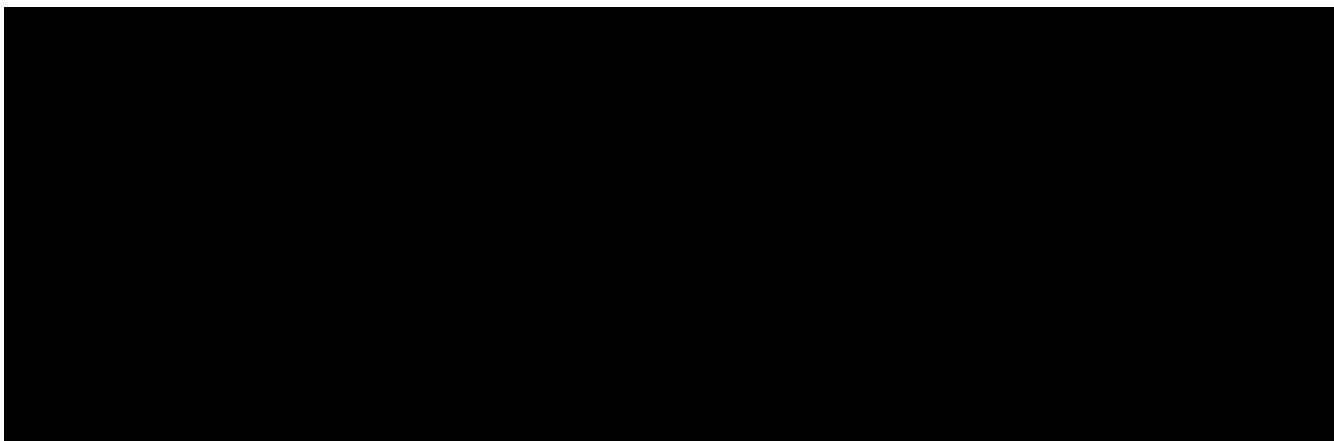
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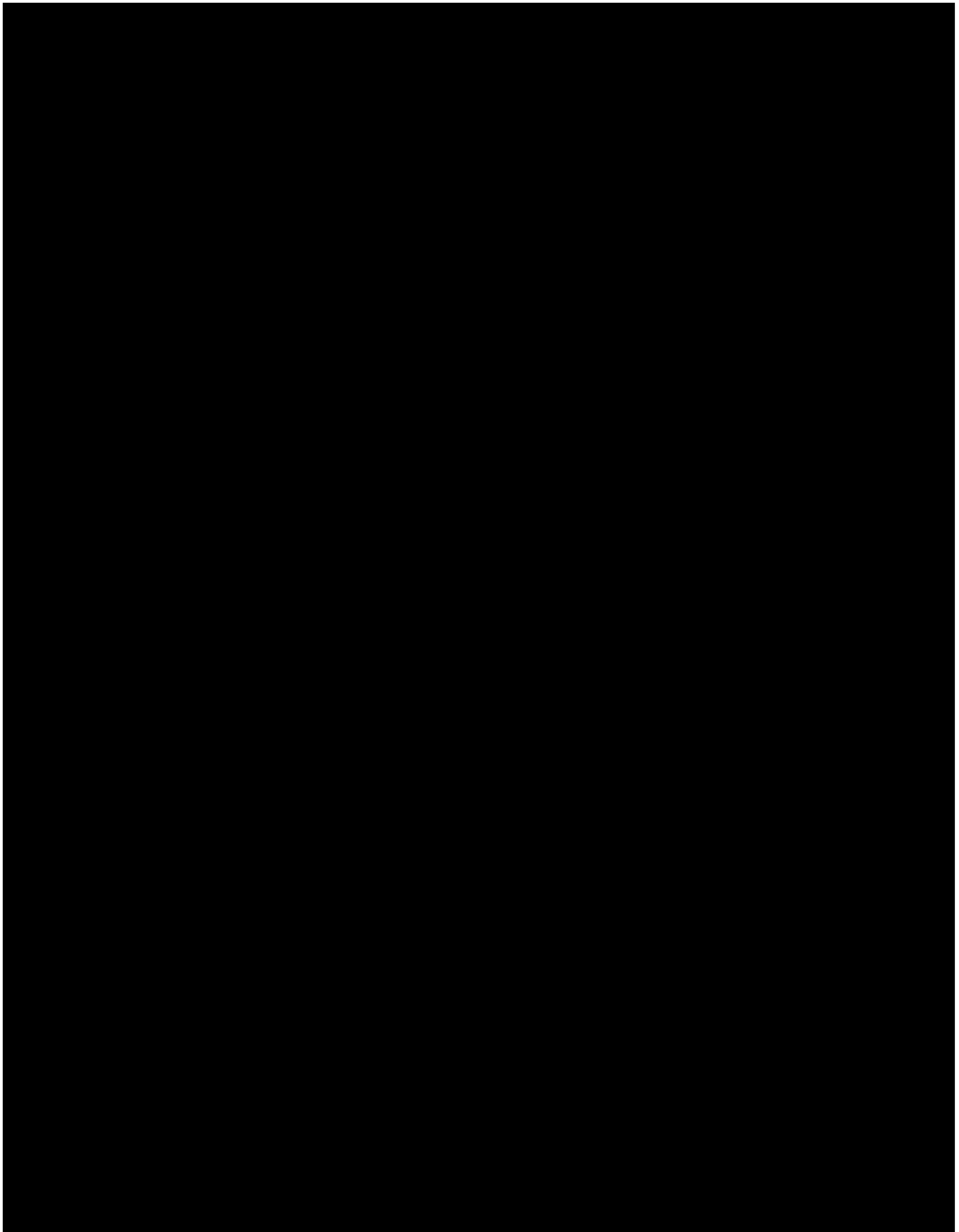
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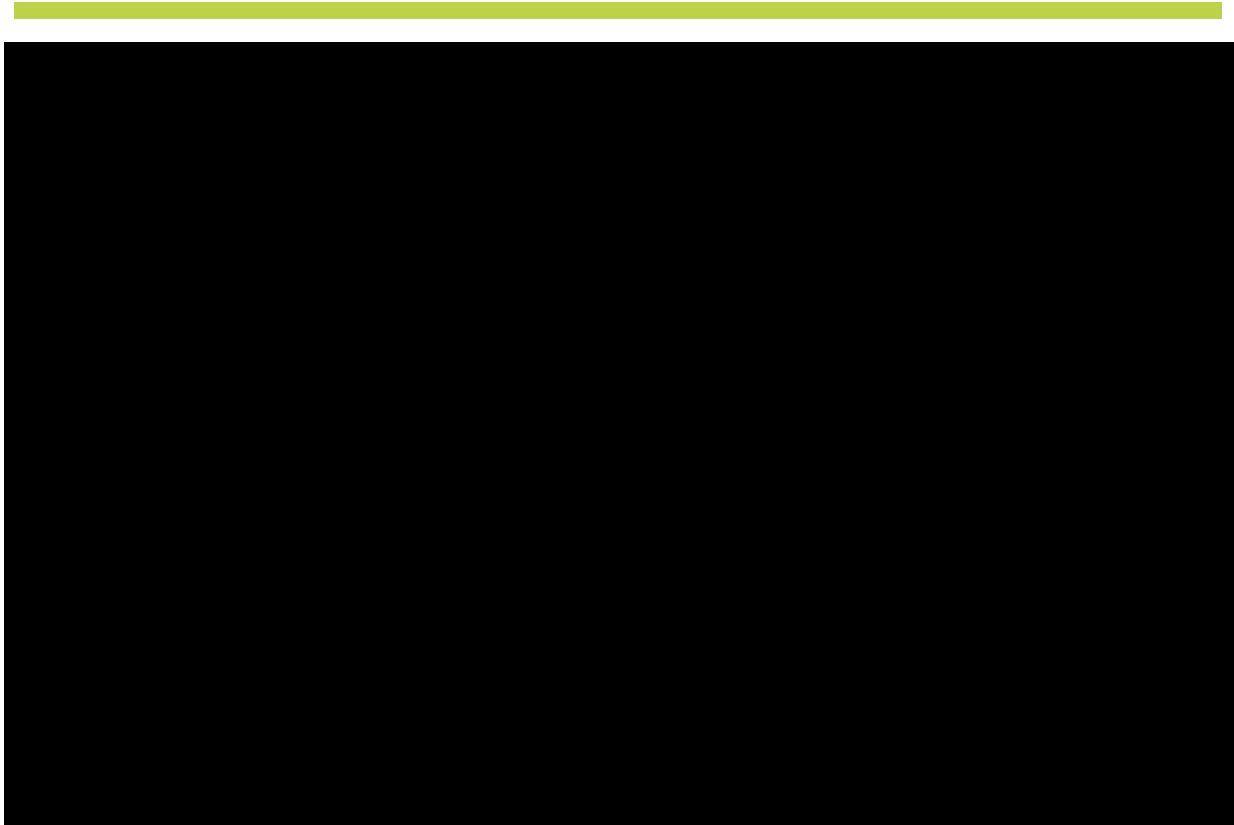
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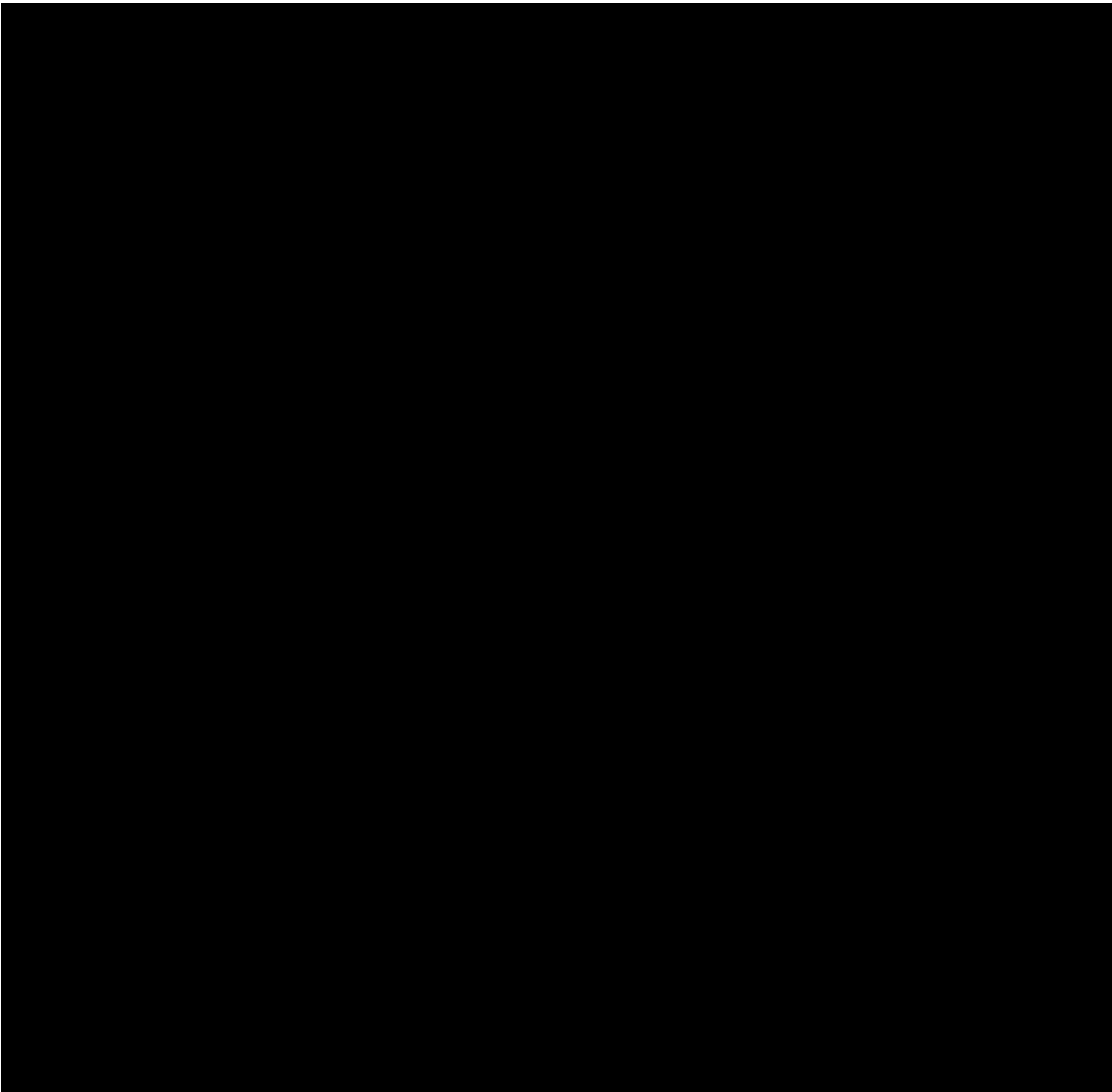
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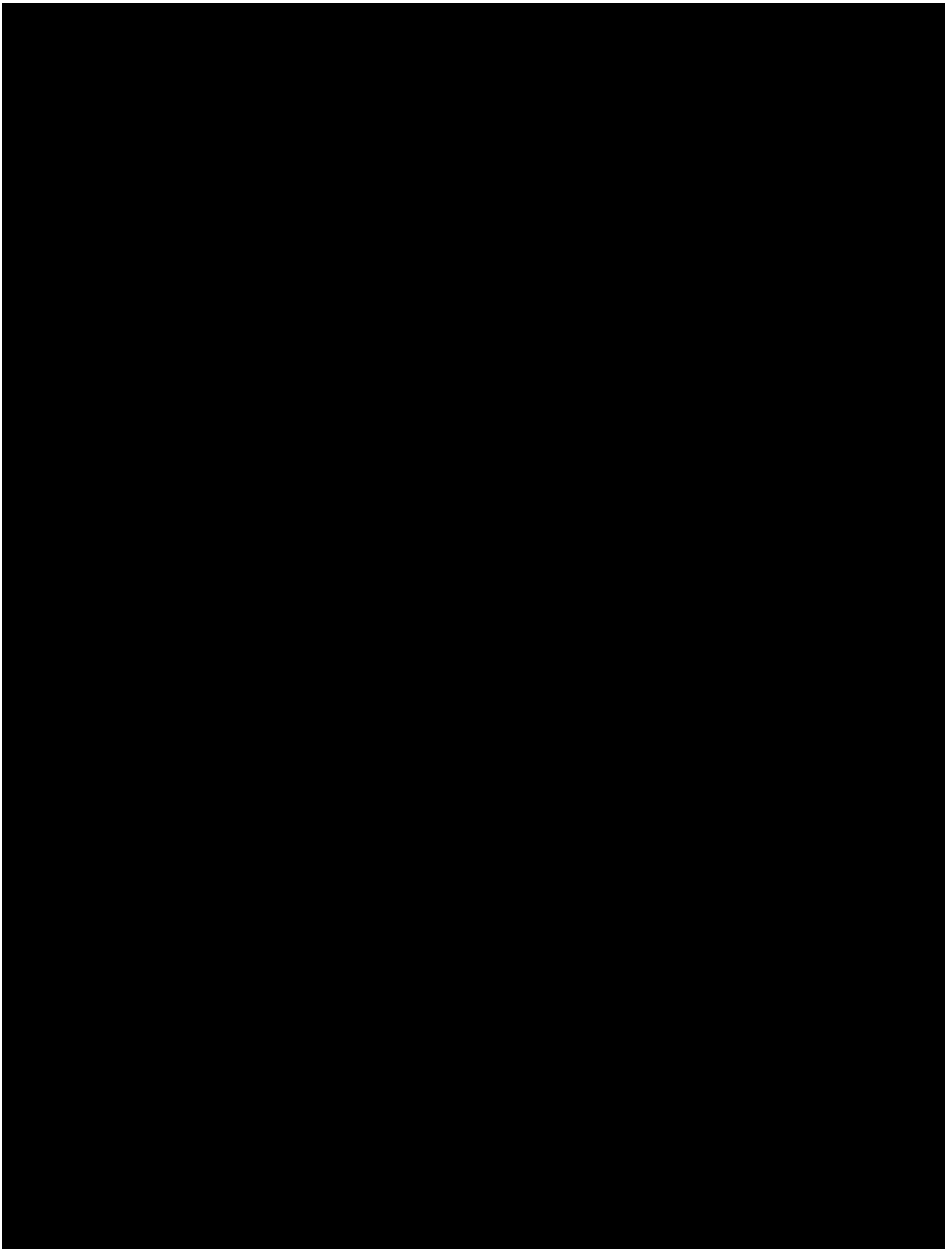
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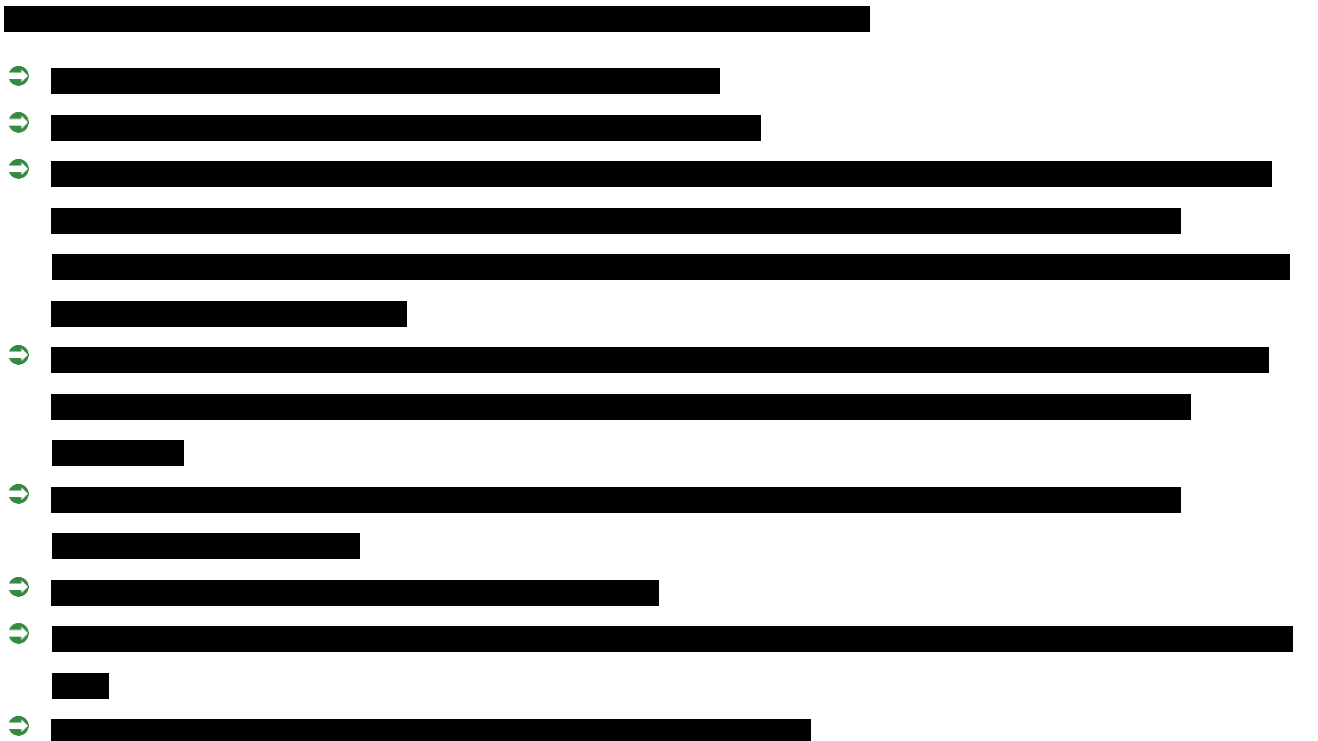
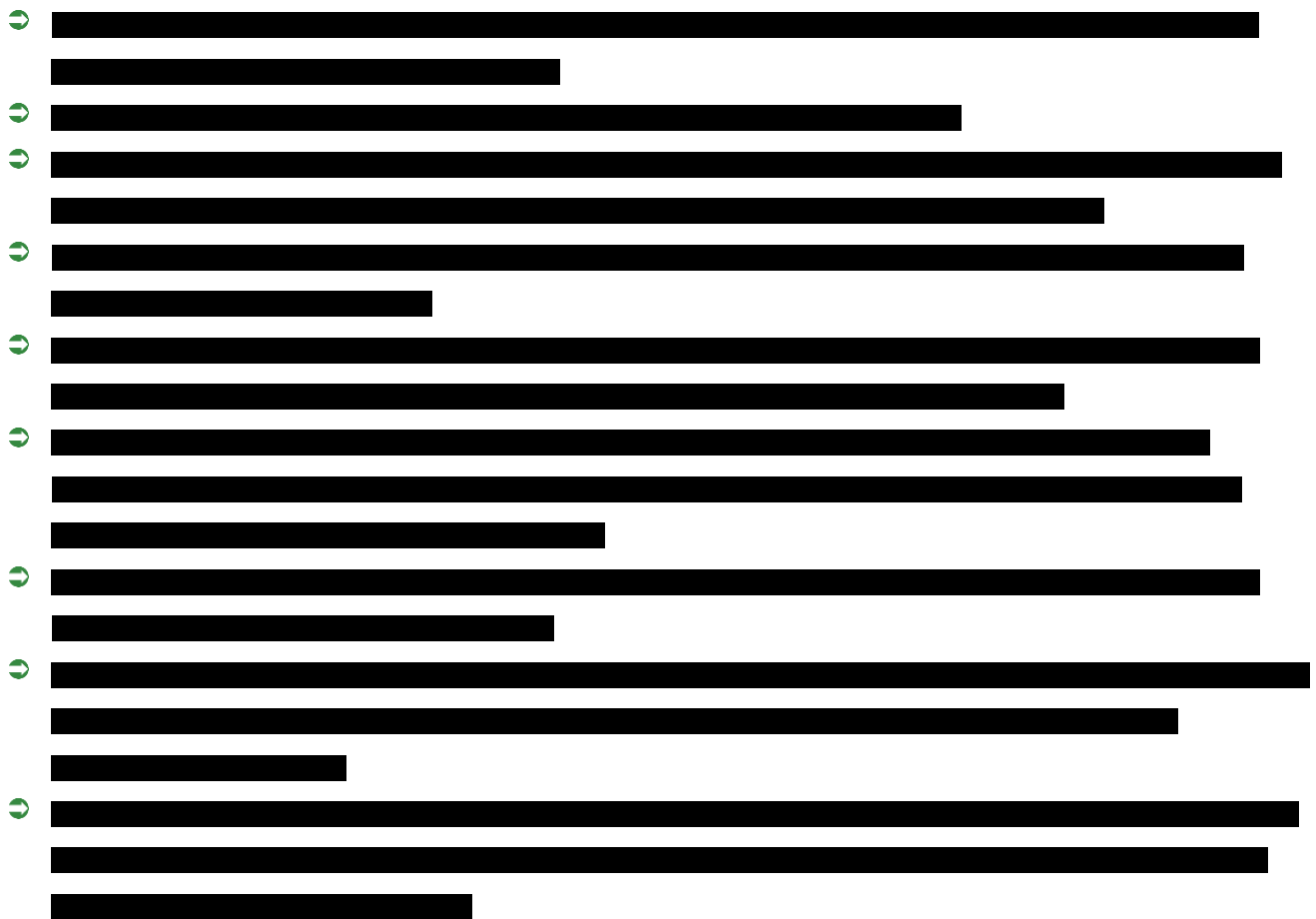
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## QUALITY POLICY

Zespri is committed to understanding our consumer and customer expectations on the quality of our fruit. Zespri expects its fruit suppliers to provide fruit that meets or exceeds mutually agreed specifications.

To meet this goal, Zespri commits to, and expects its fruit suppliers to:

- ⊙ Know and comply with the Zespri product quality standards, policies, specifications and procedures
- ⊙ Work with Zespri to build long term supply relationships that develop a better understanding of, and deliver to, our customer requirements
- ⊙ Work with their growers, contractors and suppliers to ensure they understand and meet our requirements
- ⊙ Continuously improve their systems for management of product quality, food safety, legality, authenticity, environmental and socially responsible practices
- ⊙ Only source fruit from varieties developed in natural breeding programmes. Zespri chooses not to develop or market any genetically modified fruit
- ⊙ Immediately report any issue that could materially affect the quality of Zespri product

A blue ink signature of Dan Mathieson.

Dan Mathieson  
Chief Executive  
1 August 2022



## FOOD SAFETY POLICY

**Zespri is committed to producing, sourcing and supplying safe food that meets customer's and consumer's expectations and all regulatory requirements for Food Safety.**

To achieve this, Zespri commits to, and its suppliers are required to:

- ⦿ Demonstrate commitment to Food Safety by fostering a sound food safety culture throughout the Kiwifruit Industry
- ⦿ Comply with all applicable laws, regulations and customer requirements regarding Food Safety and consumer health in fresh produce and its production, handling, packaging, storage and transportation
- ⦿ Ensure Good Agricultural Practice, including Integrated Pest Management, is a key element in fruit production and meets Zespri standards, regulatory and customer requirements
- ⦿ Ensure all staff, contractors and suppliers are aware of their Food Safety responsibilities and, where appropriate, operate a certified food safety system that meets Global Food Safety Initiative (GFSI) and Zespri standards
- ⦿ Ensure every pack of Zespri fruit is uniquely identified and can be traced back to the orchard where it was grown, this also includes primary packaging
- ⦿ Immediately report any issue that could materially affect the Food Safety of Zespri product

A blue ink signature of Dan Mathieson.

**Dan Mathieson**  
**Chief Executive**

1 August 2022



## SOCIAL RESPONSIBILITY POLICY

Zespri is committed to operating a socially and environmentally responsible business and protecting the rights of workers and communities in which we operate.

This policy sets the expectations of Zespri and Zespri's customers for all suppliers globally. While recognising and respecting different international laws, the highest level of protection for workers will be adopted and implemented. This policy is supported by Zespri's Global Supplier Code of Conduct.

Zespri will only source products and services from suppliers that are able to demonstrate that they understand and comply with ethical trading practices. It is expected that suppliers produce a self-declaration demonstrating adherence to core labour rights and legal obligations.

Zespri's suppliers must be able to demonstrate that they and their suppliers have policies and procedures in place that:

- ⊙ Maintain awareness of, and comply with, all applicable laws and regulations of their country of operation, specifically regarding:
  - Employment
  - Environment
  - Health and Safety
  - Human Rights
  - Immigration
- ⊙ Preclude the use of forced, bonded, compulsory labour or any forms of child labour
- ⊙ Allow freedom of association and respect the right to representation and collective bargaining
- ⊙ Provide safe and healthy workplaces and working conditions for all workers and ensure work does not harm others
- ⊙ Ensure minors are employed only under circumstances which protect them from physical risk and does not disrupt their education
- ⊙ Prohibit discrimination, harassment or any other forms of abuse in the workplace and ensure workers are treated with respect, fairness and dignity
- ⊙ Pay fair and legal wages, including benefits, holidays and breaks, and do not force workers to work unreasonable hours
- ⊙ Provide access to complaint processes without retaliation or penalty
- ⊙ Ensure all workers understand their responsibilities related to respecting and protecting our environment
- ⊙ Do not tolerate or engage in bribery, corruption, or unethical practices
- ⊙ Immediately report any issue that could materially affect the Zespri product

A blue ink signature of Dan Mathieson.

Dan Mathieson

Chief Executive

1 August 2022





## ENVIRONMENTAL SUSTAINABILITY POLICY

Environmental Sustainability is a major focus for Zespri. It sits at the heart of Zespri's purpose to help people, communities and the environment thrive through the goodness of kiwifruit. As an industry, the kiwifruit Zespri produce is in demand around the world for its health benefits and the nutritional boost it offers. Zespri's ambition is to ensure, as it continues to grow, it does so by respecting and enhancing its people, the environment and communities around Zespri.

Zespri's response to climate change and environmental sustainability is governed by the Zespri Board and Executive and is supported by a robust risk management structure. The kiwifruit industry sustainability framework sets out the priorities for Zespri as well as for its work with growers, post-harvest operators, distributors and customers.

Zespri has set ambitious sustainability targets and commitments, endorsed by industry partners, which focus on creating value and managing risk, leading to a more sustainable future for the kiwifruit industry.

Zespri commits to:

- ◉ Promote healthy eating and lifestyles, actively supporting people to eat better and live healthier.
- ◉ Act as guardians of the land for current and future generations through proactively addressing environmental impacts, with a focus on packaging, water quality and climate change.
- ◉ Make a positive contribution to people's livelihoods and wellbeing, through the returns provided to growers, the working conditions for those who work in the industry, and the contributions made in the markets and their communities.
- ◉ Incorporate environment and social considerations into business governance and decision-making processes.
- ◉ Be transparent and authentic about the sustainability actions being taken.
- ◉ Comply with all relevant environmental and health and safety legislation.
- ◉ Immediately report any issue that could materially affect the Zespri product

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Dan Mathieson  
Chief Executive

1 August 2022

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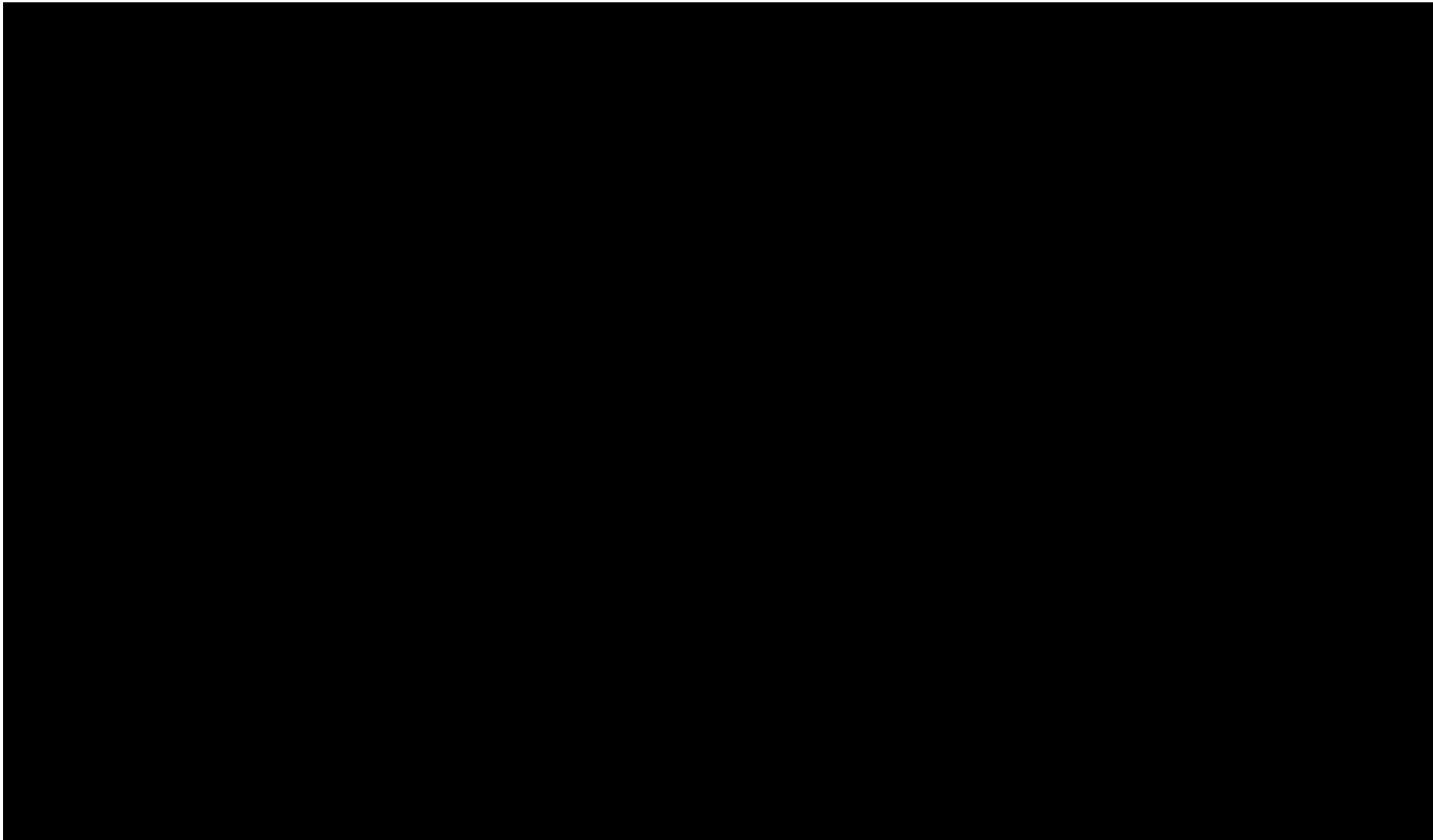
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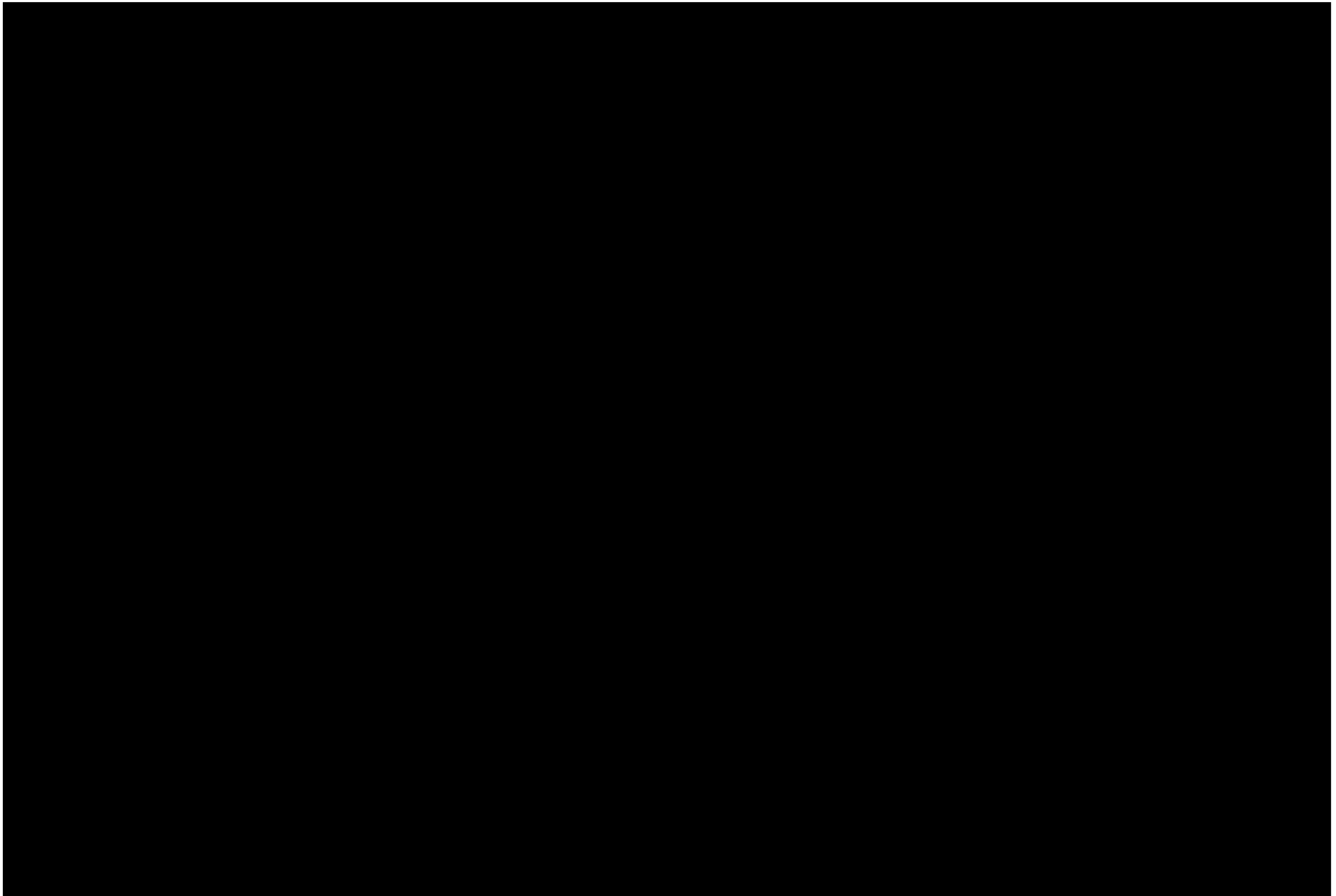
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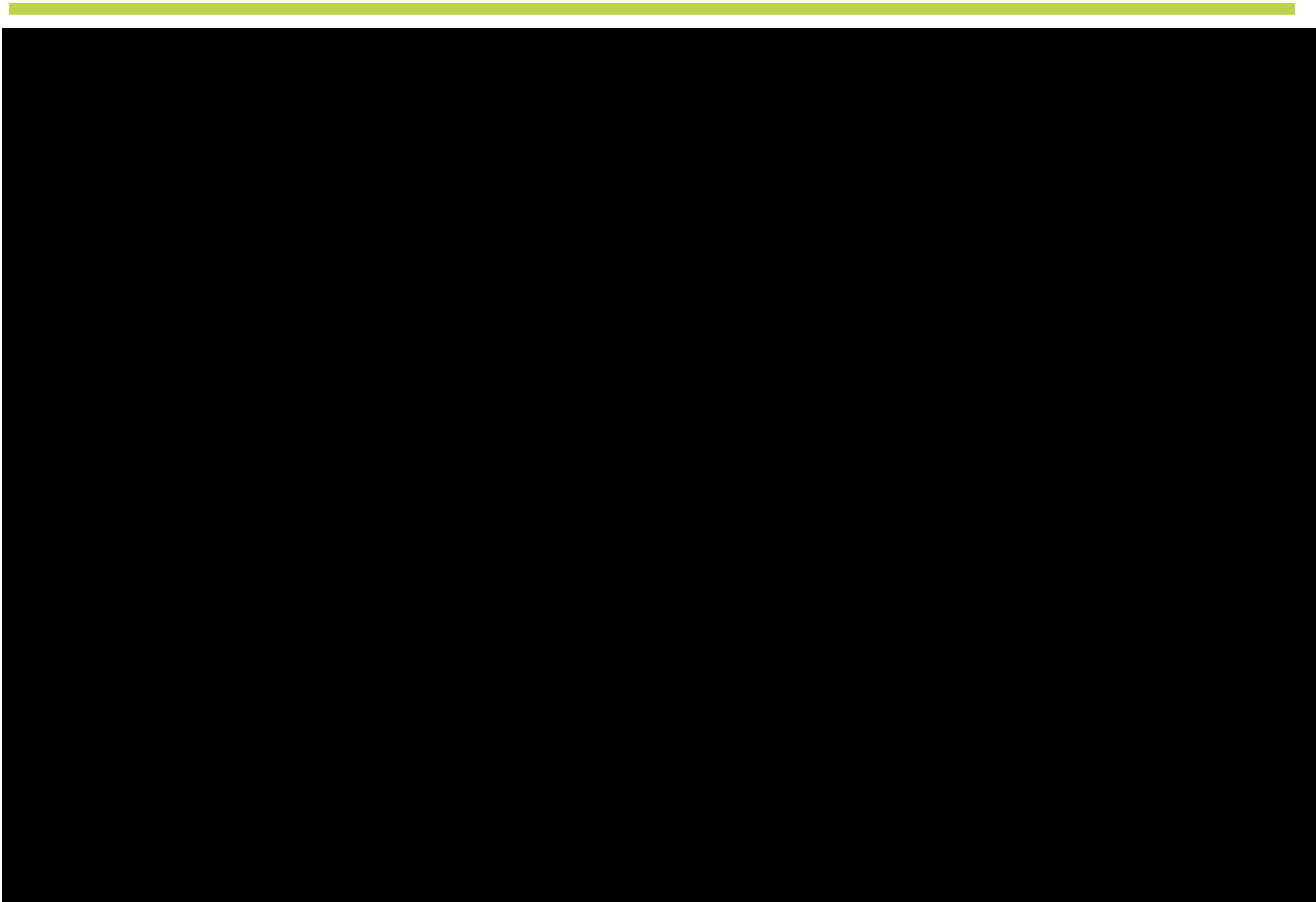
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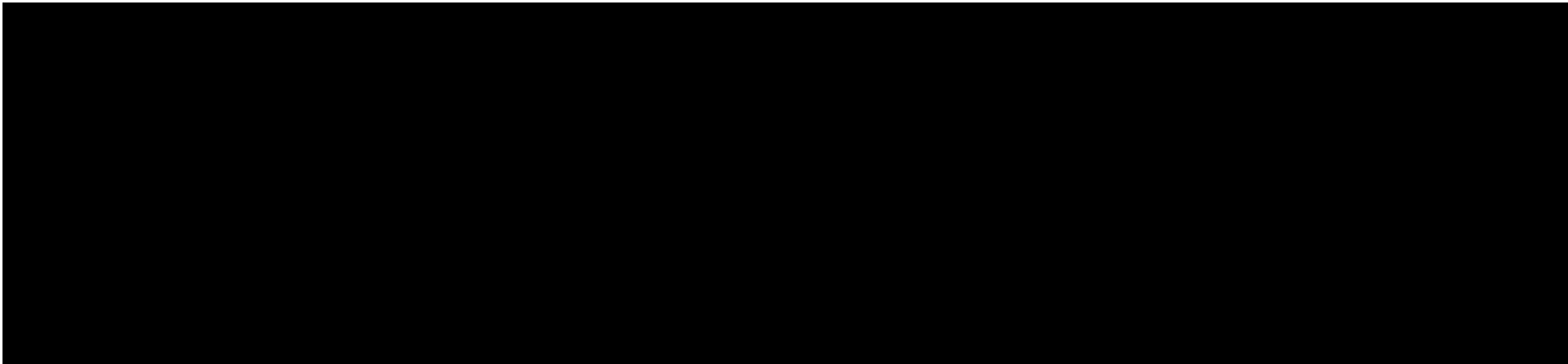


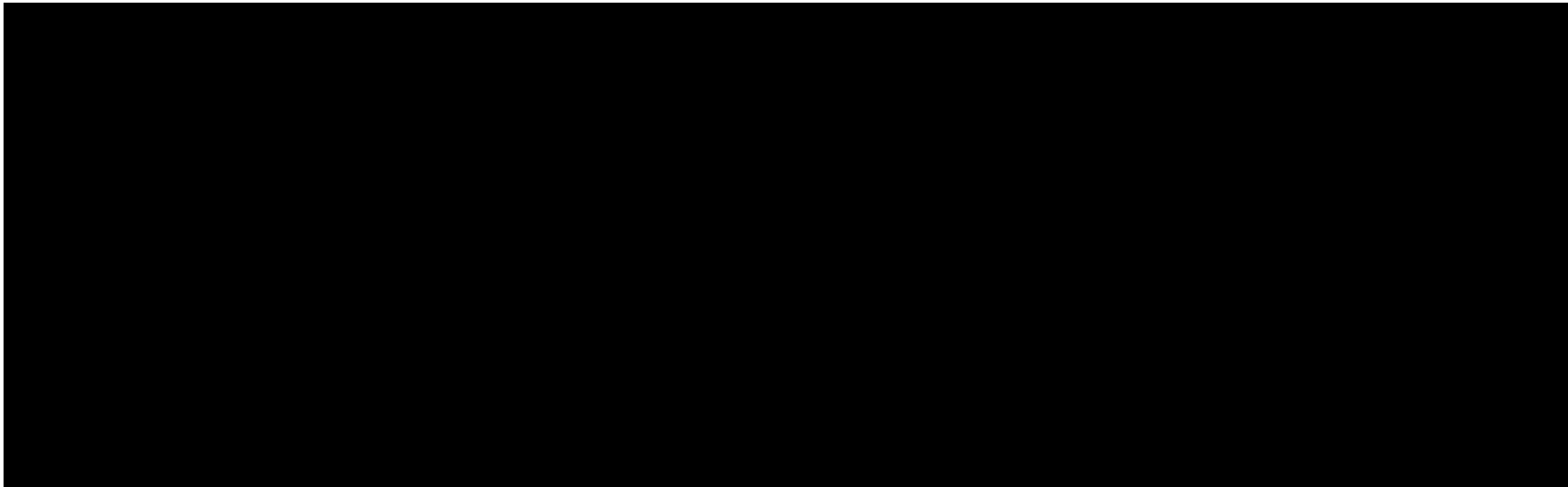












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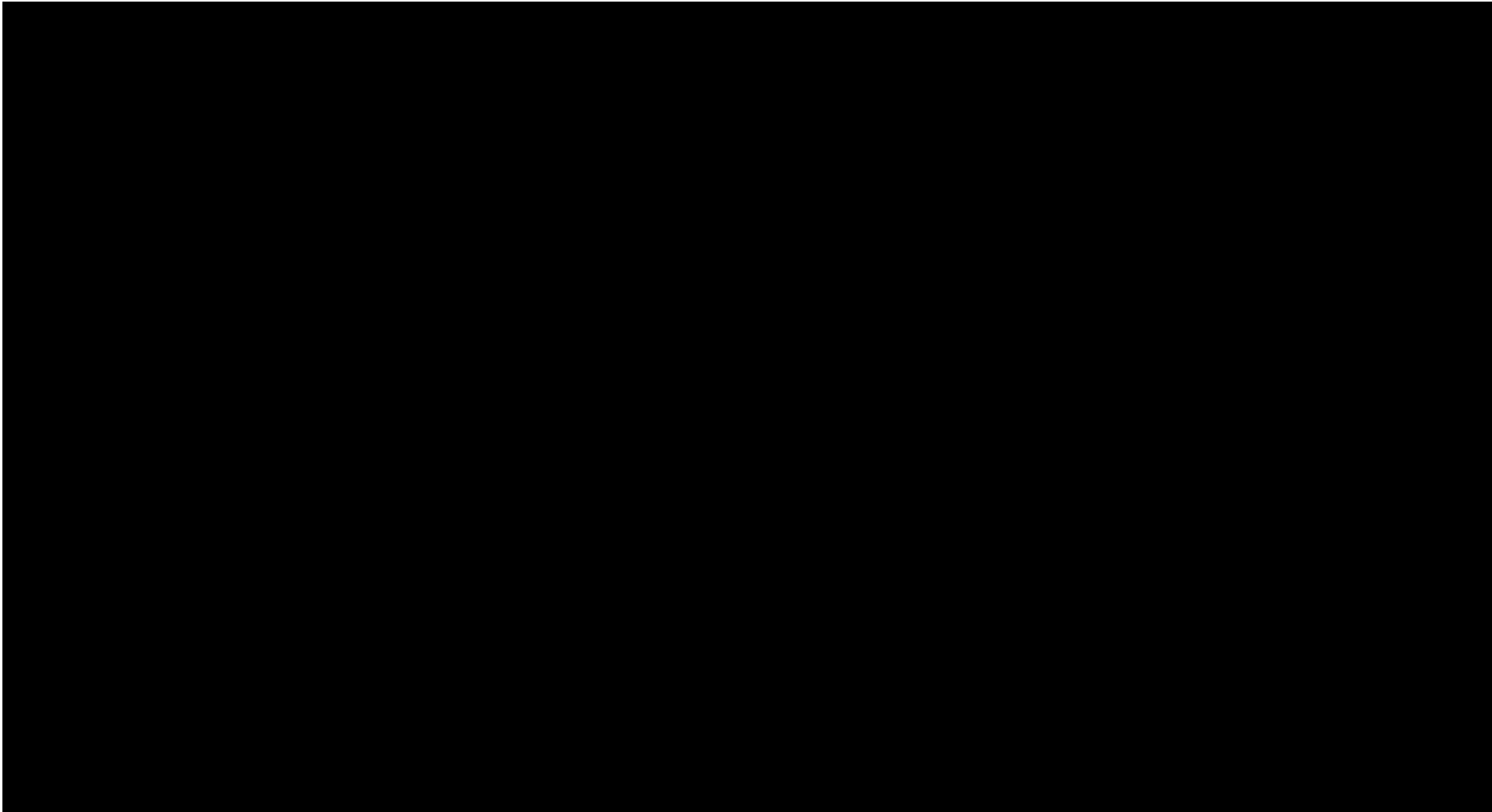
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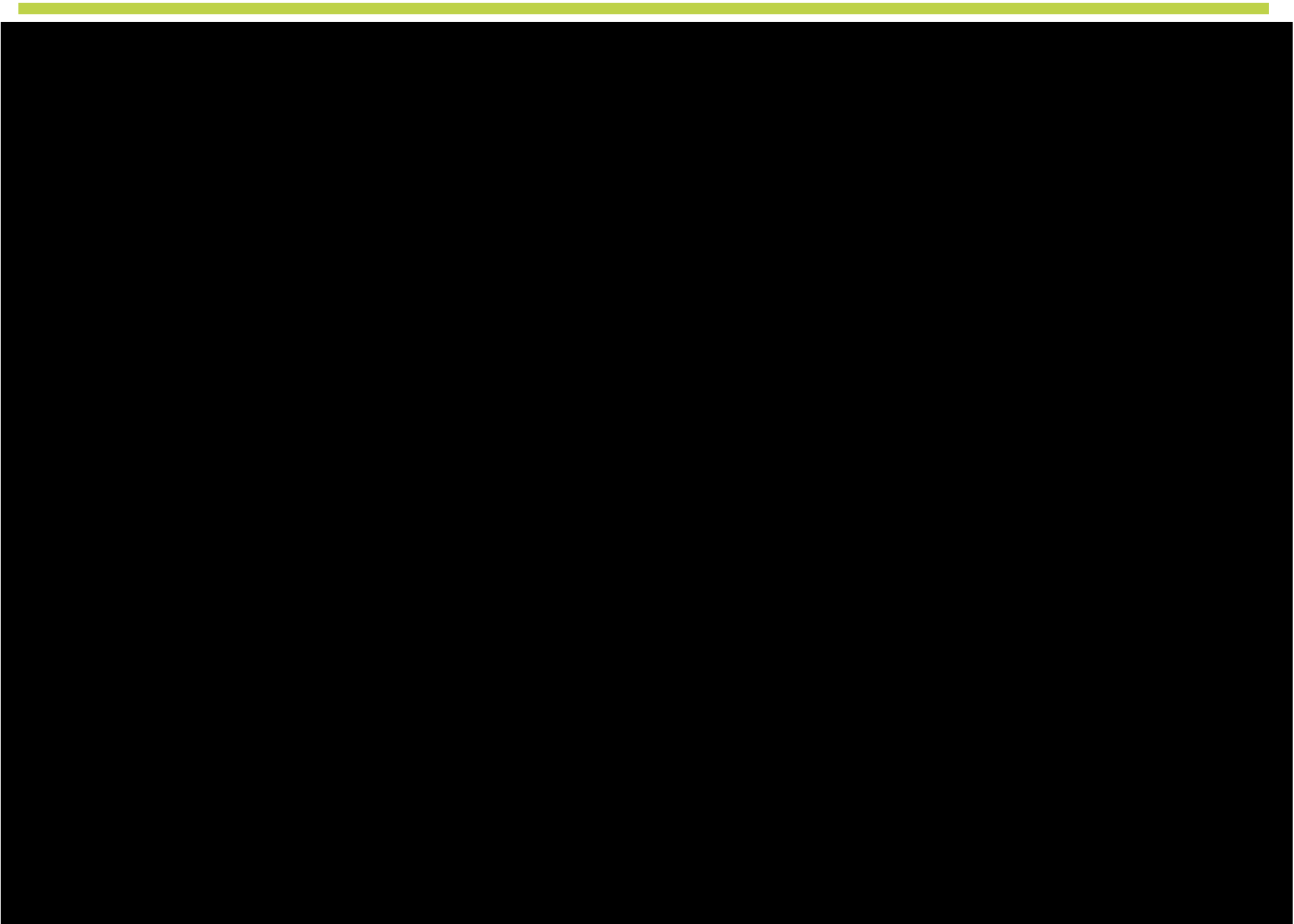
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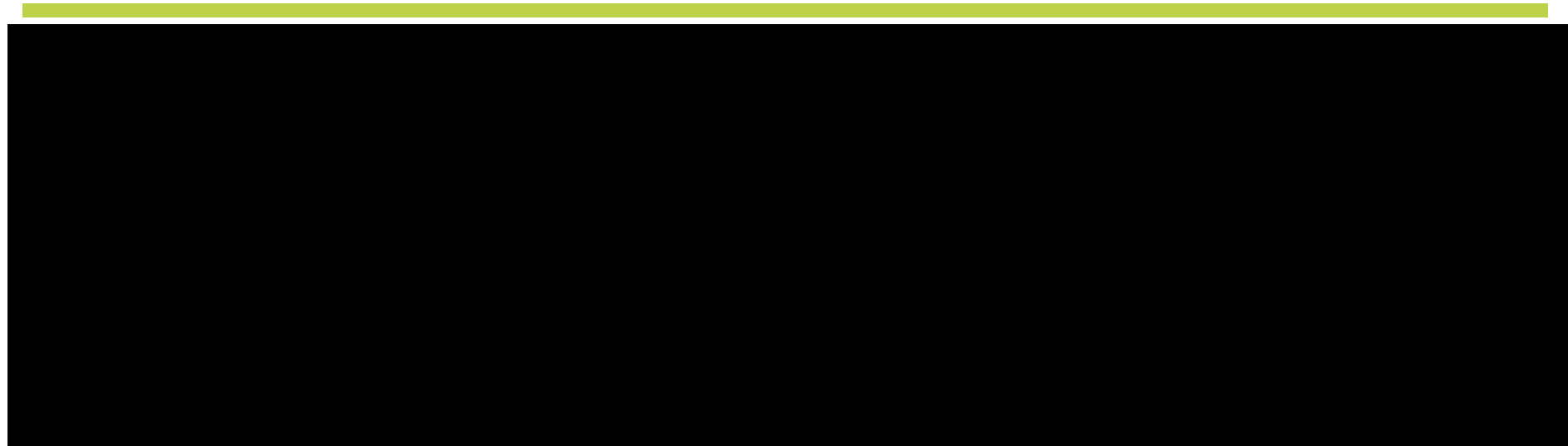
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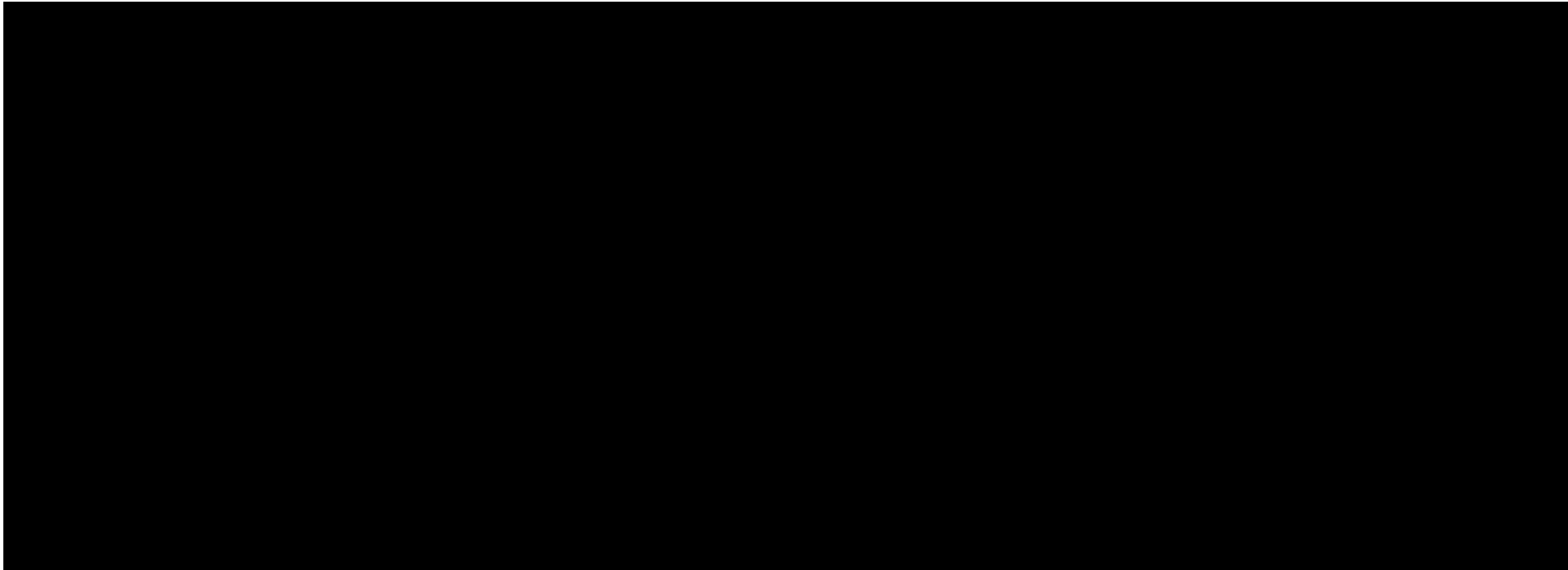
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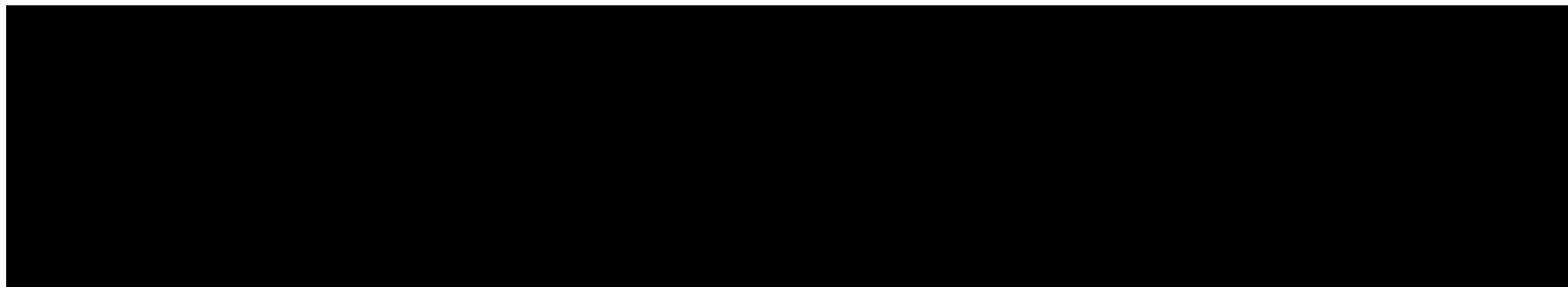
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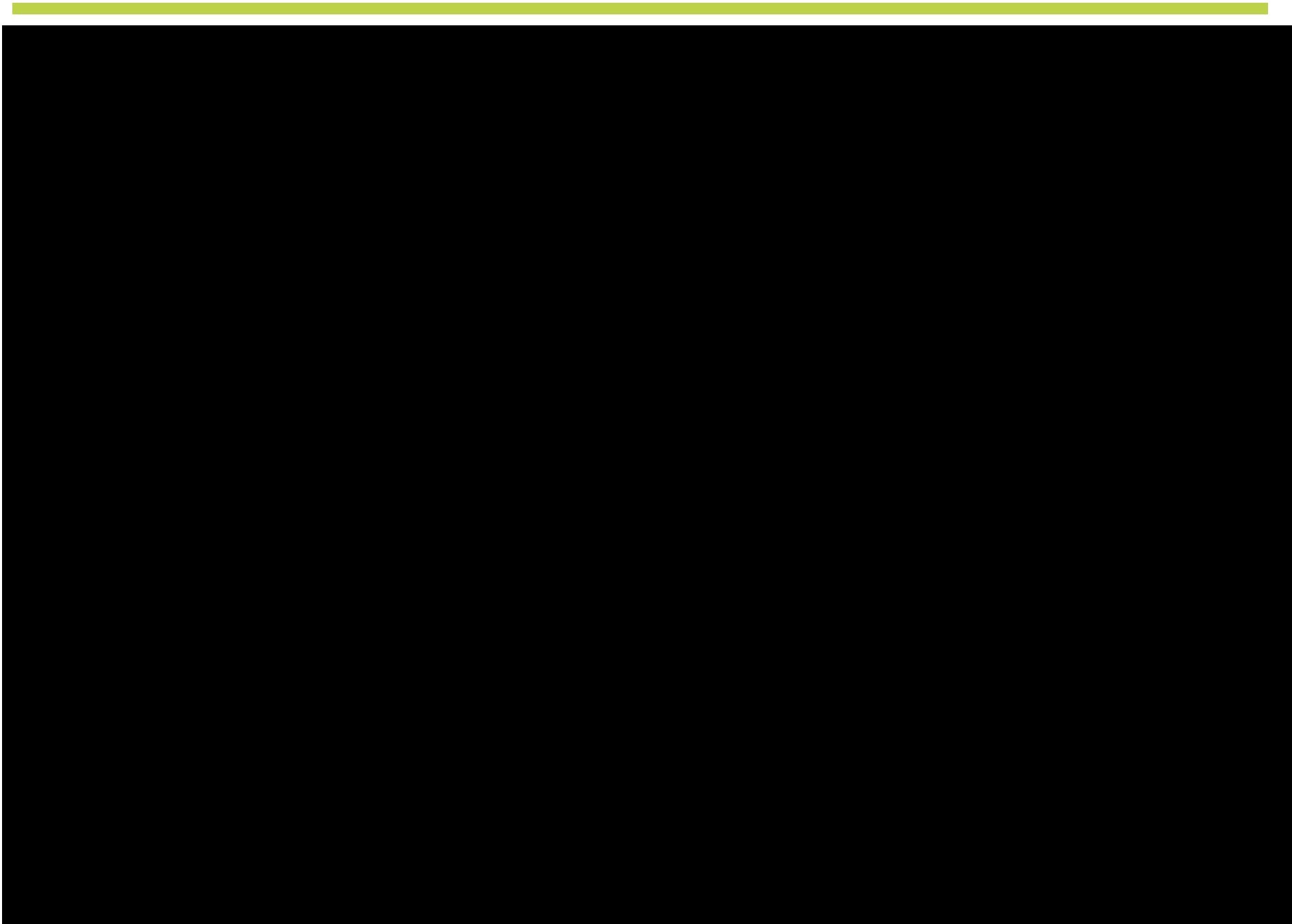
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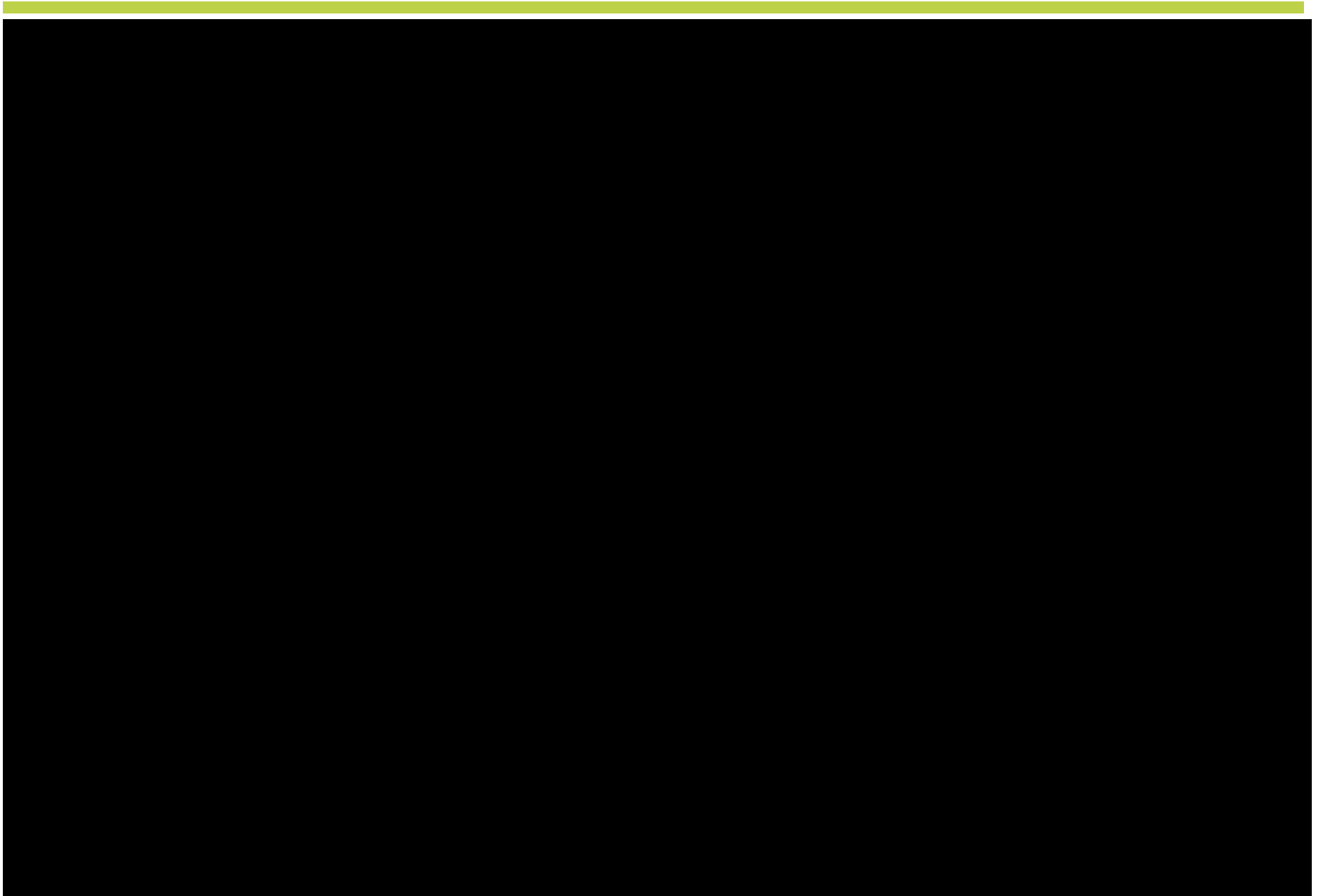
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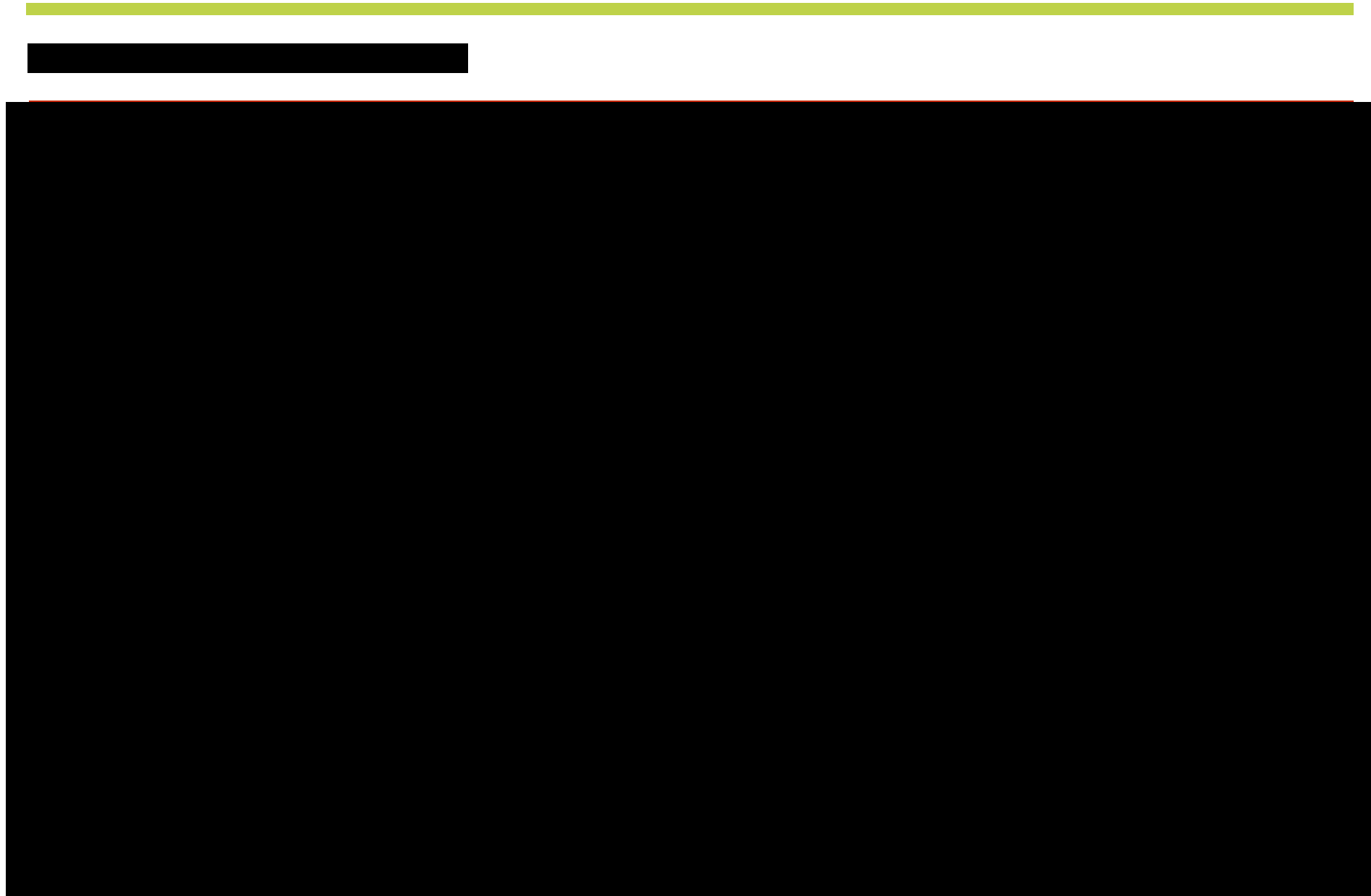
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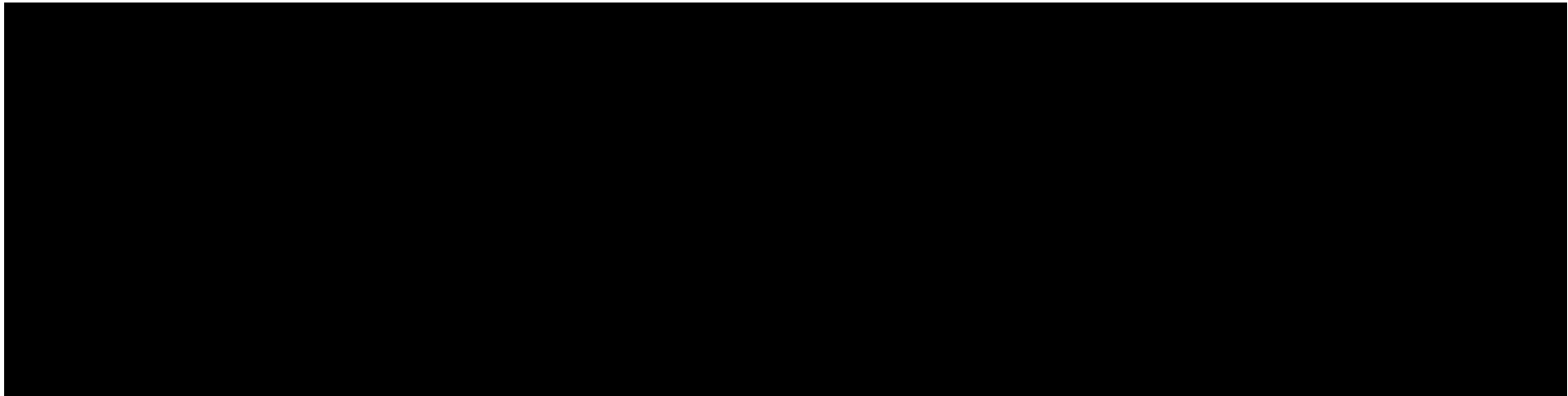
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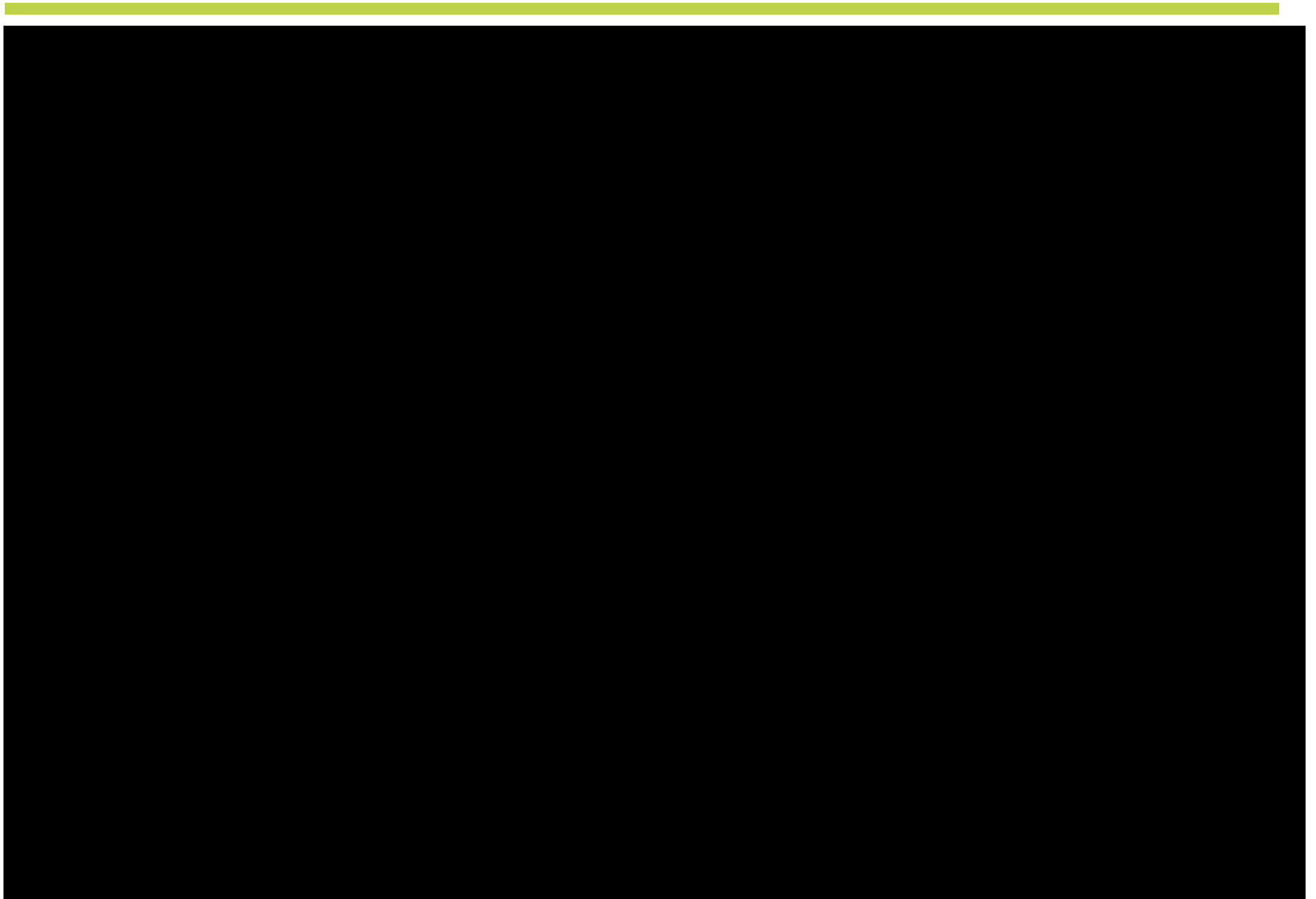
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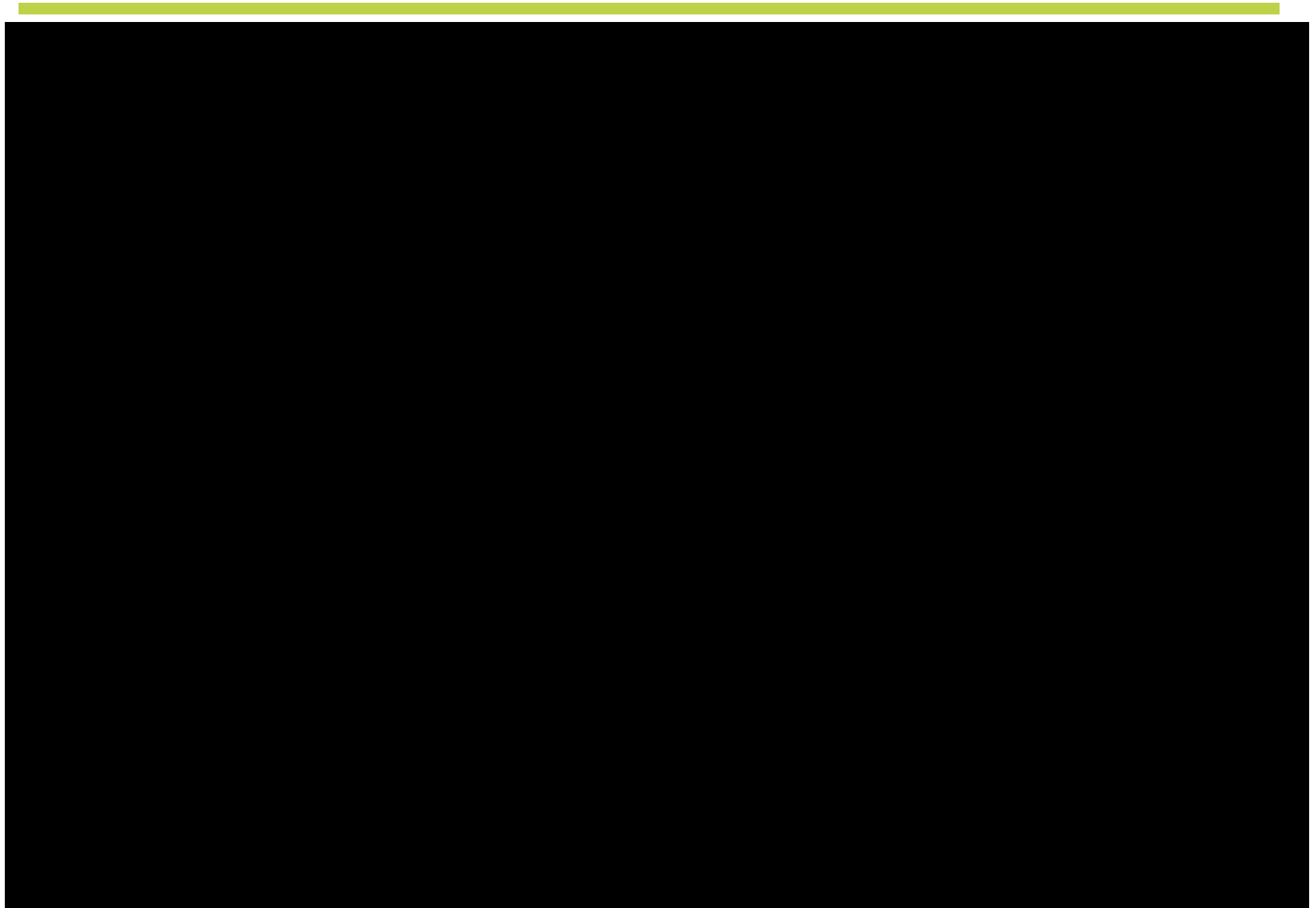
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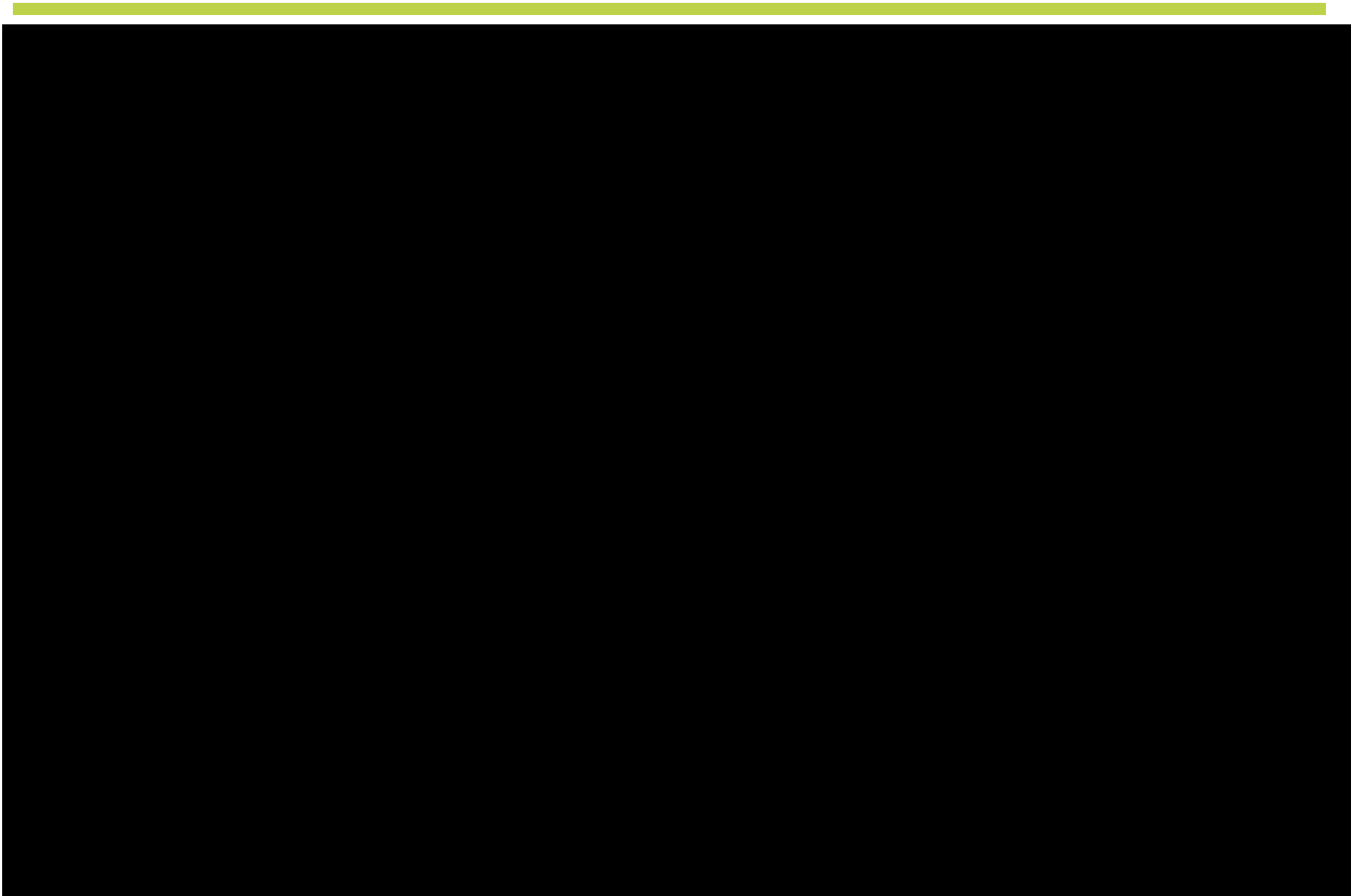
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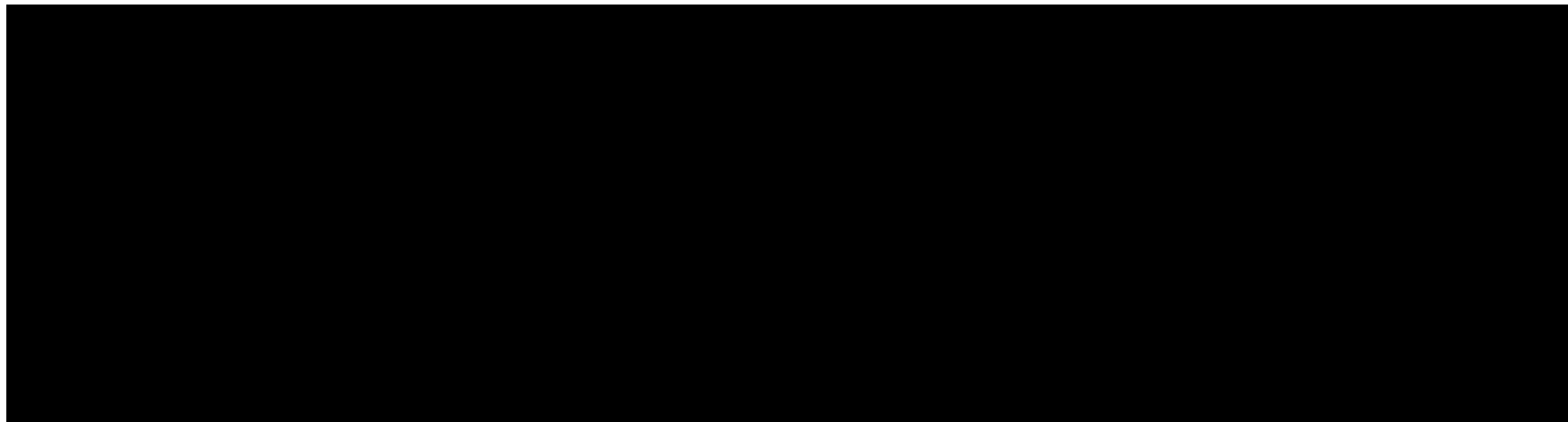












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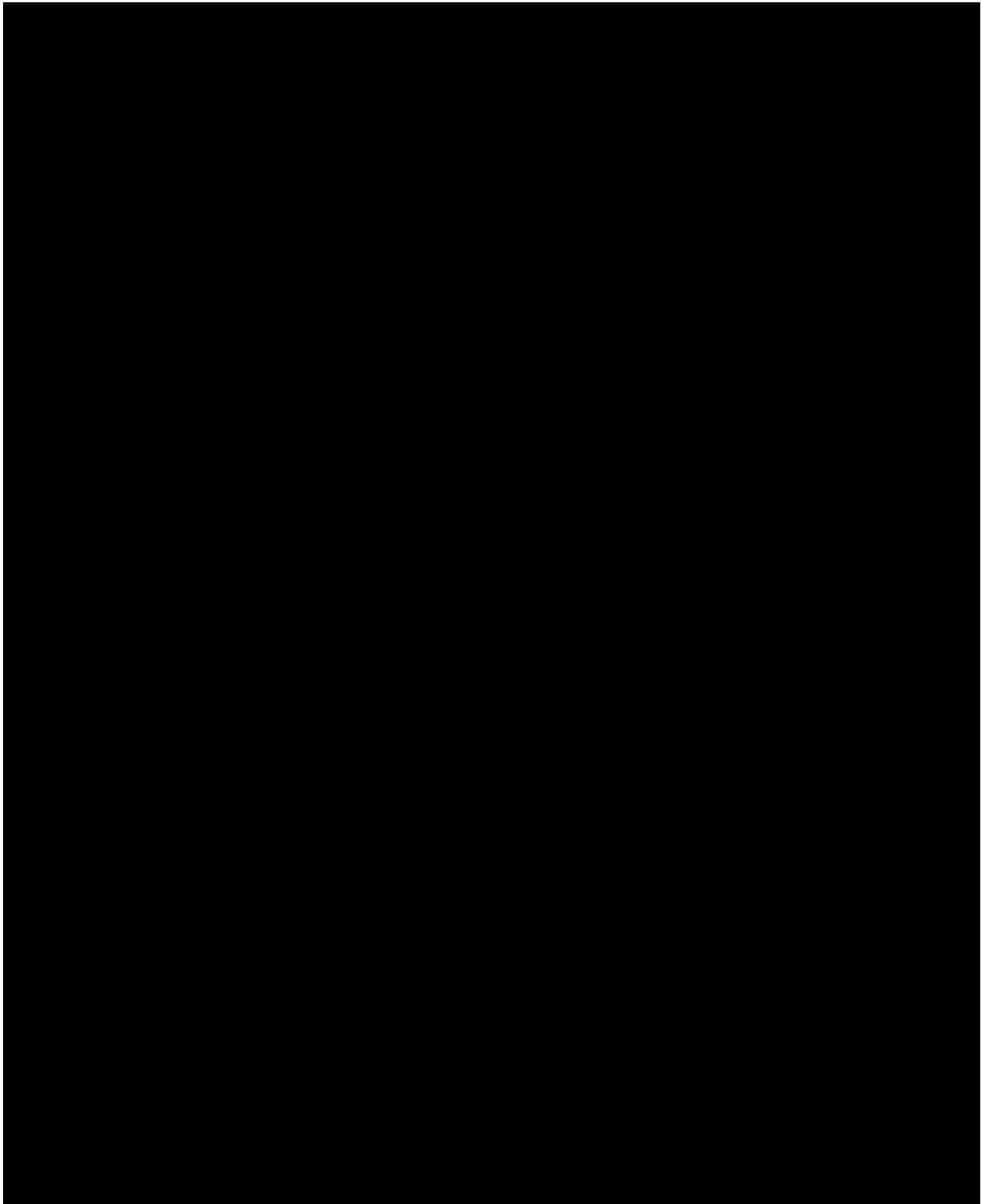
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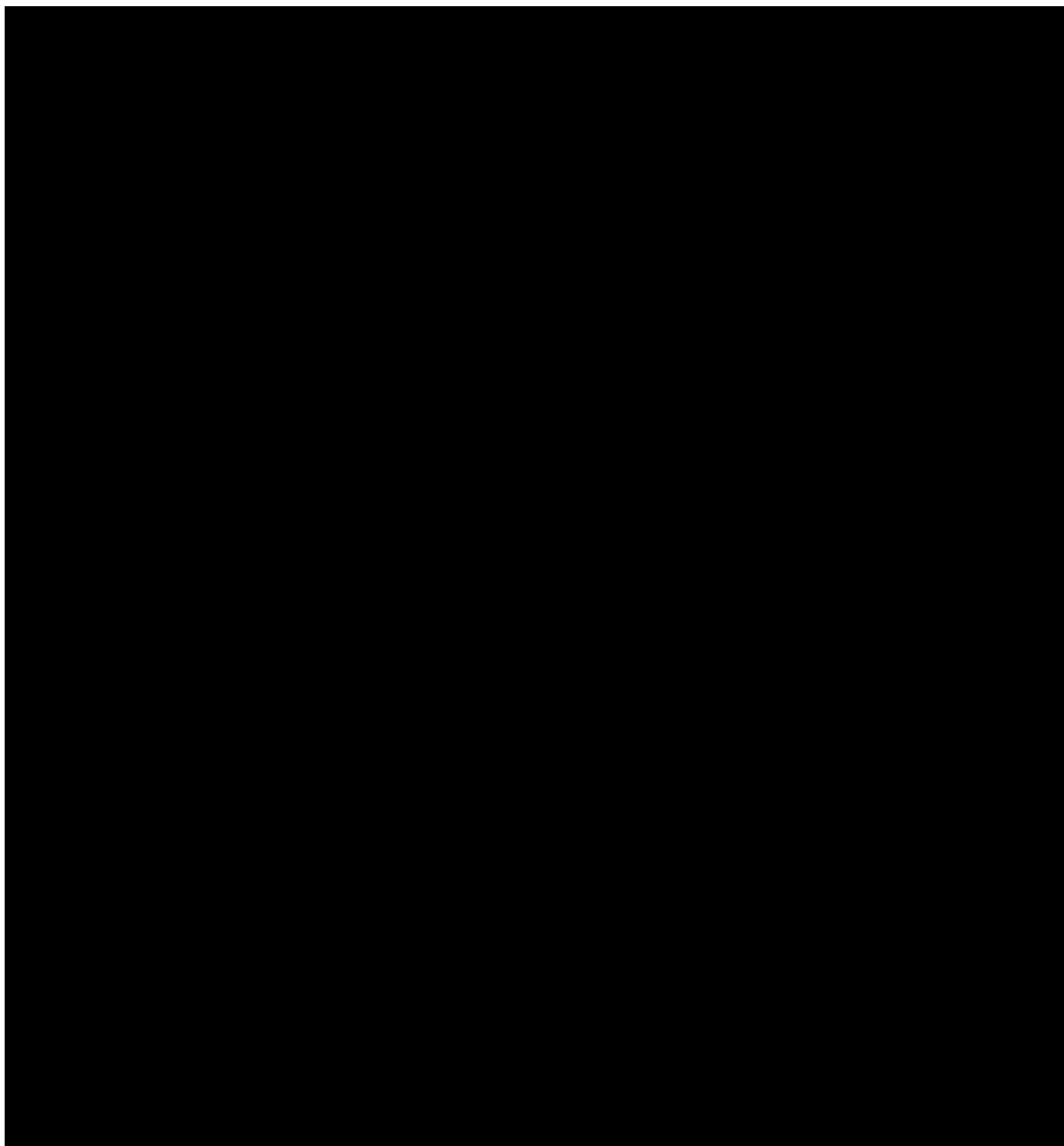
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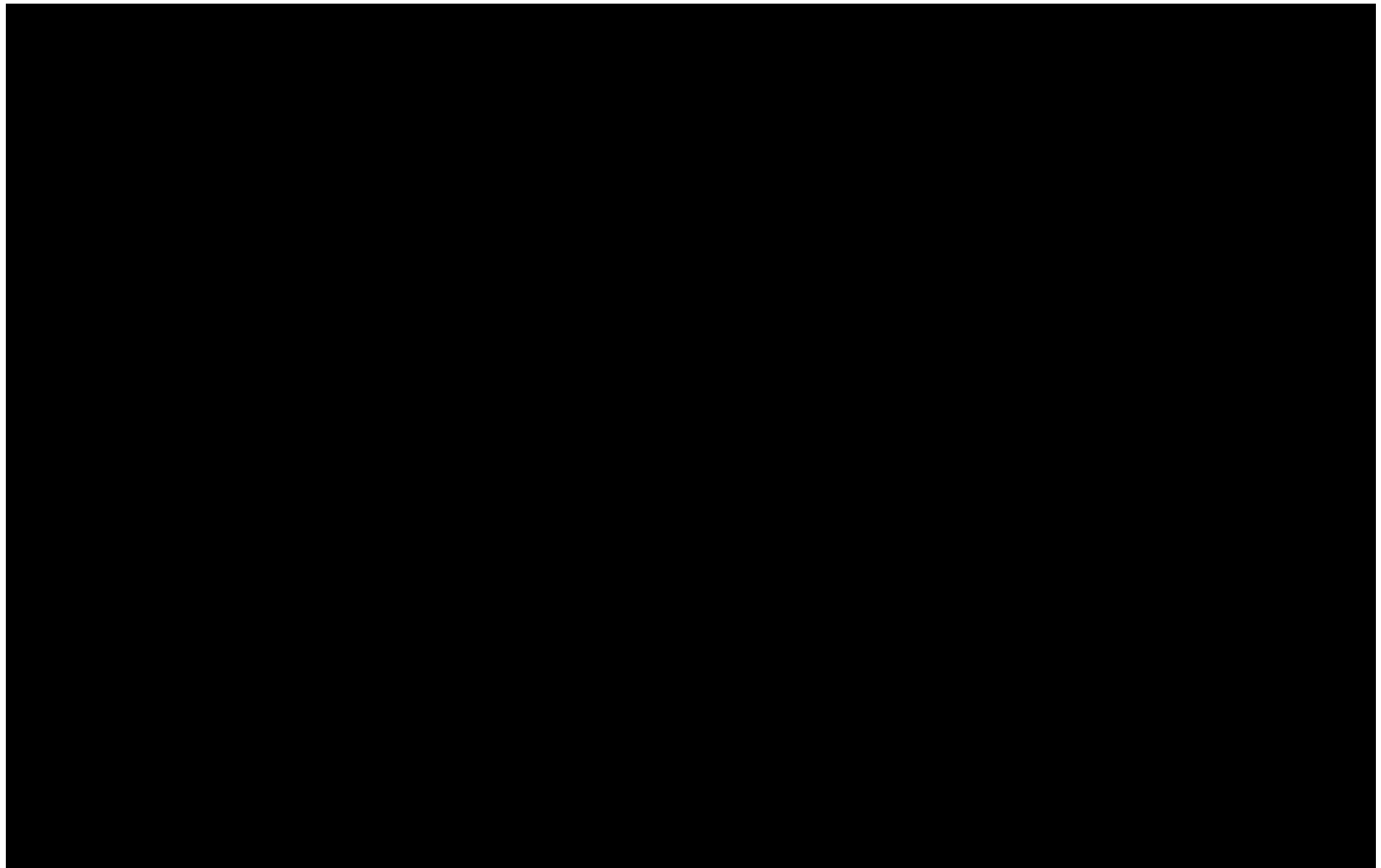
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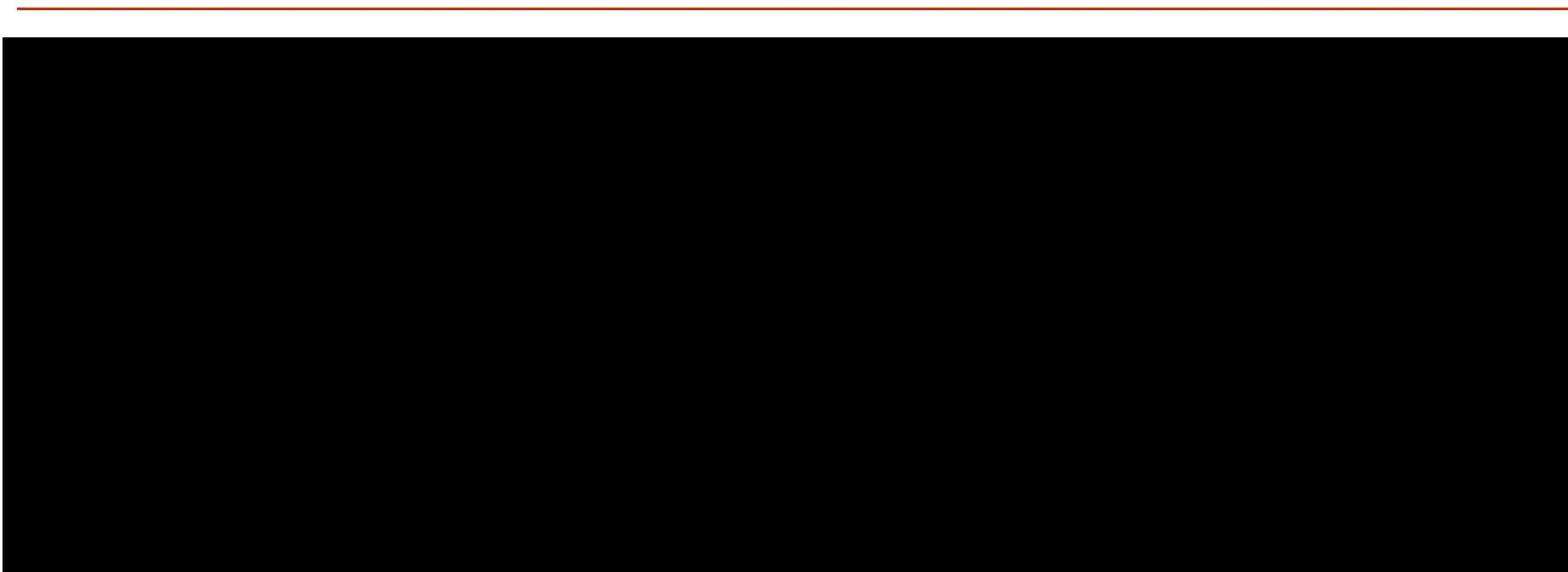
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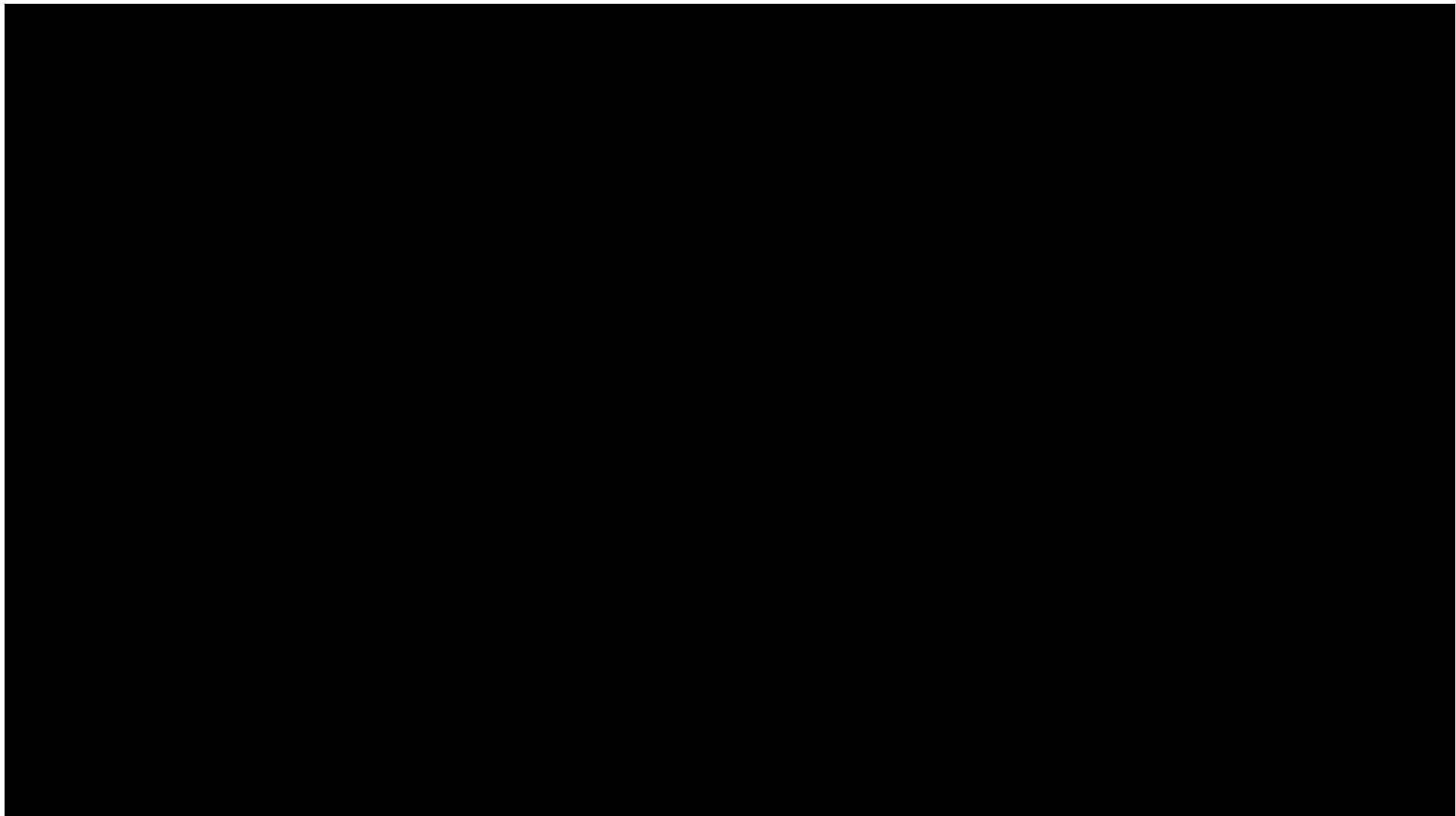
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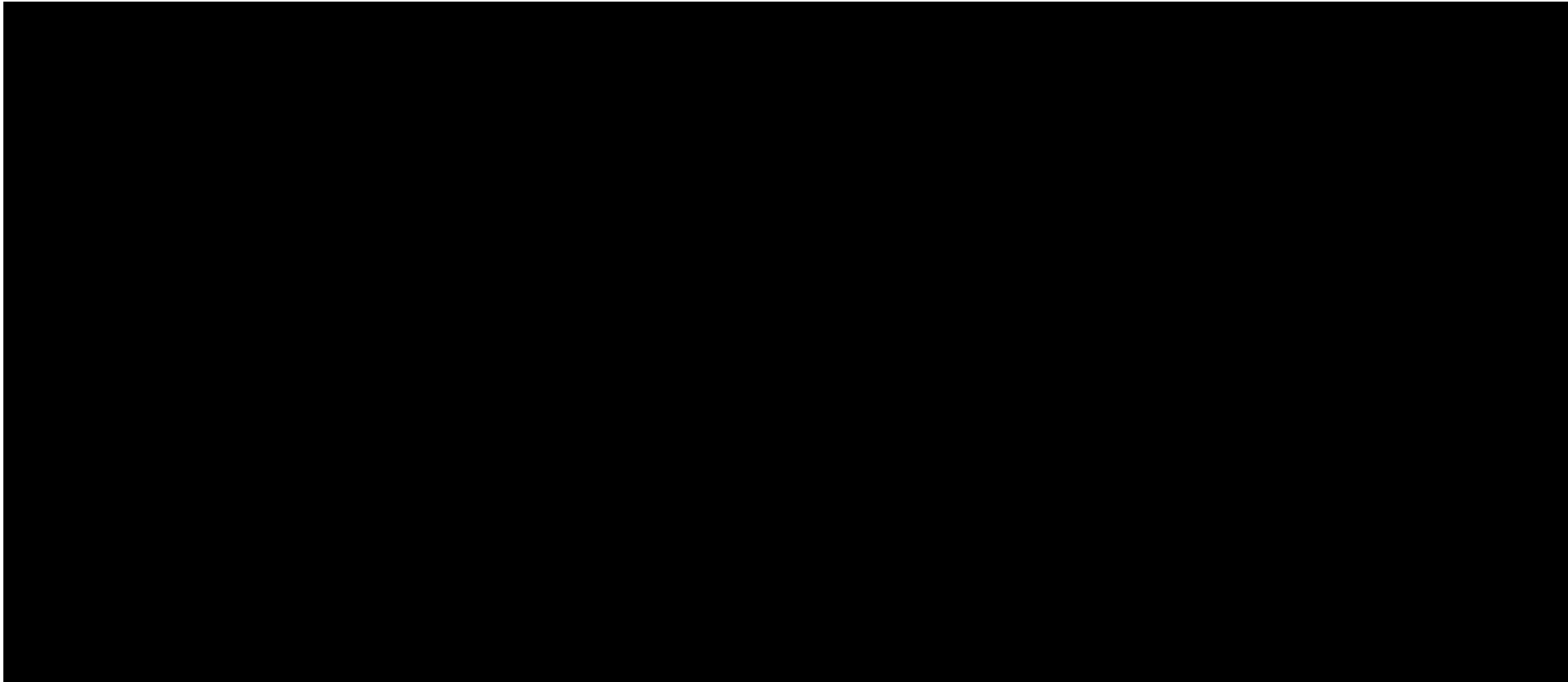
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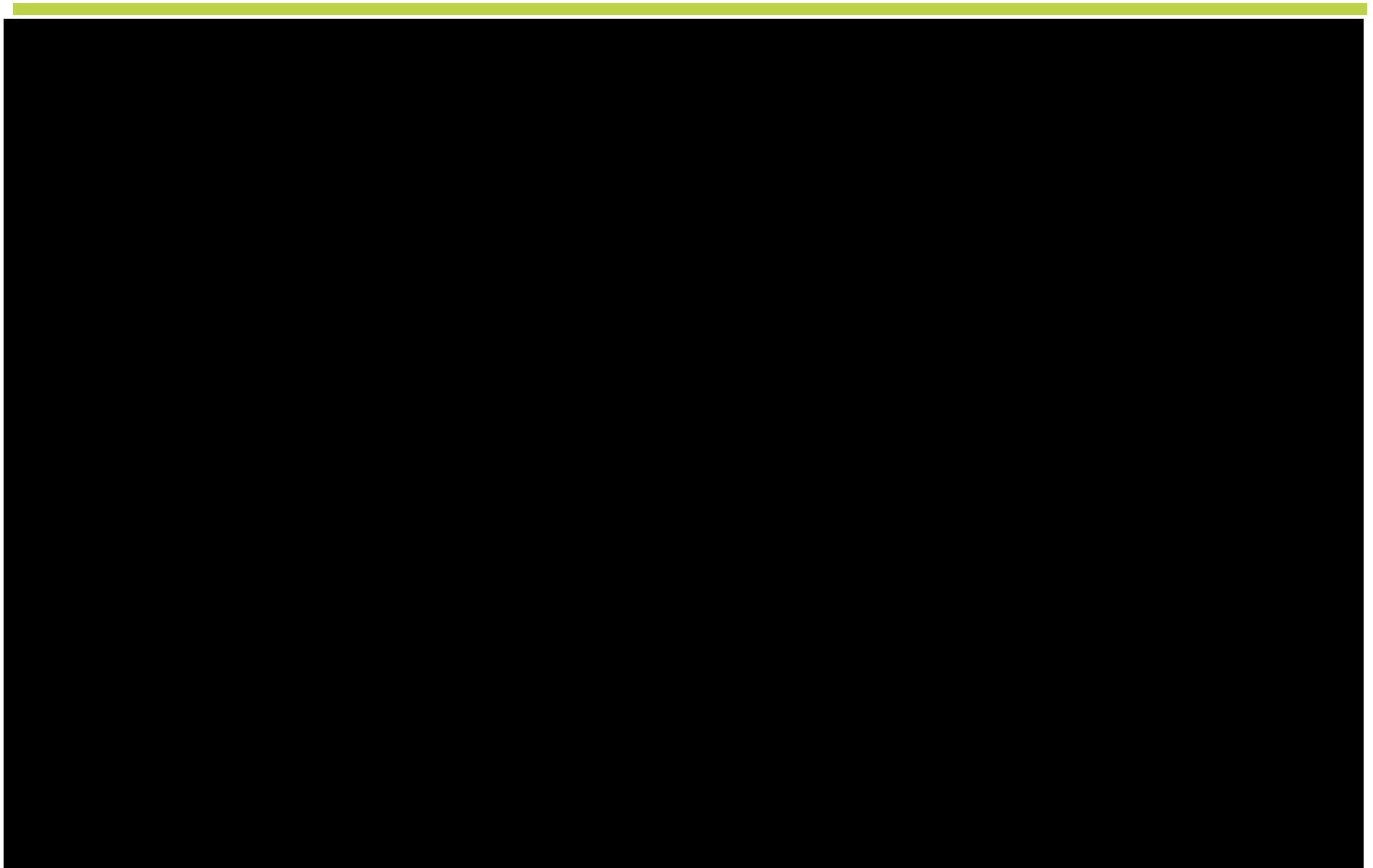
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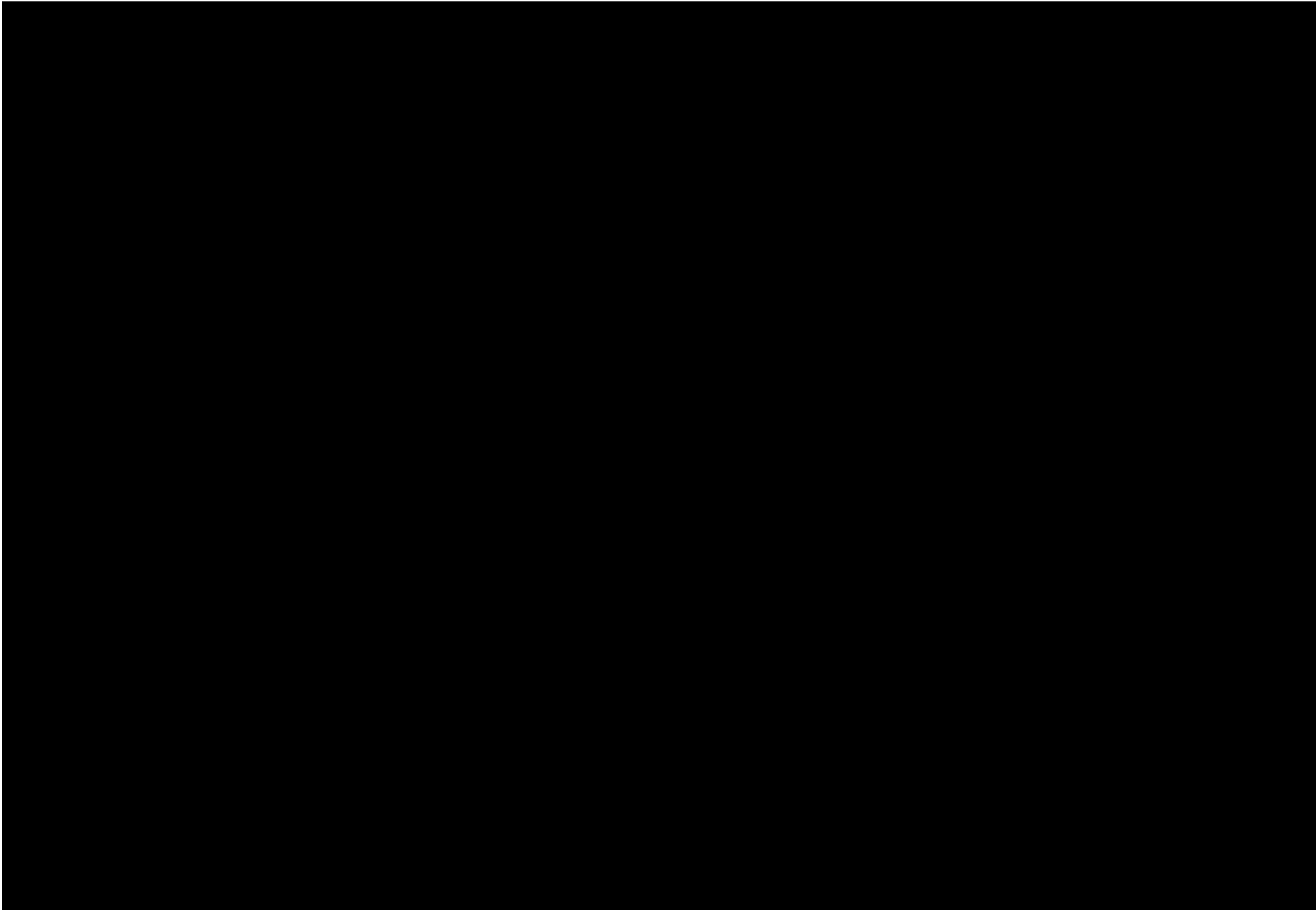
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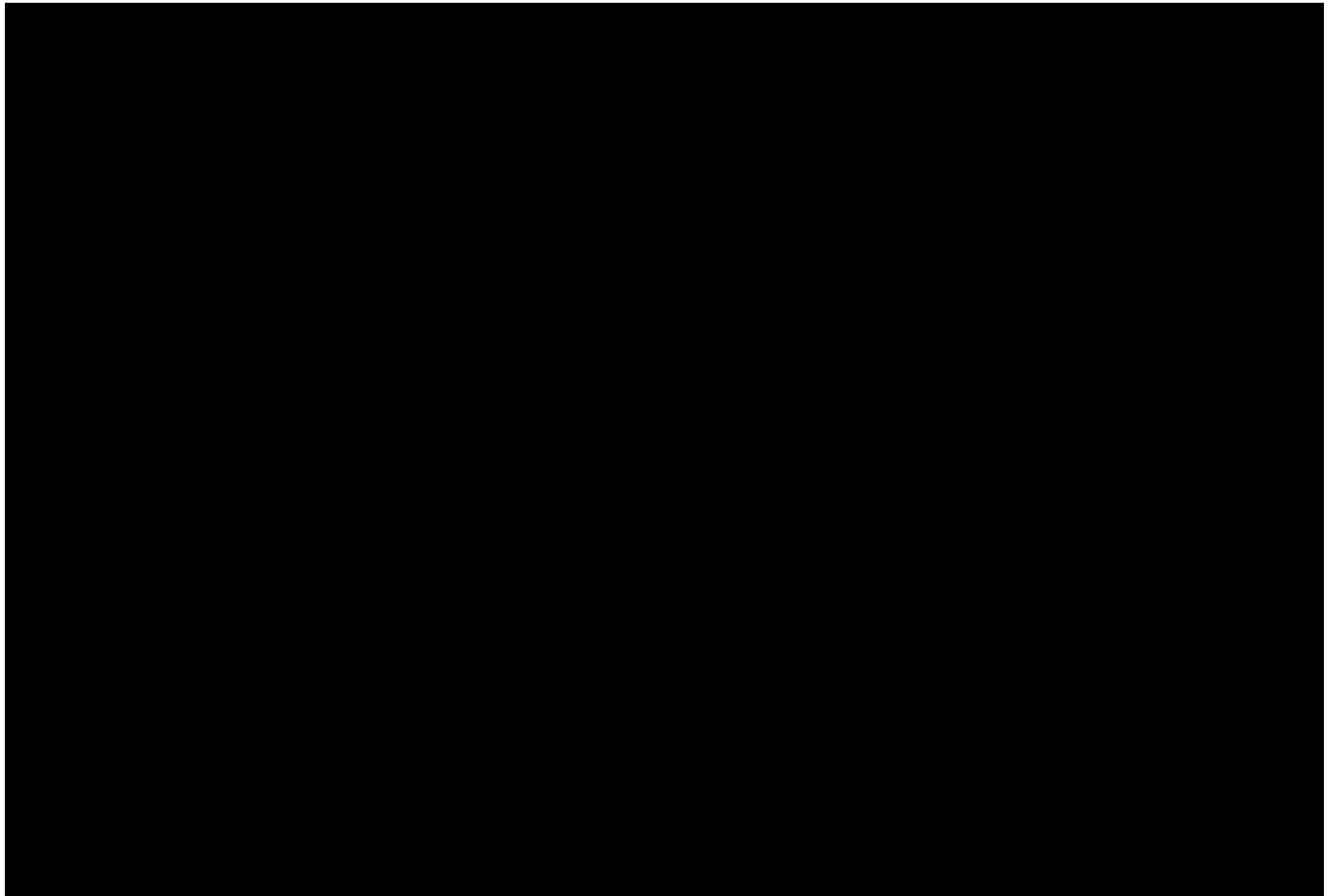
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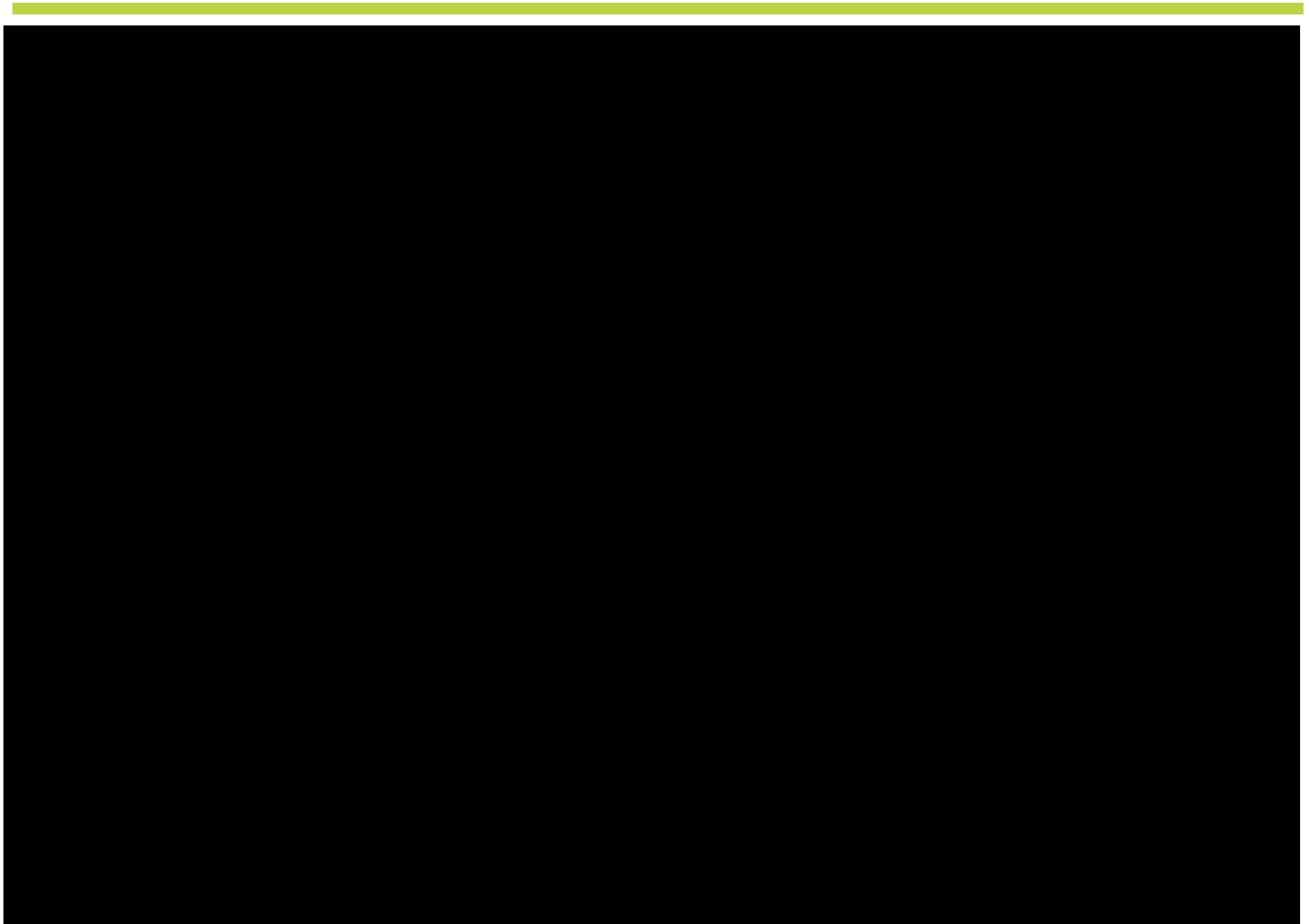
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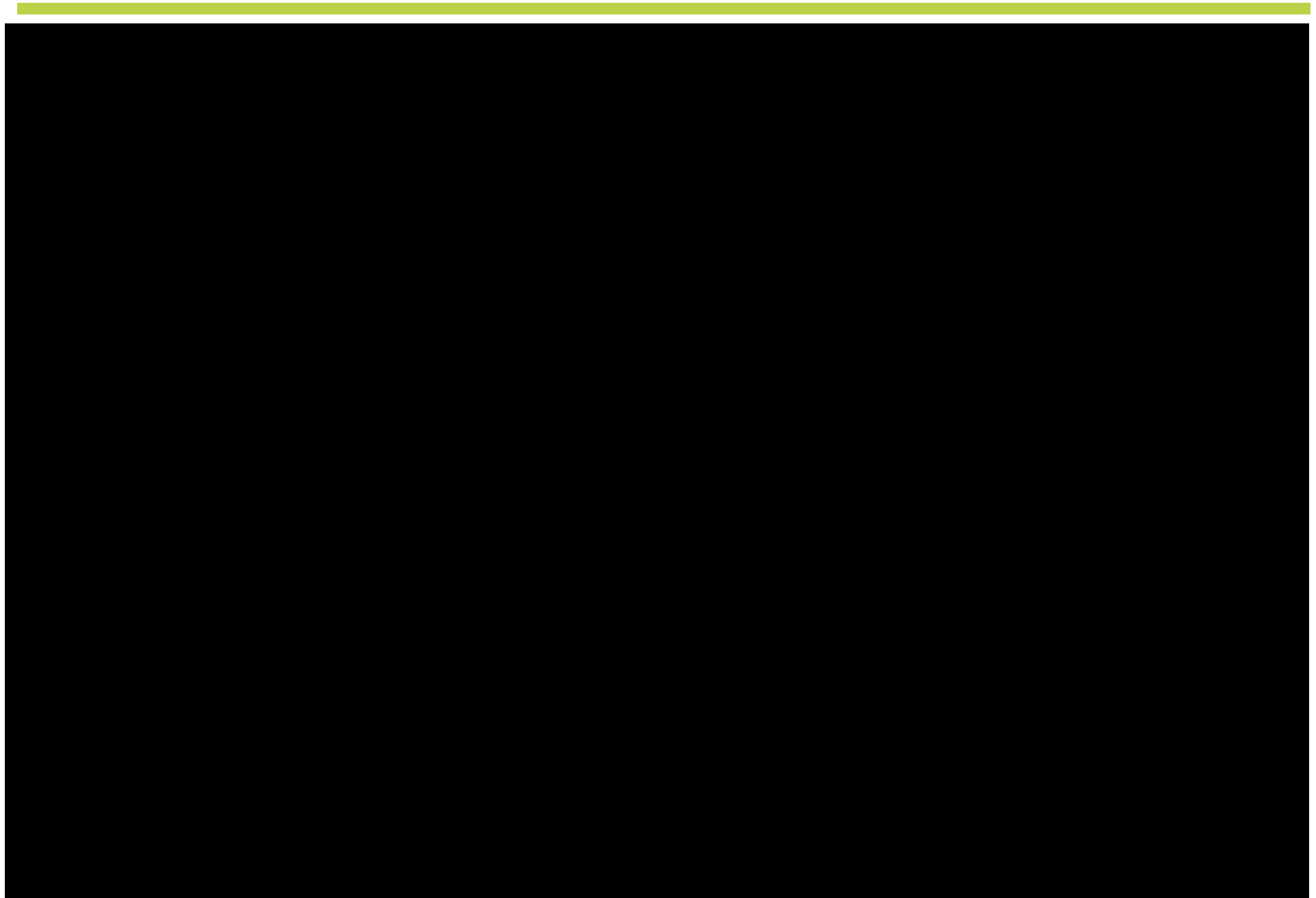


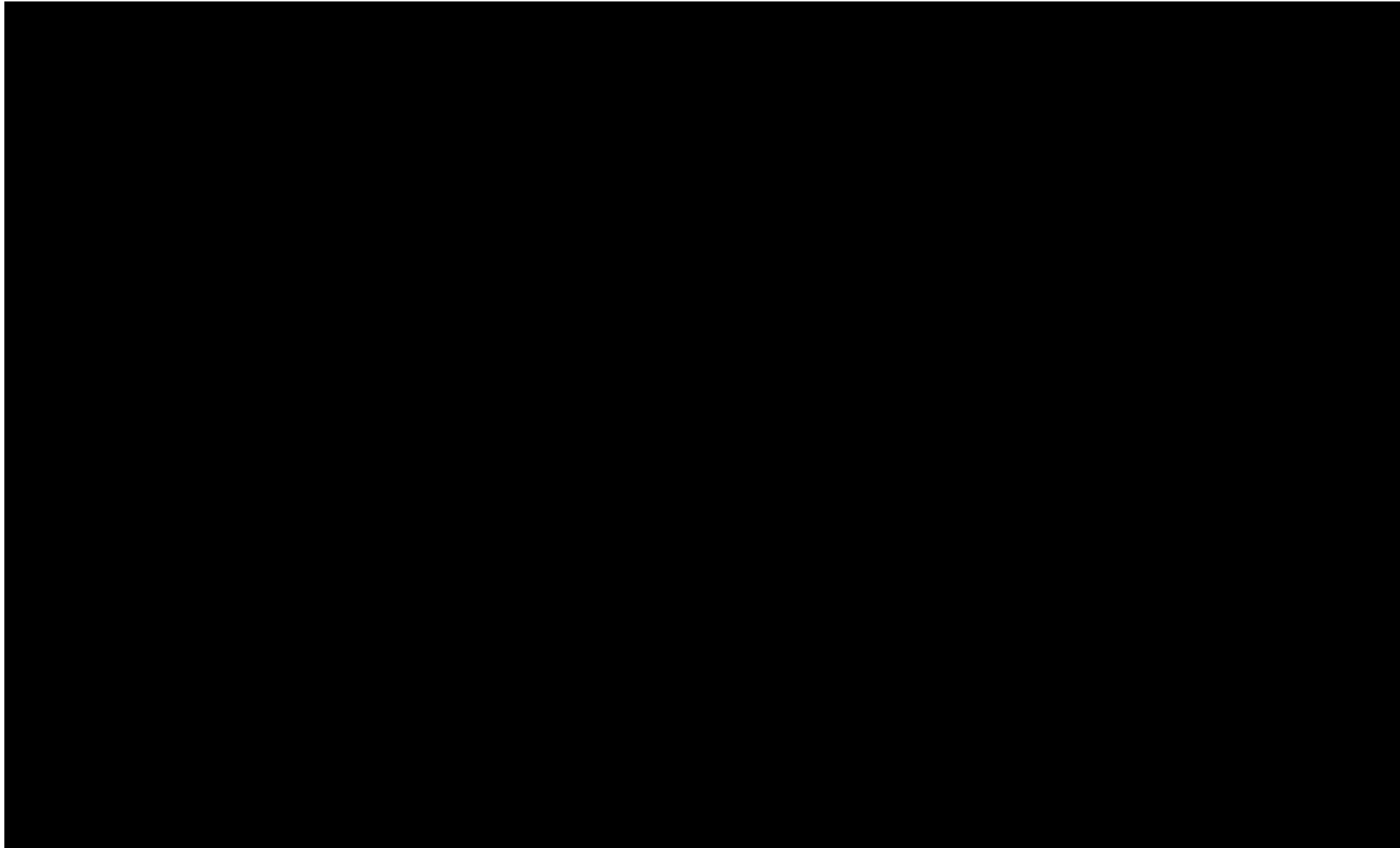




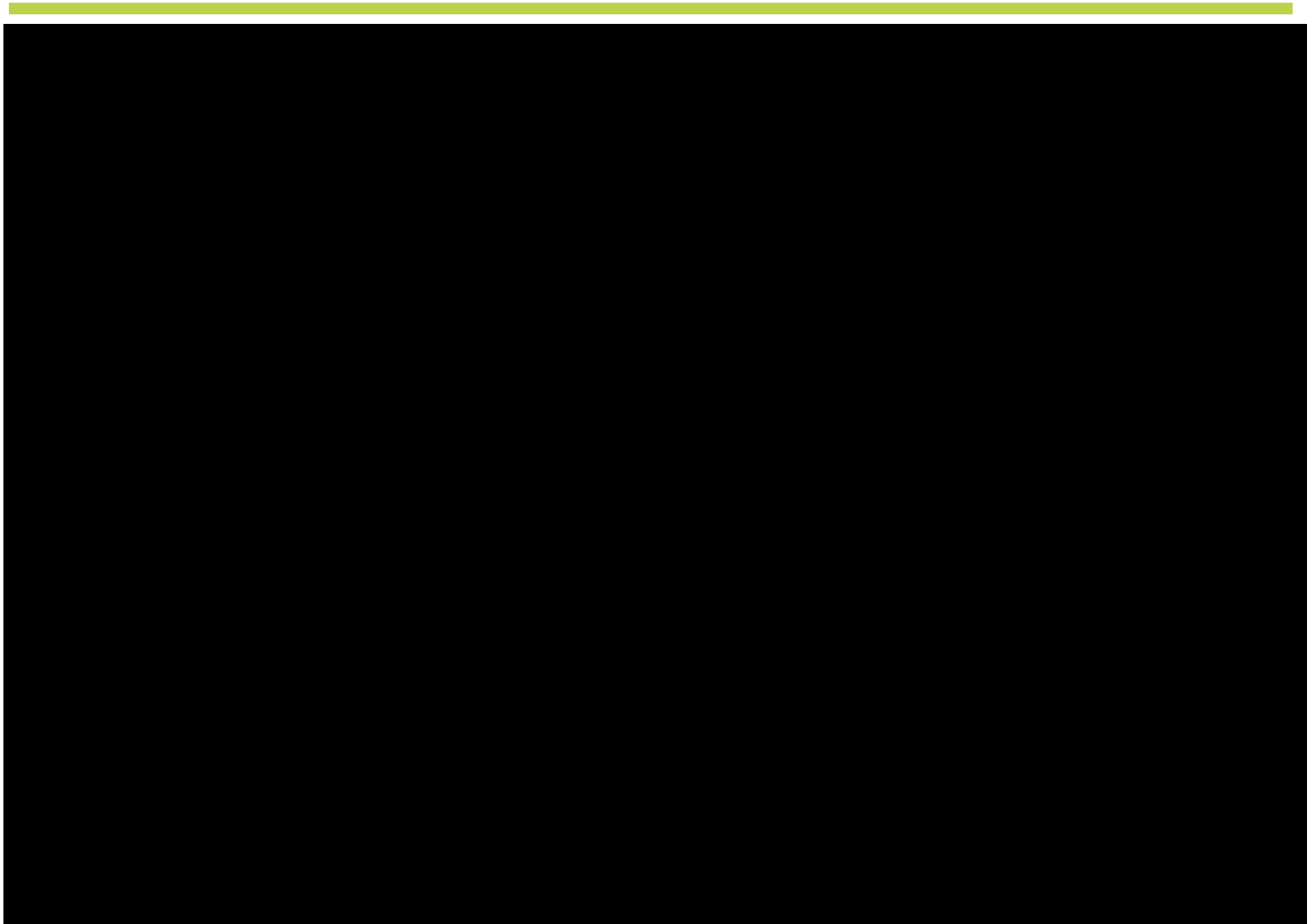




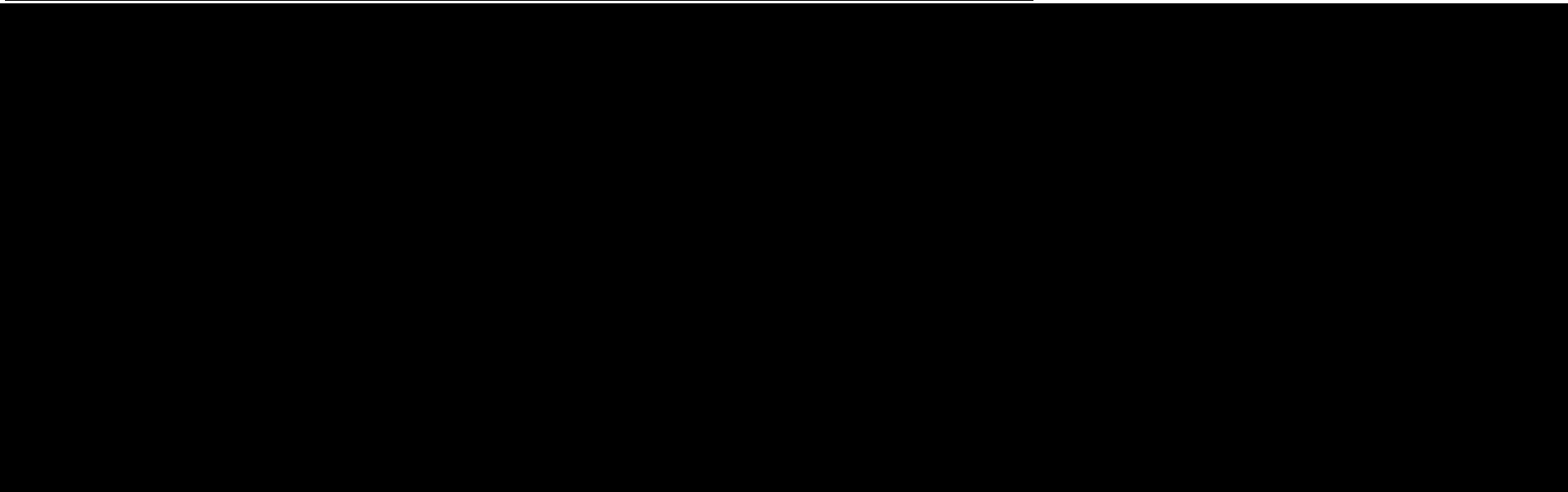














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### 3) NON-COMPLIANCE TO THE CROP PROTECTION

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© 2006 The Authors

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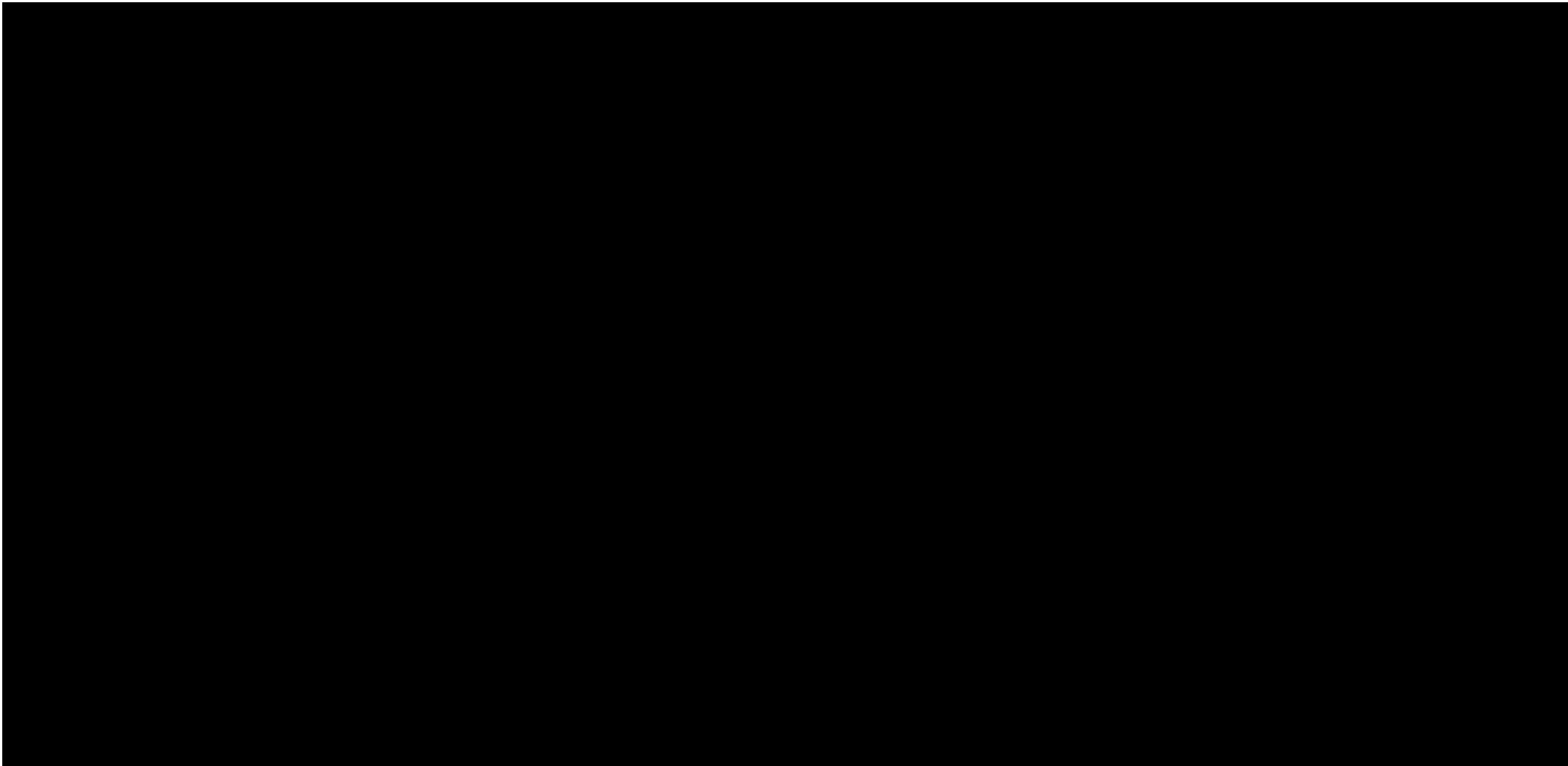
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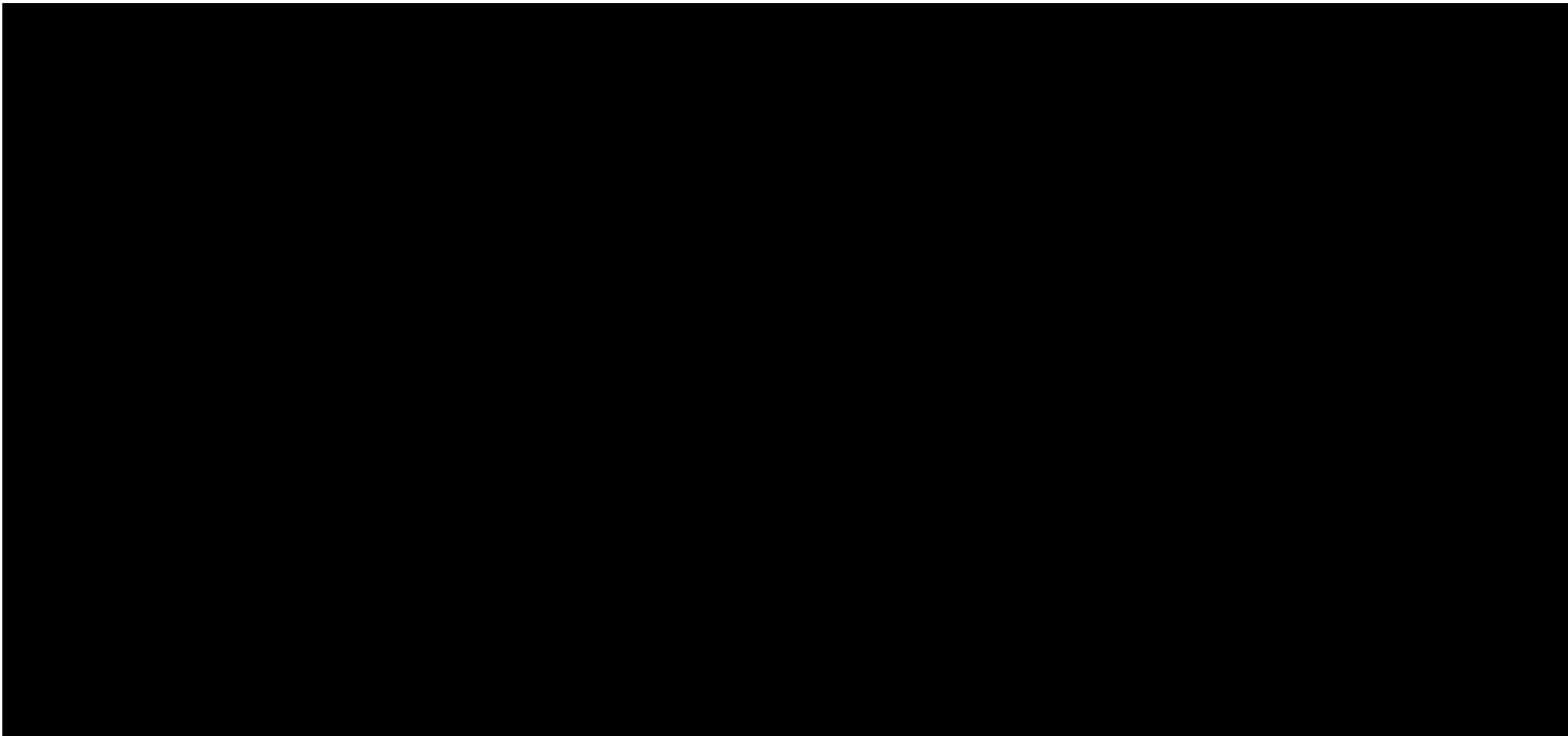
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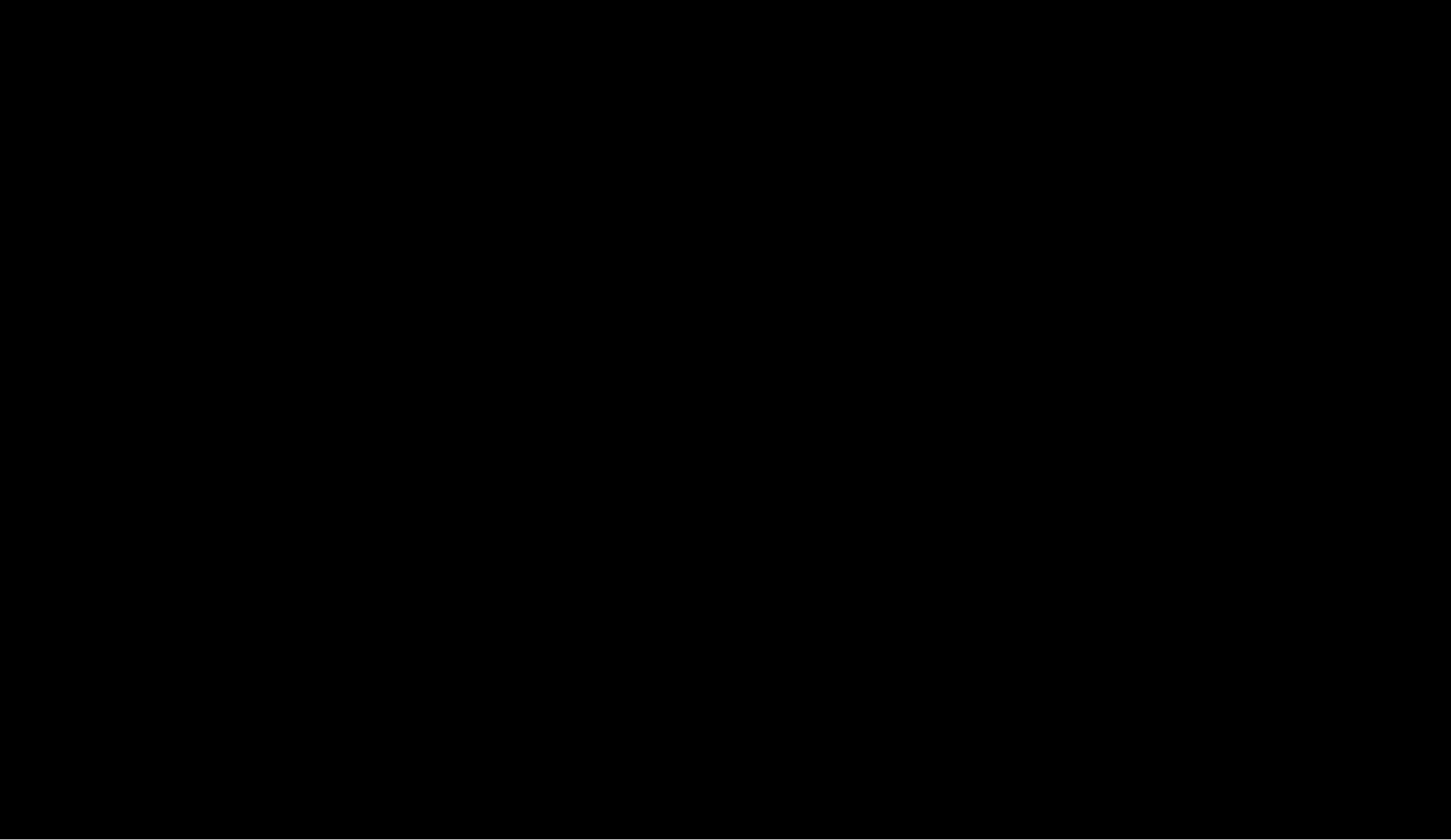
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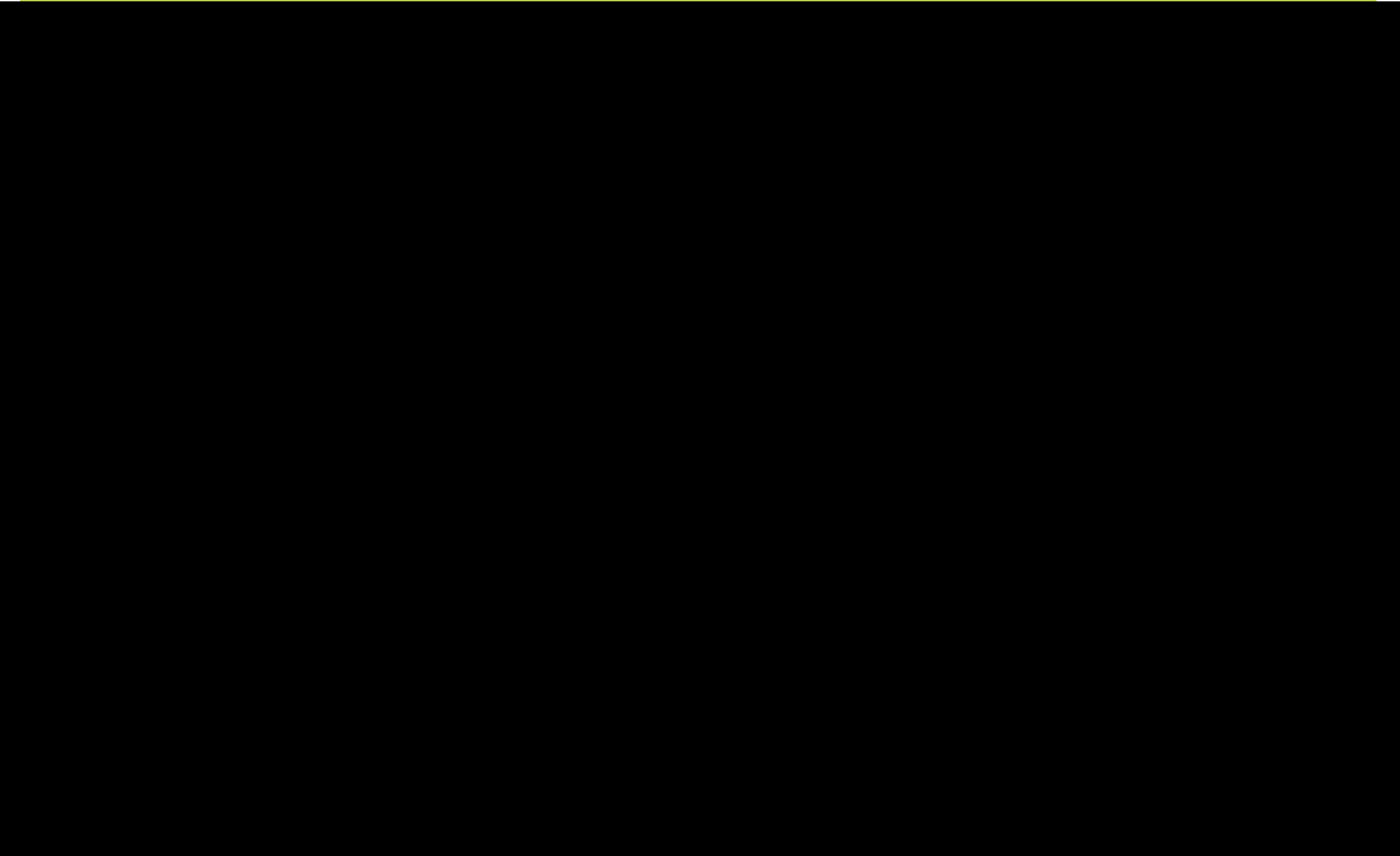


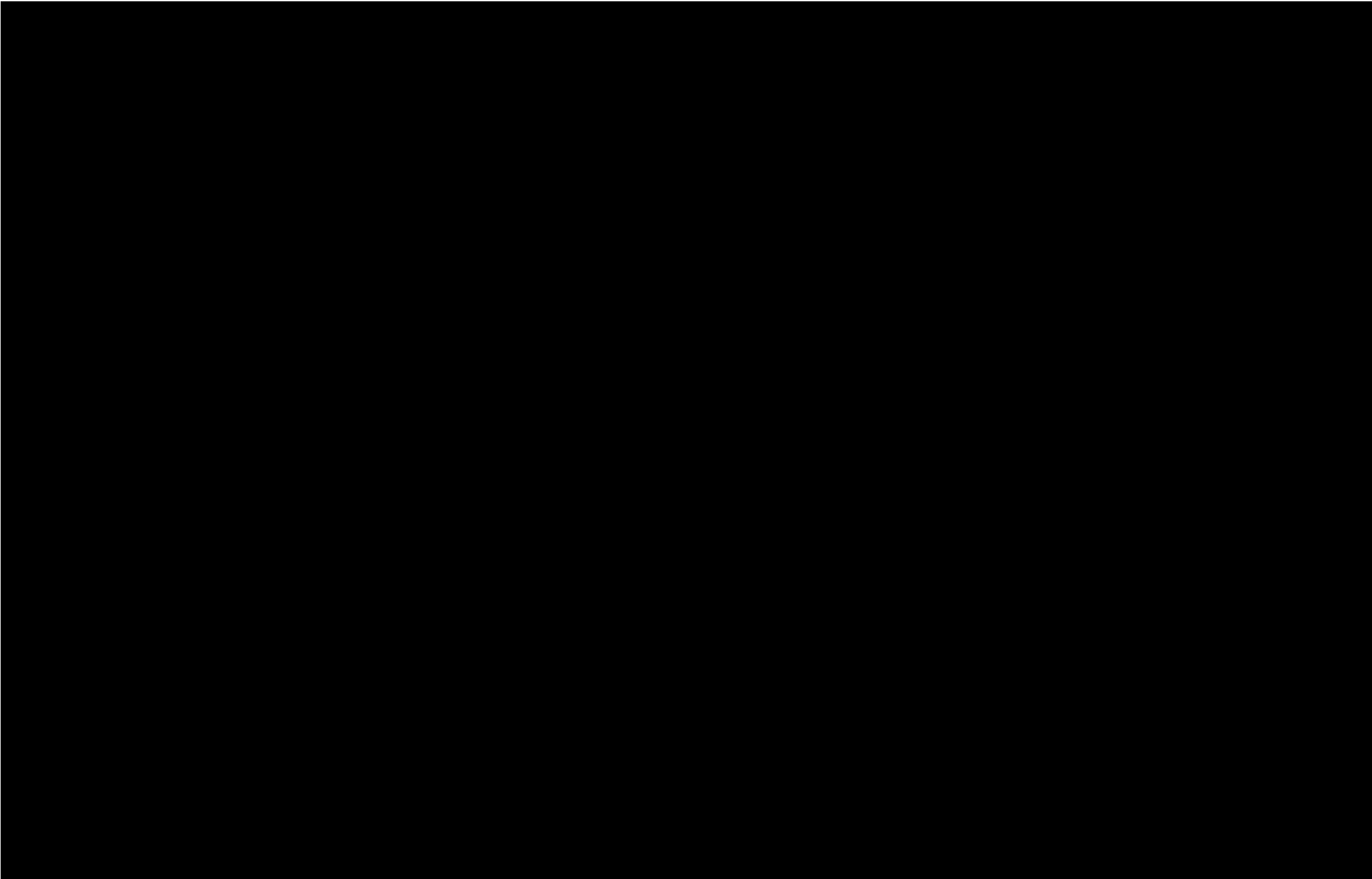


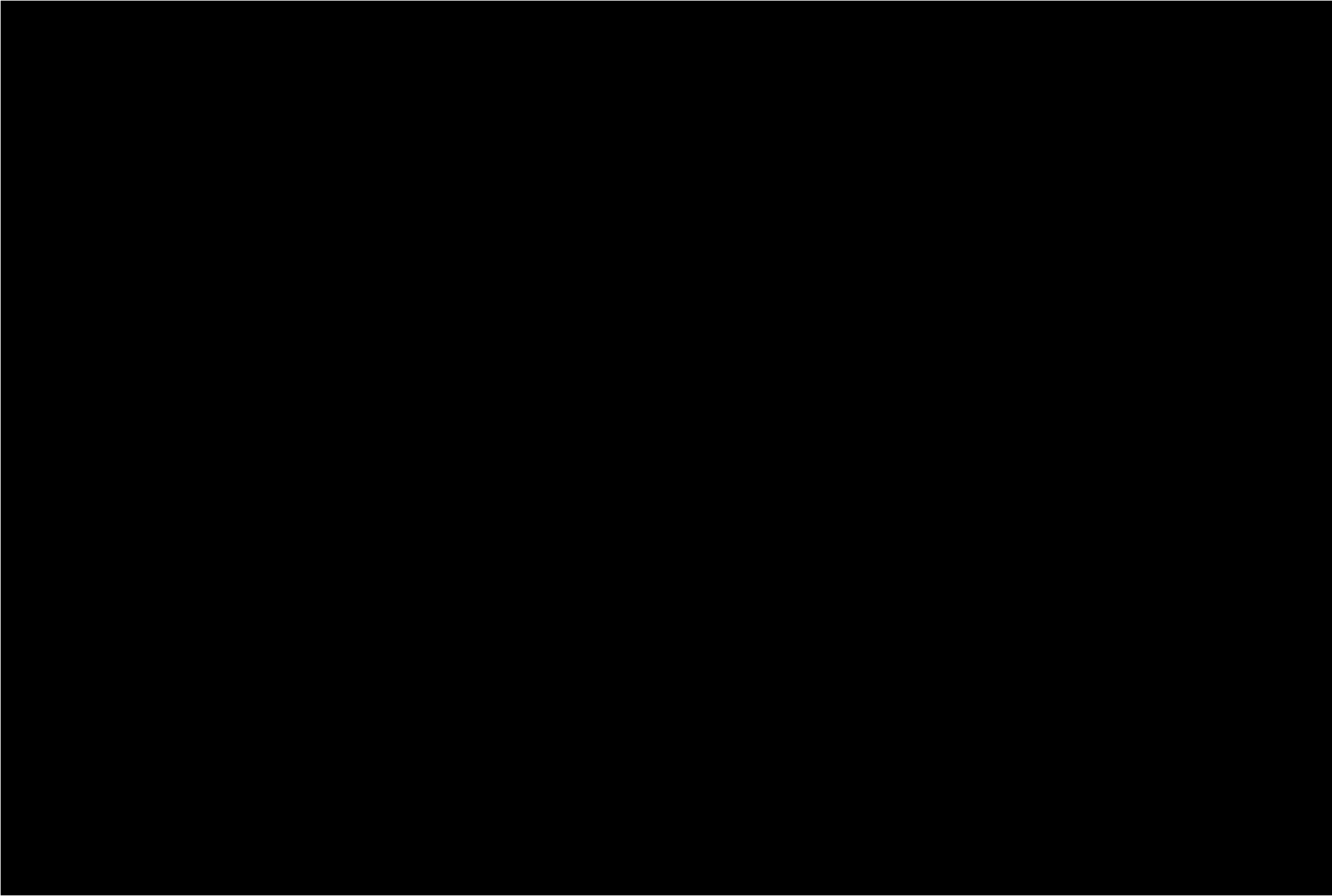


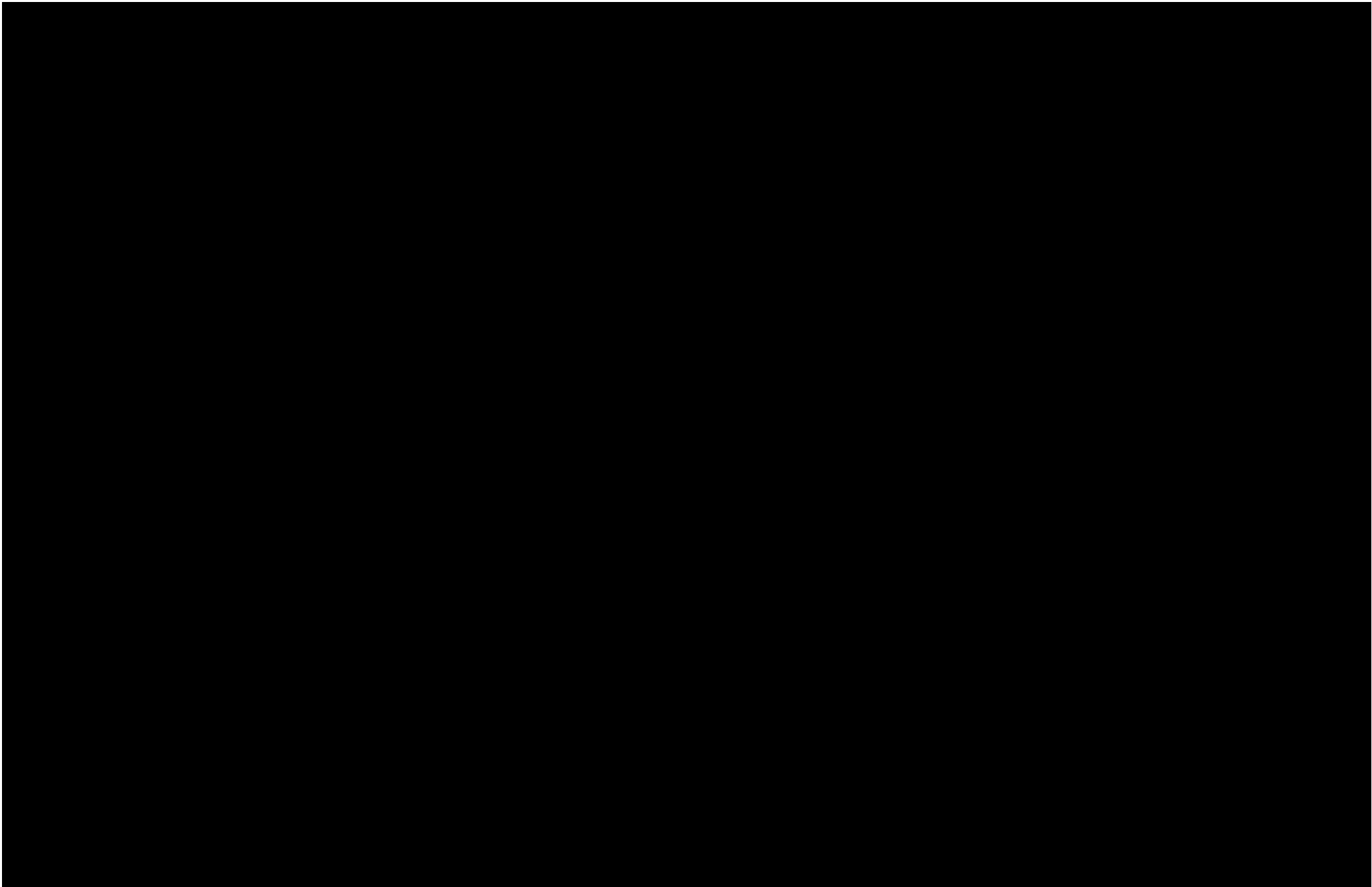












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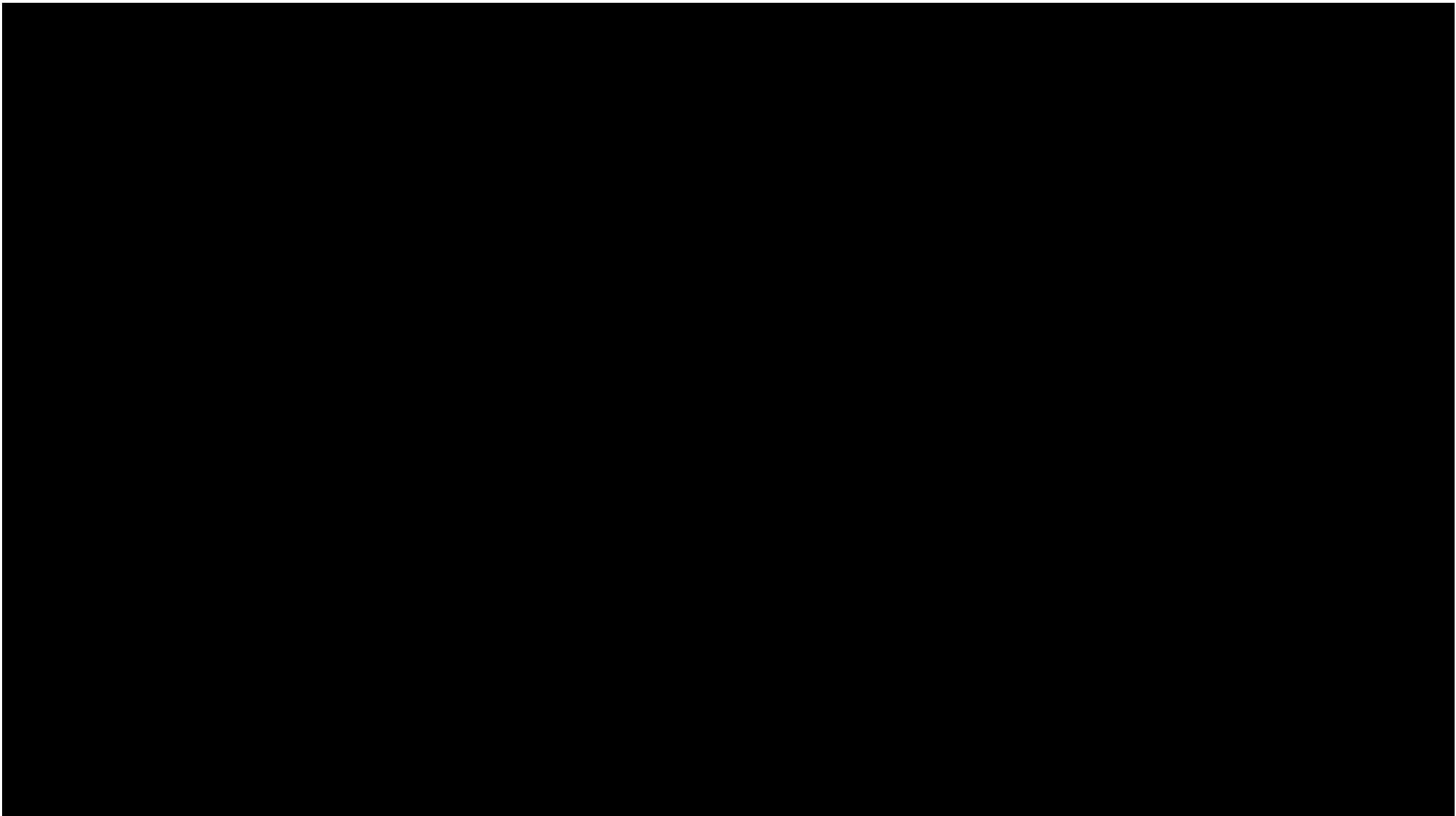
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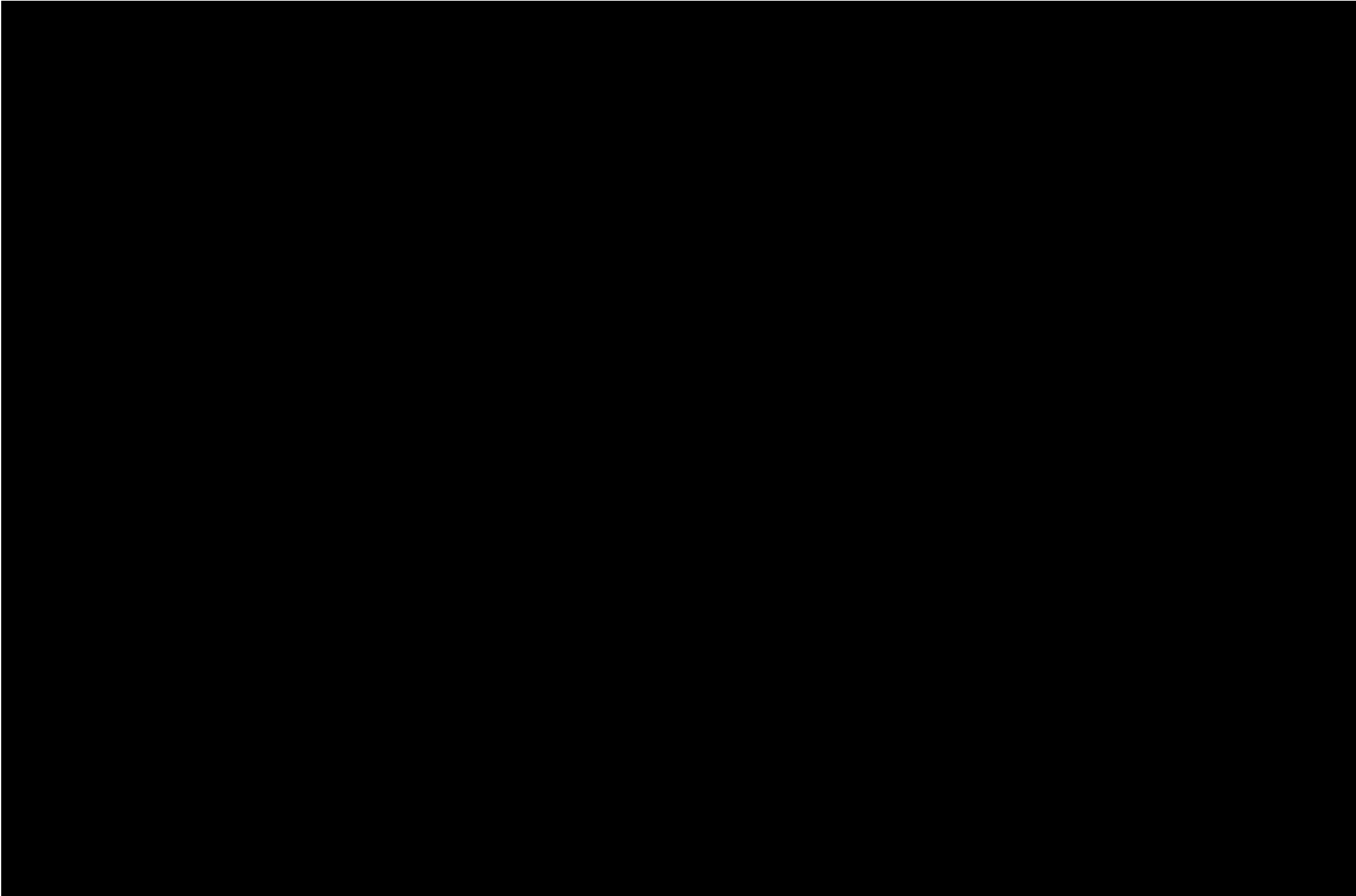
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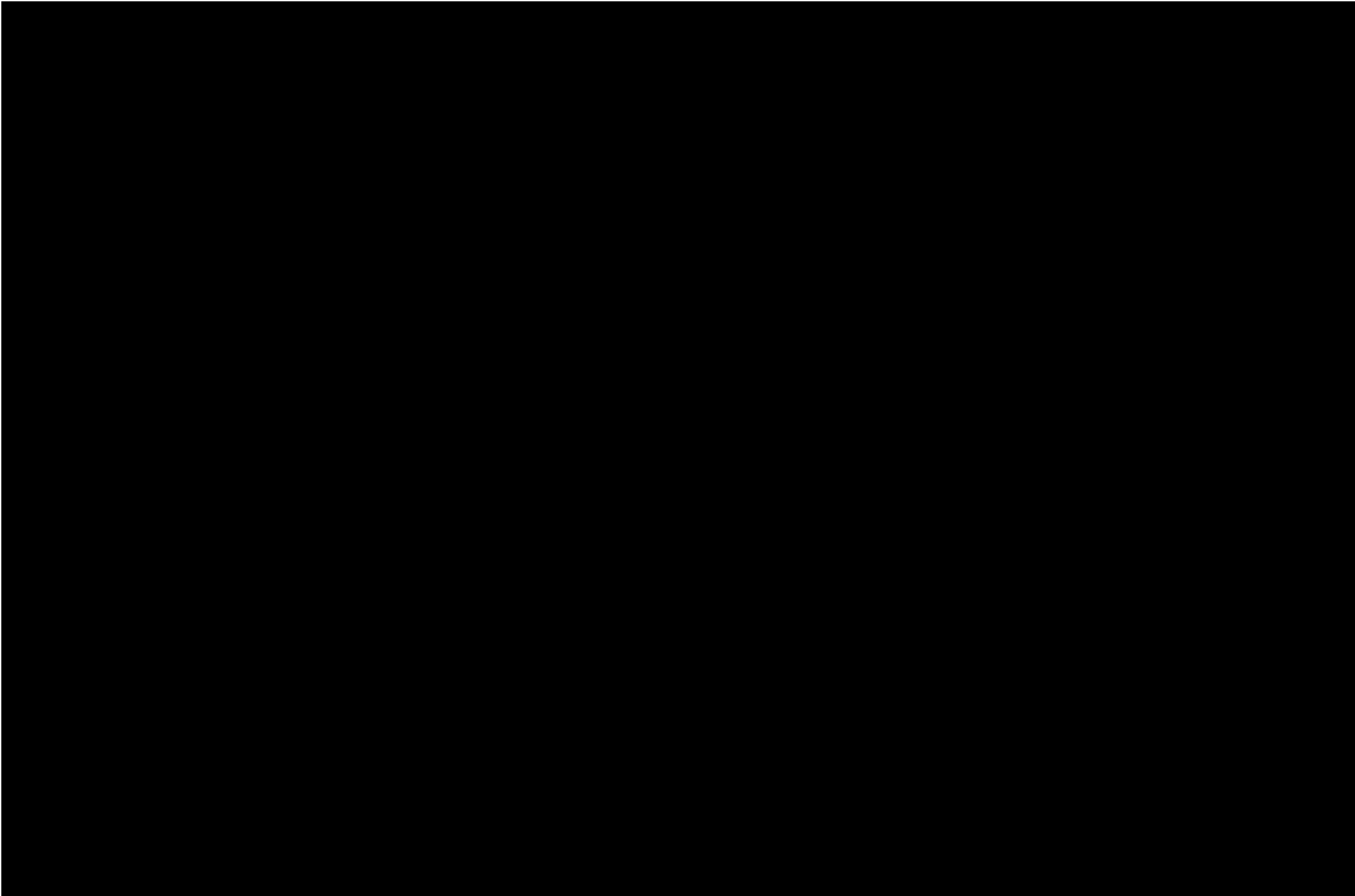


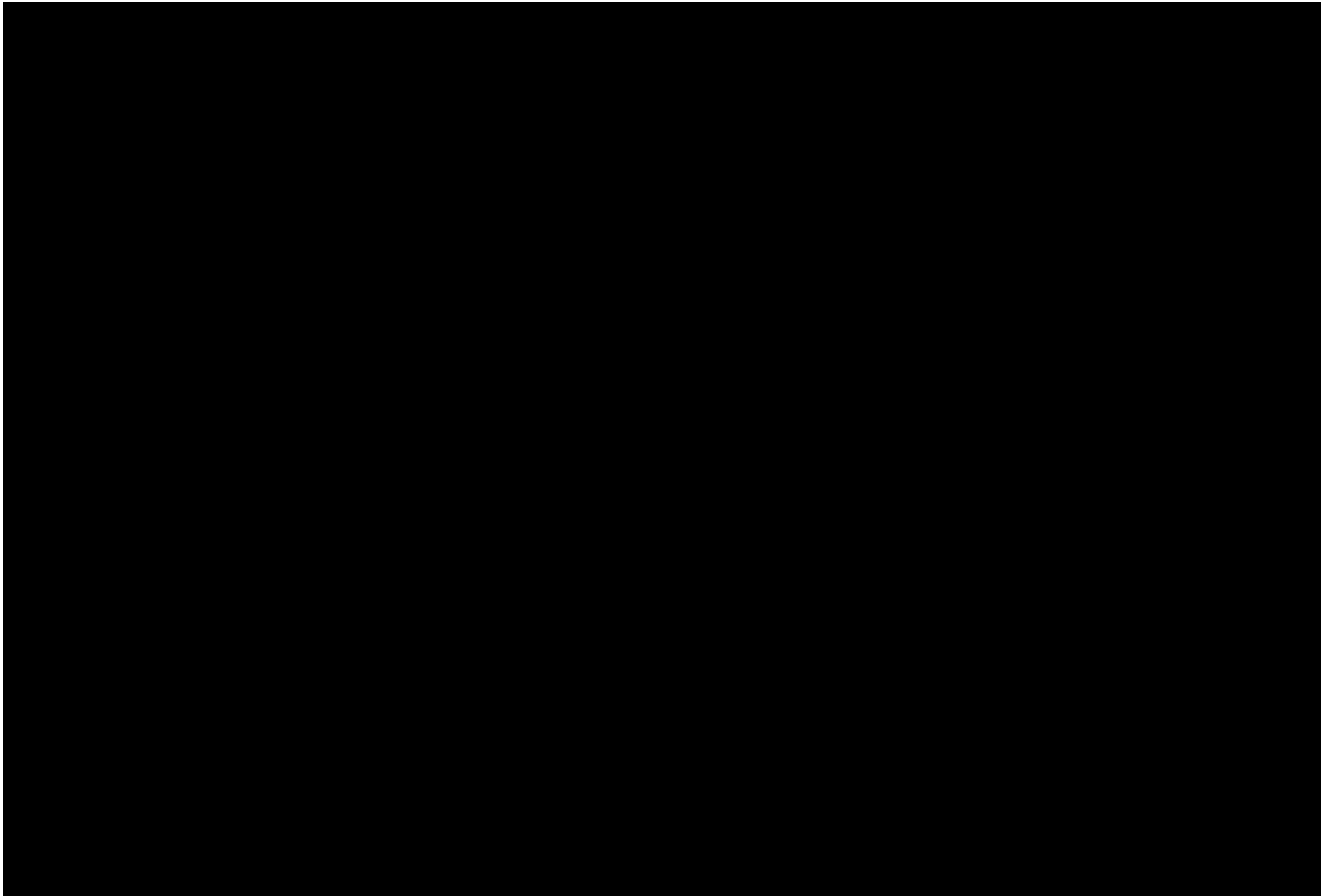
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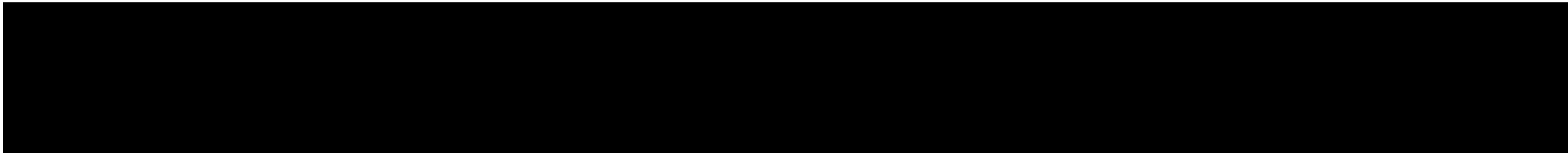
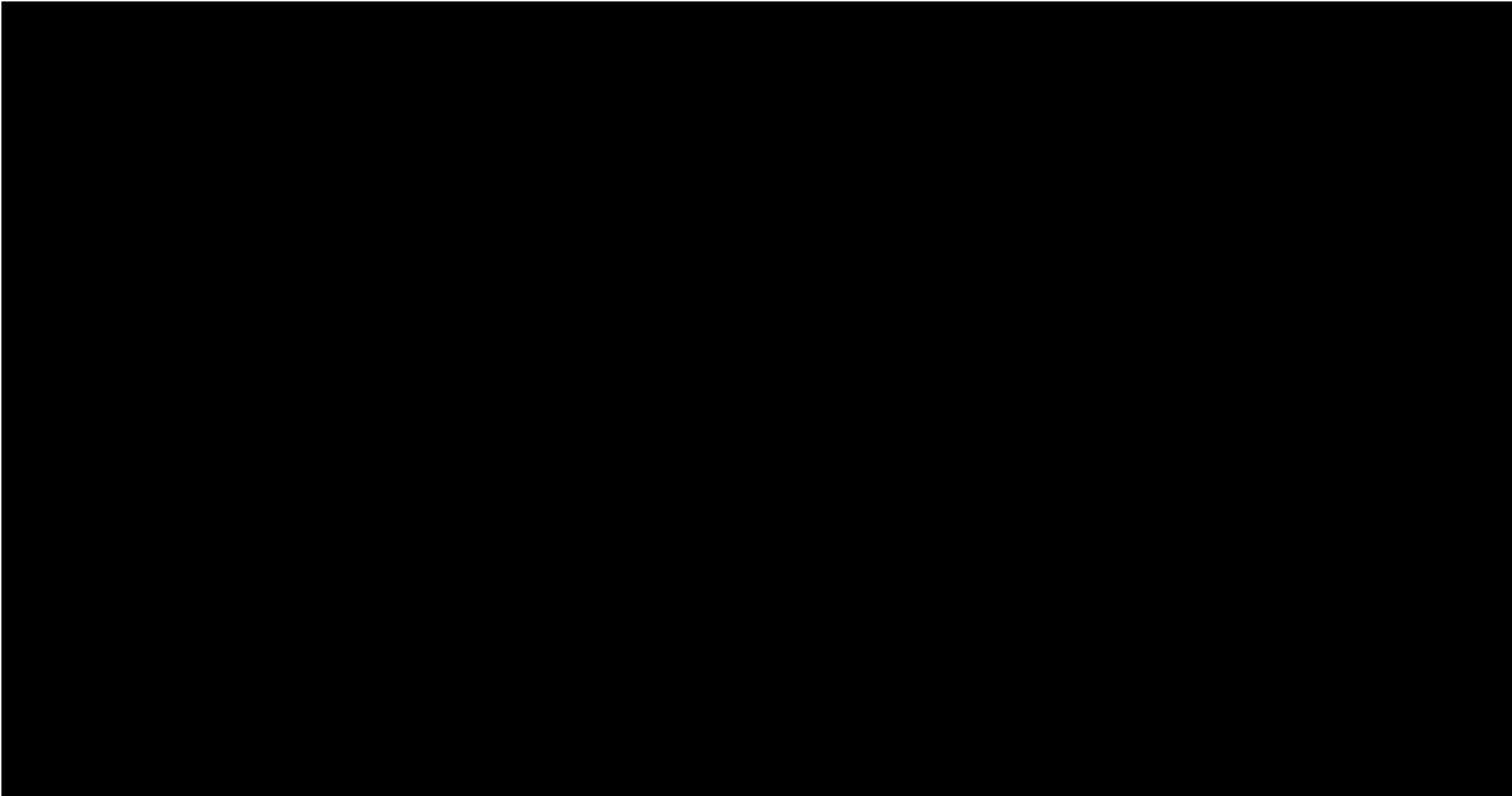
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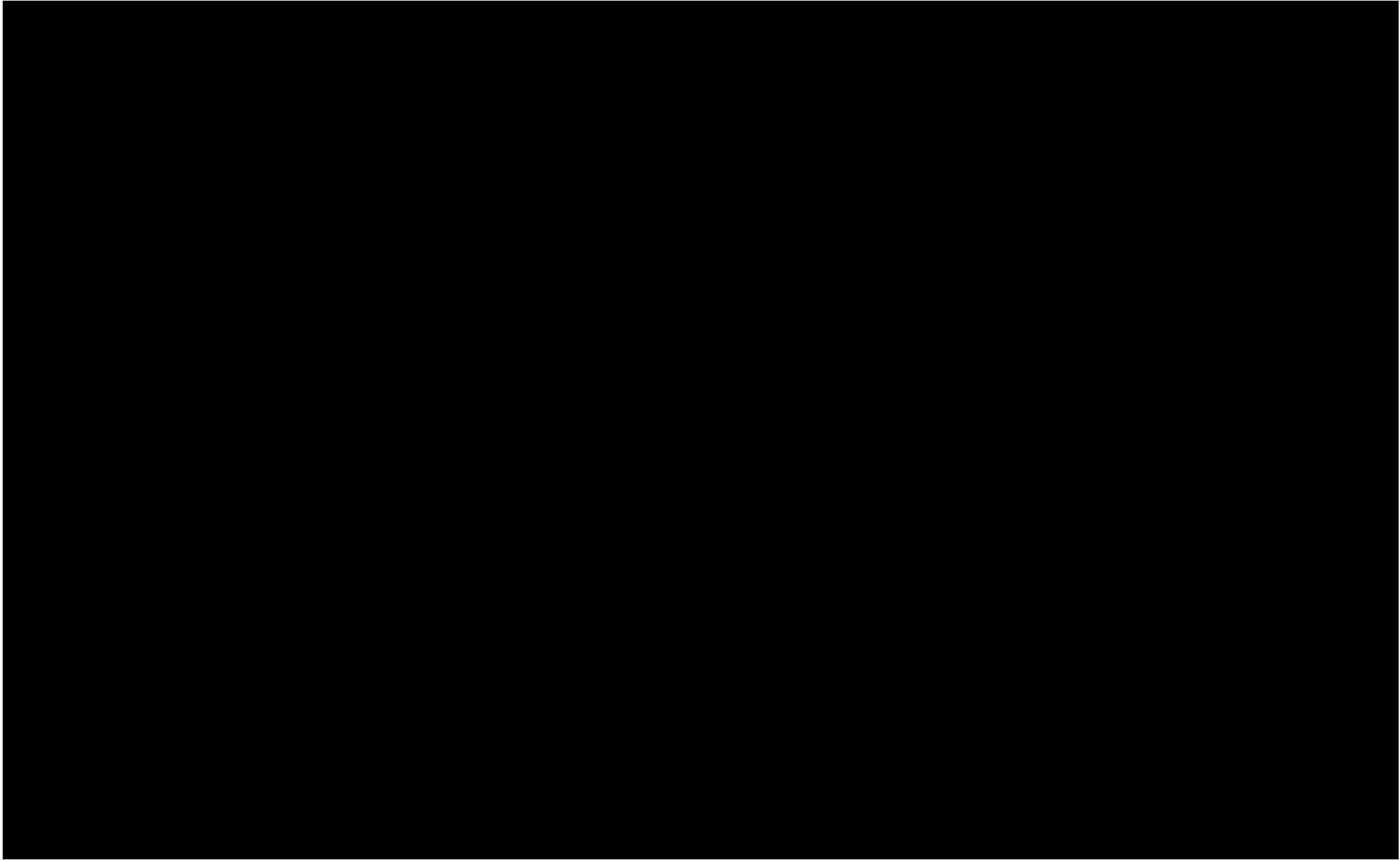
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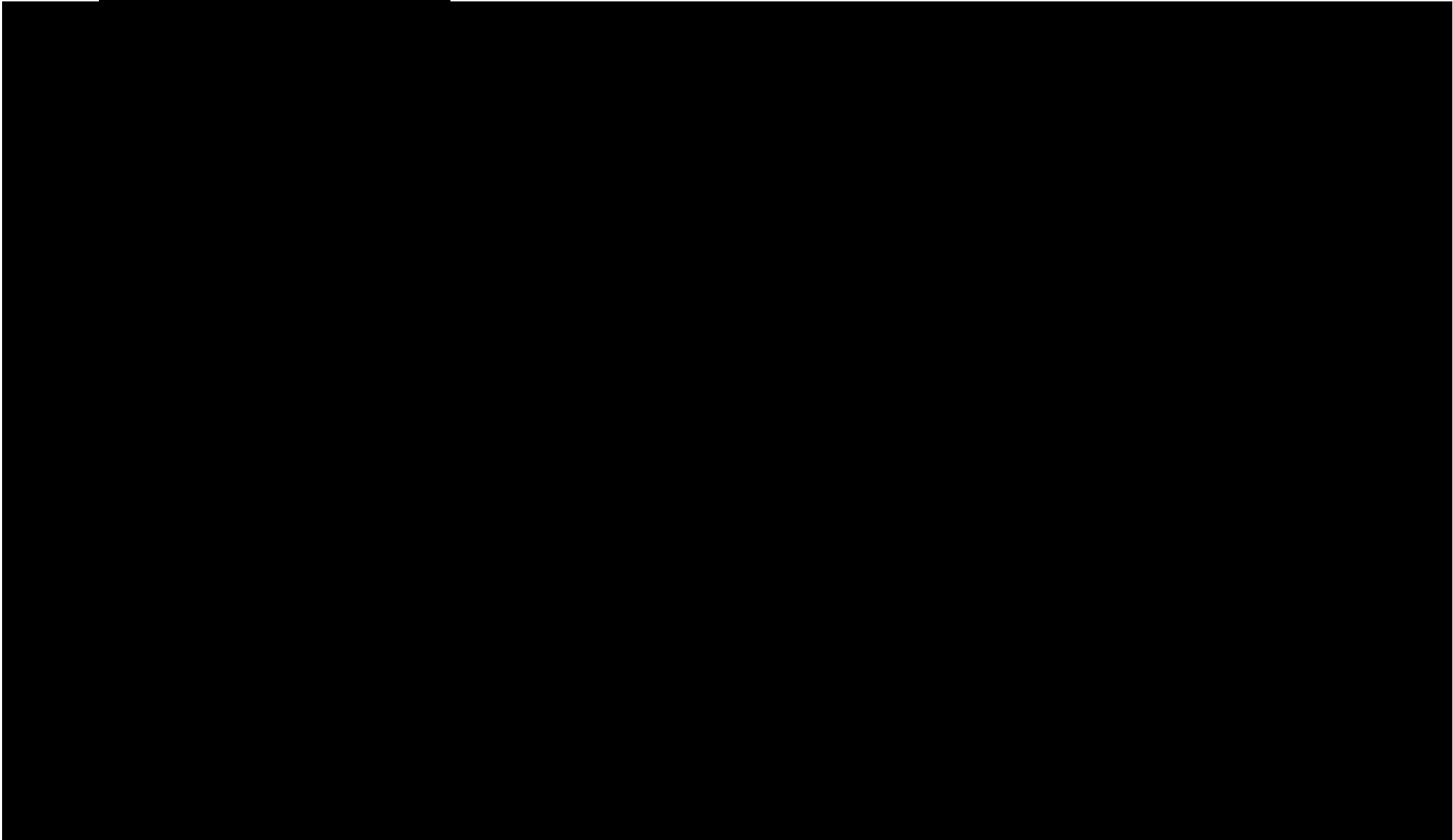
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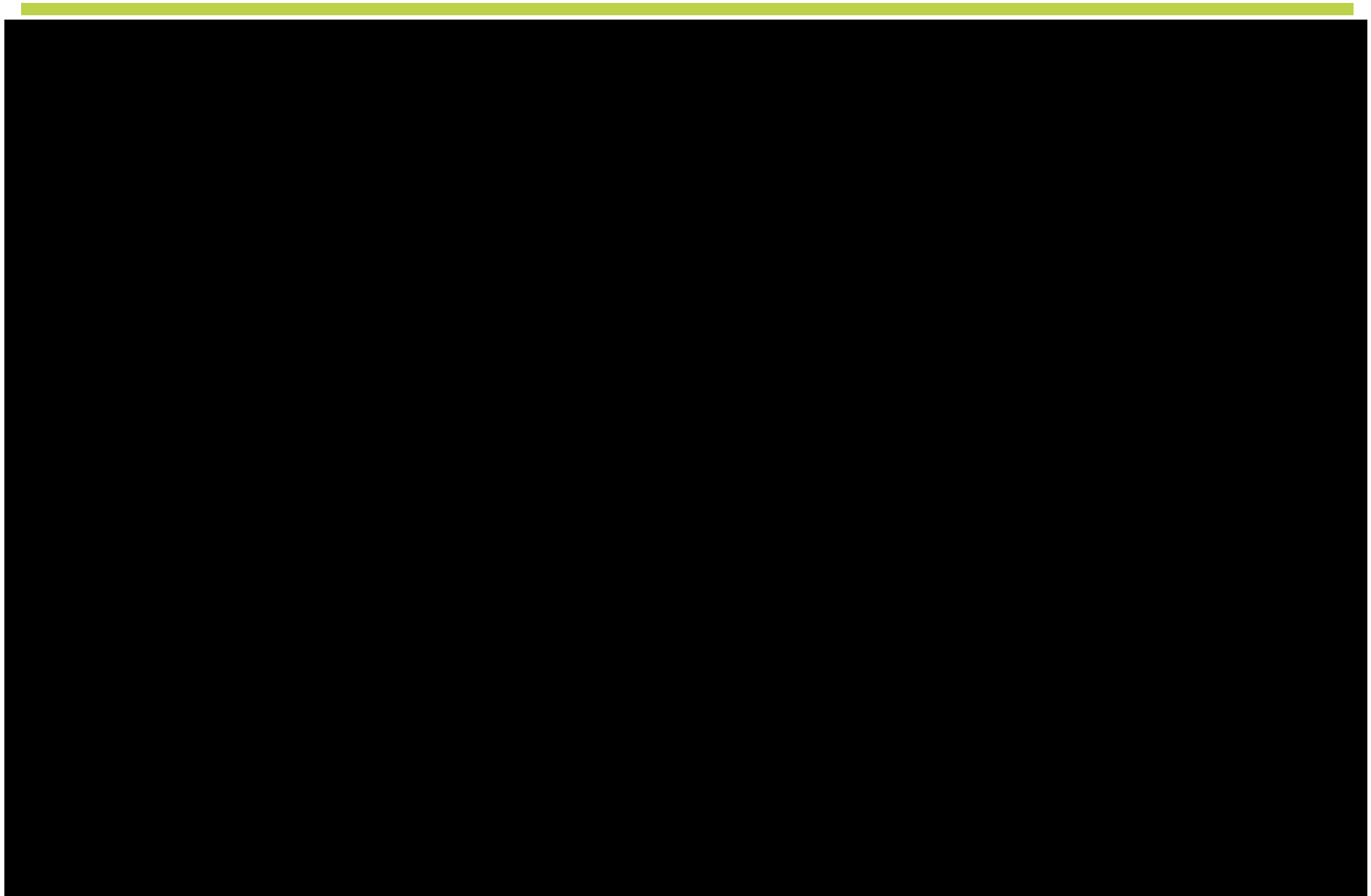
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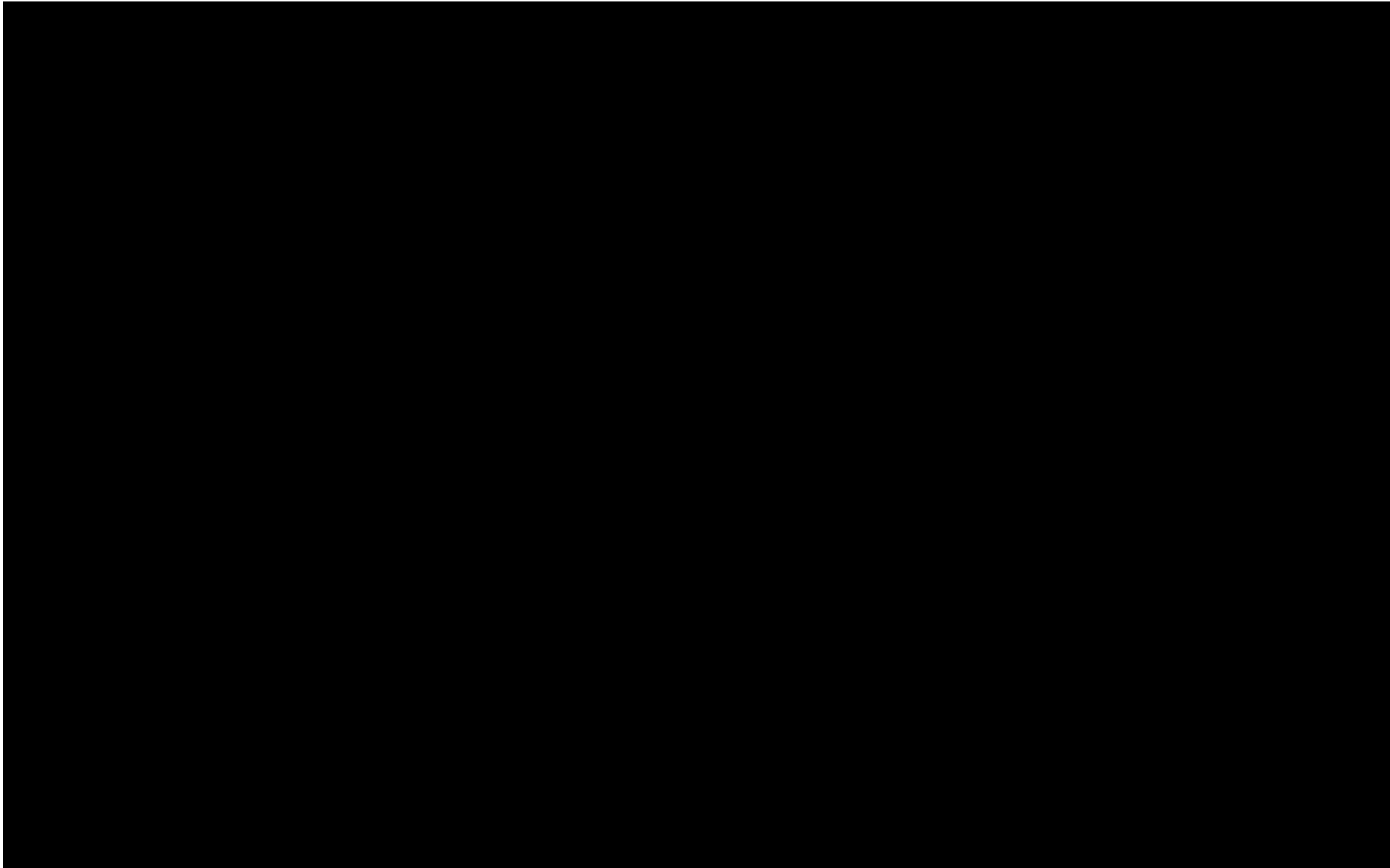
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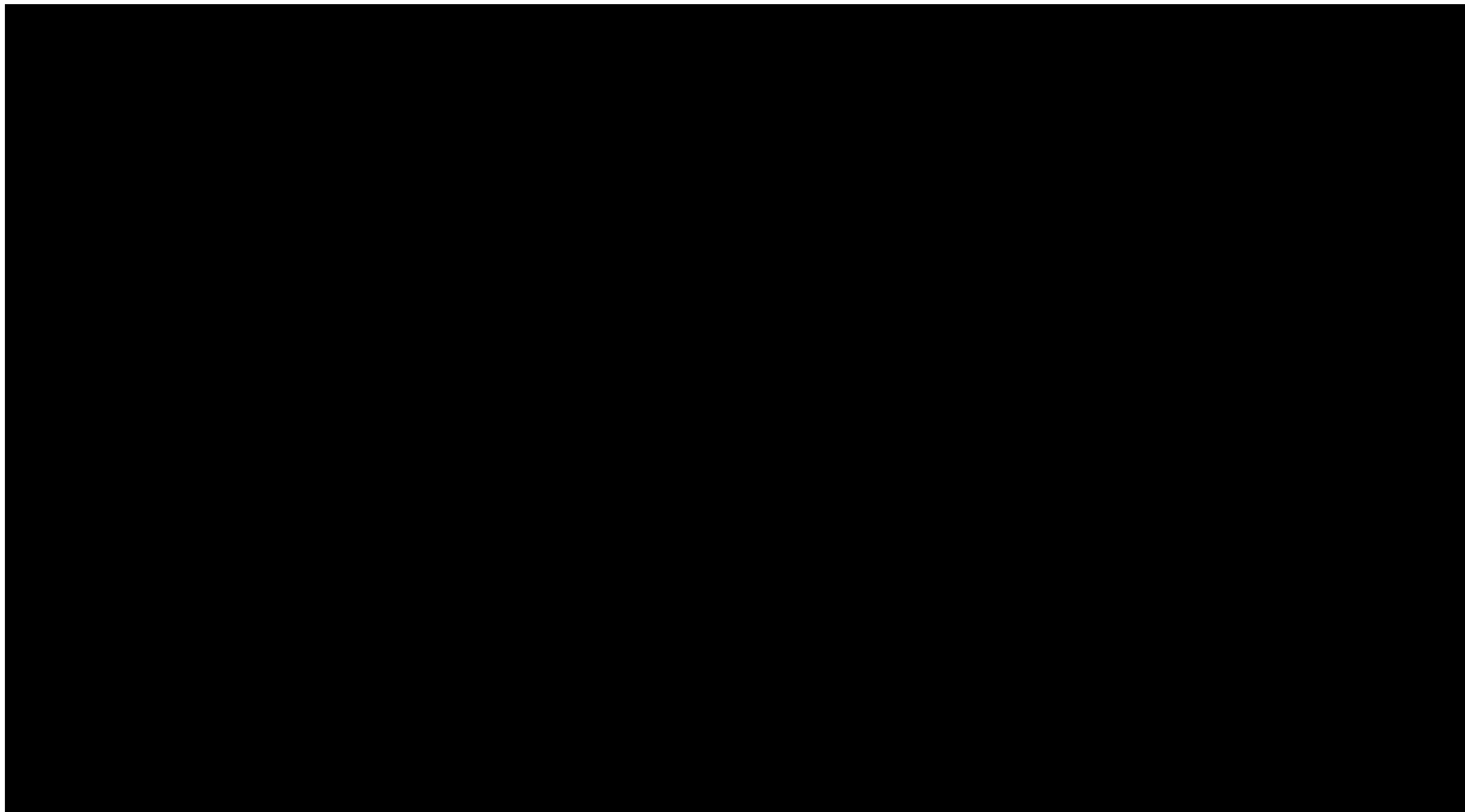












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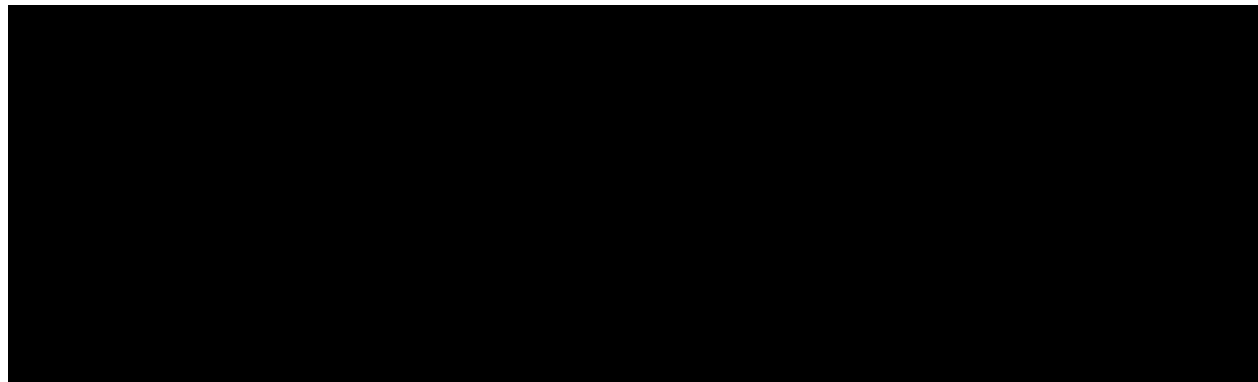
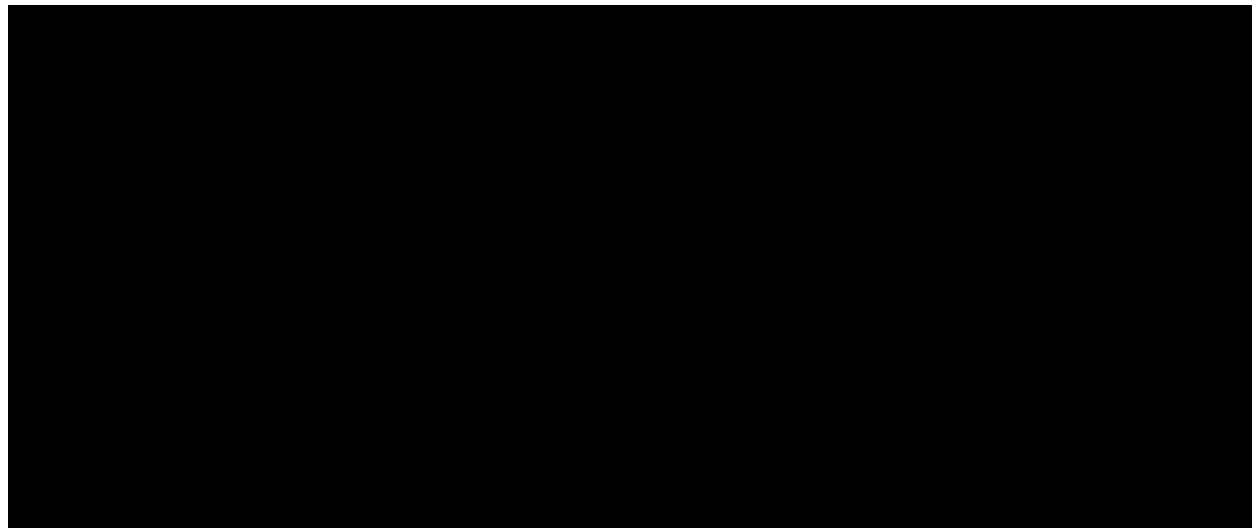


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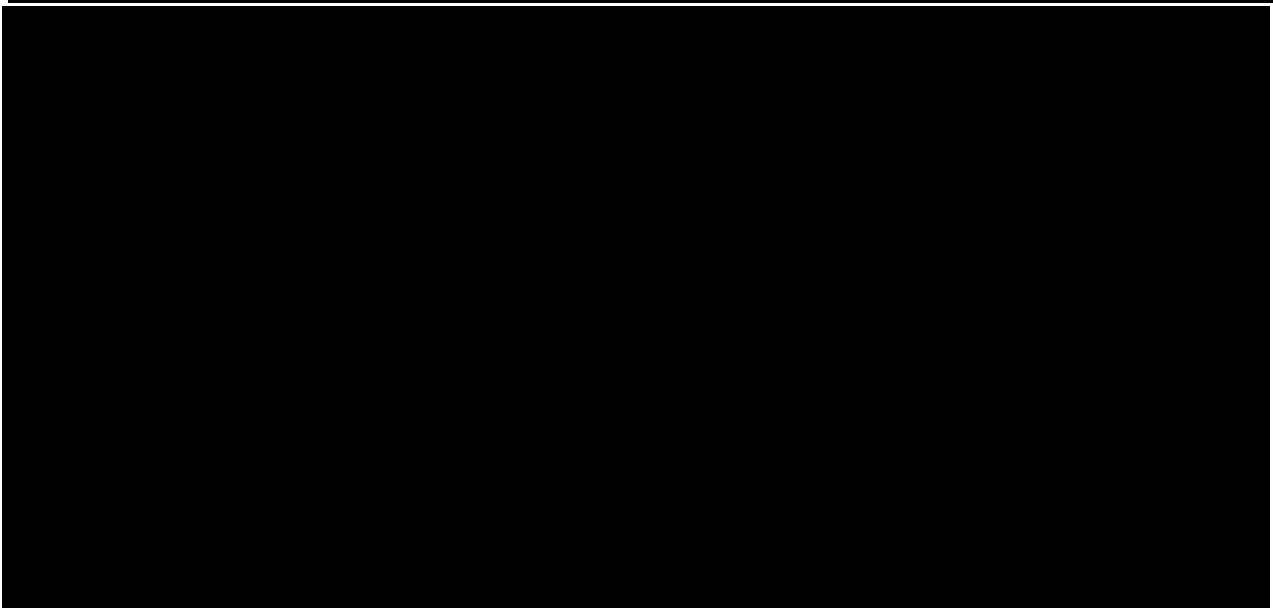
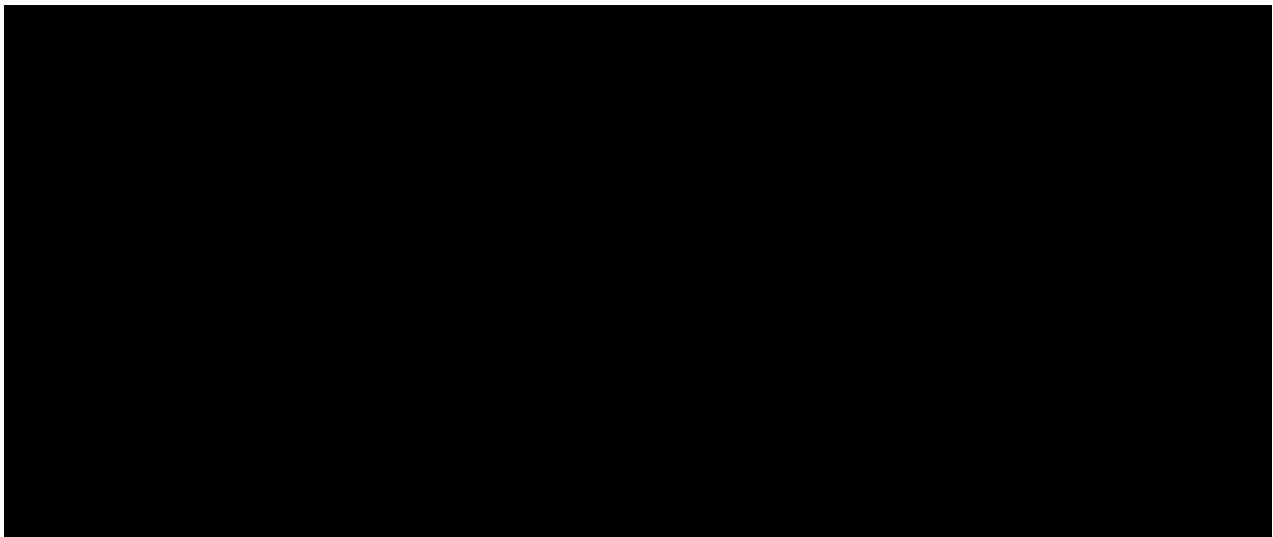
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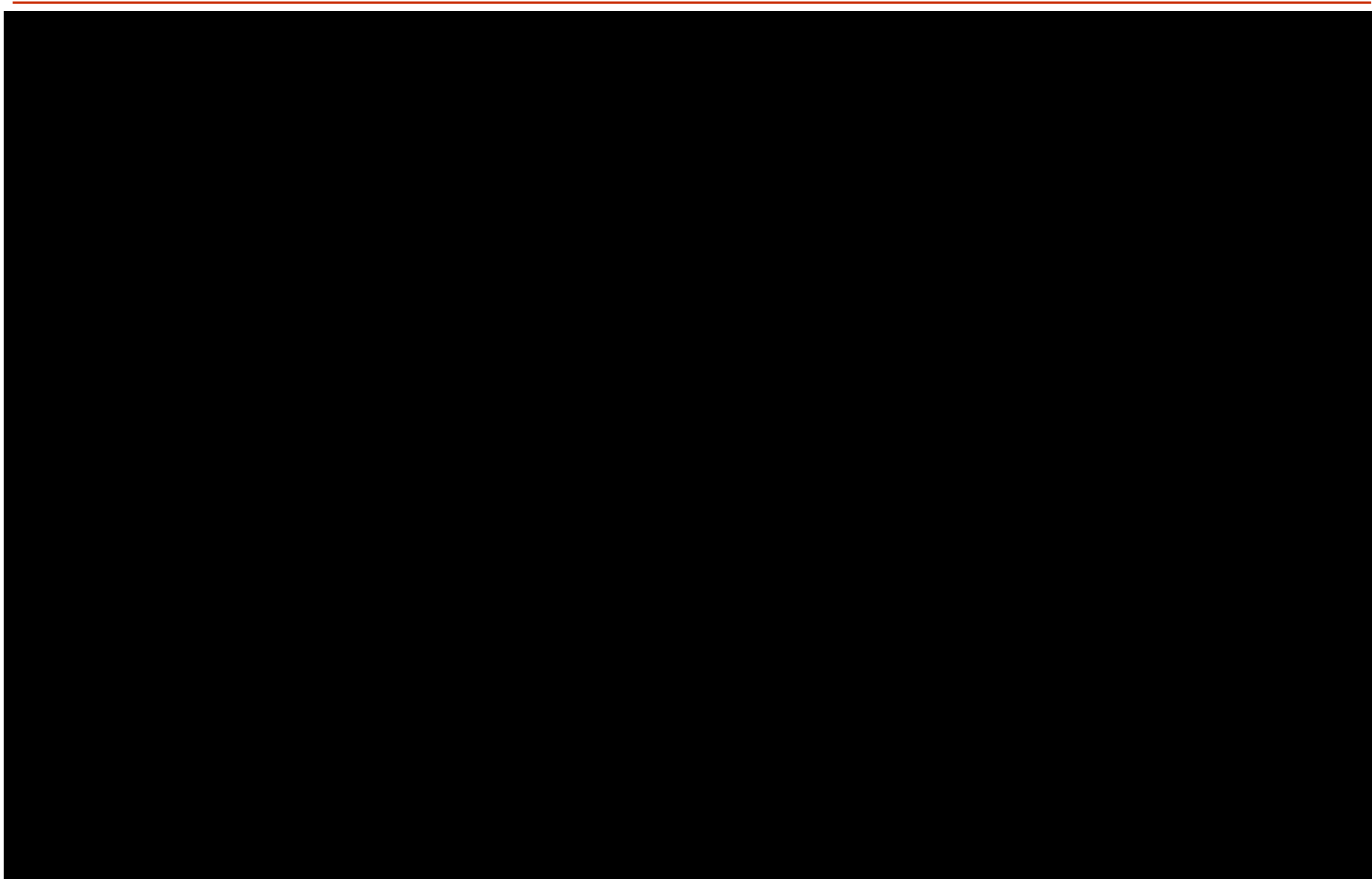
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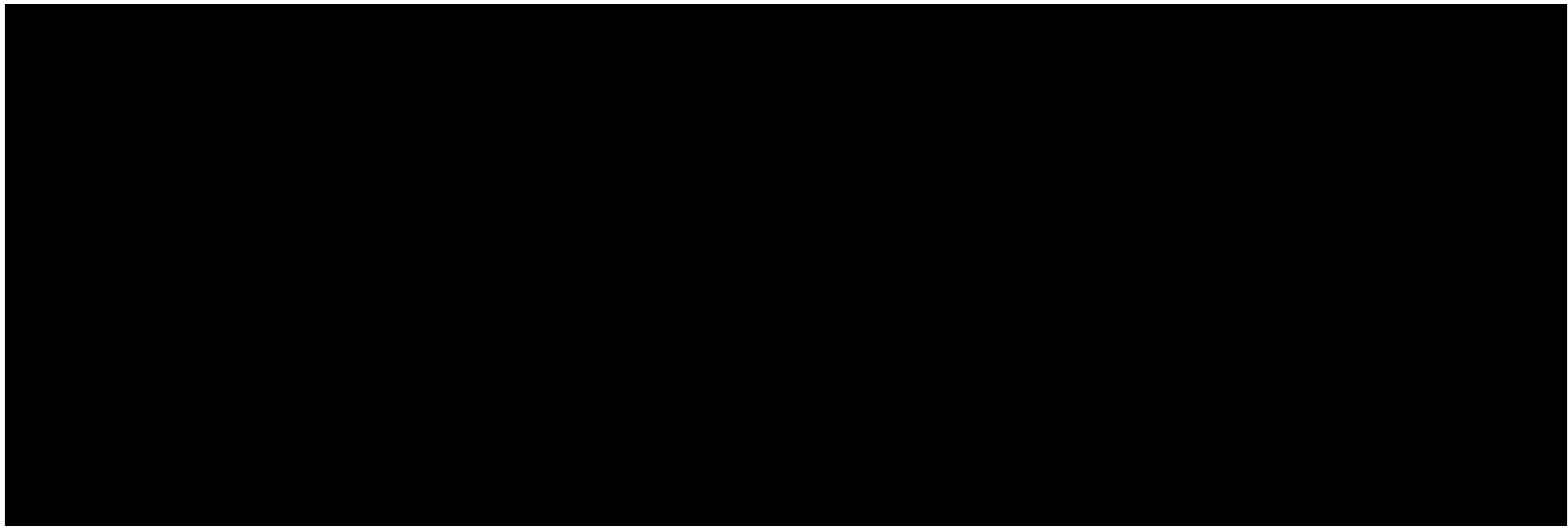


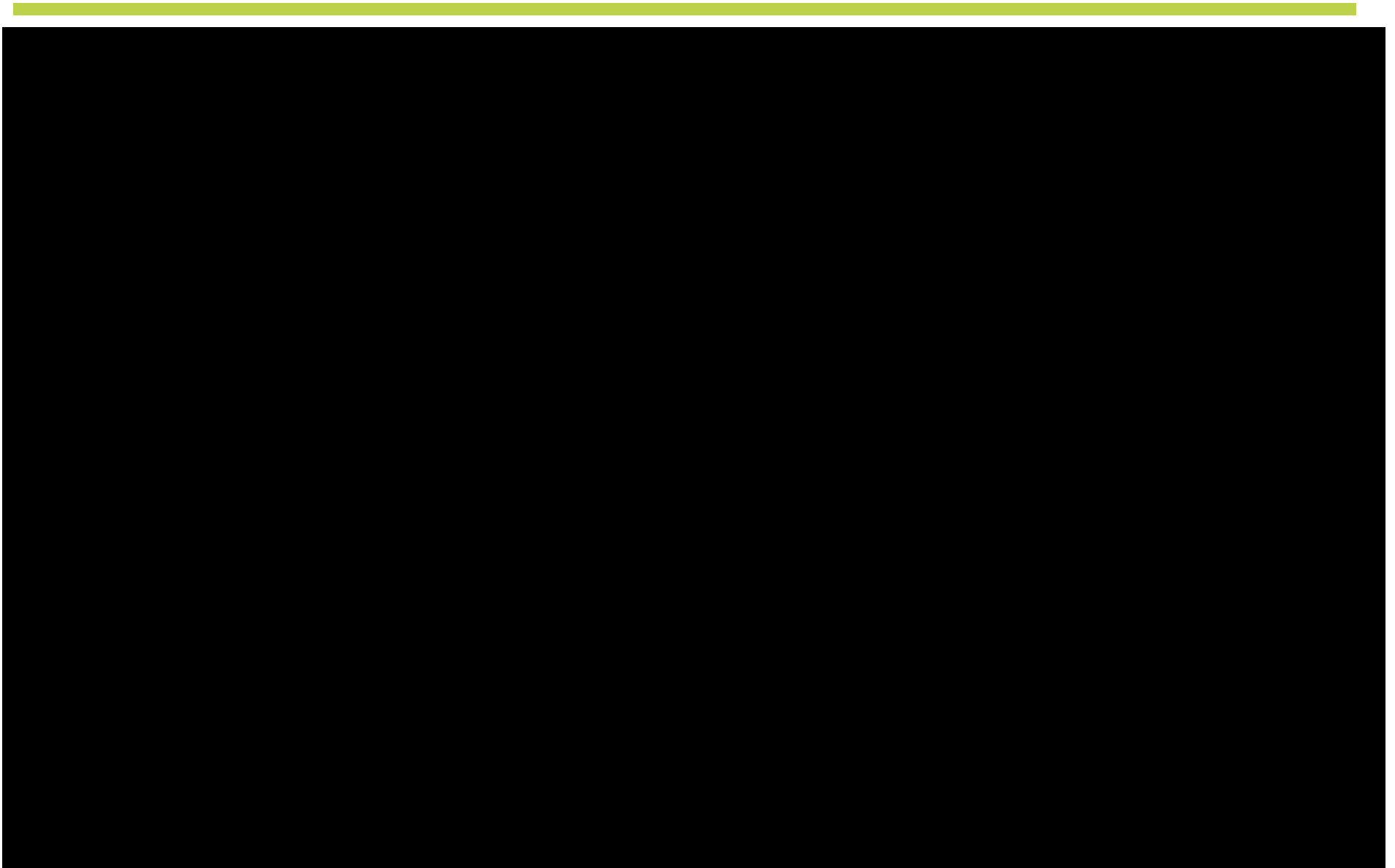
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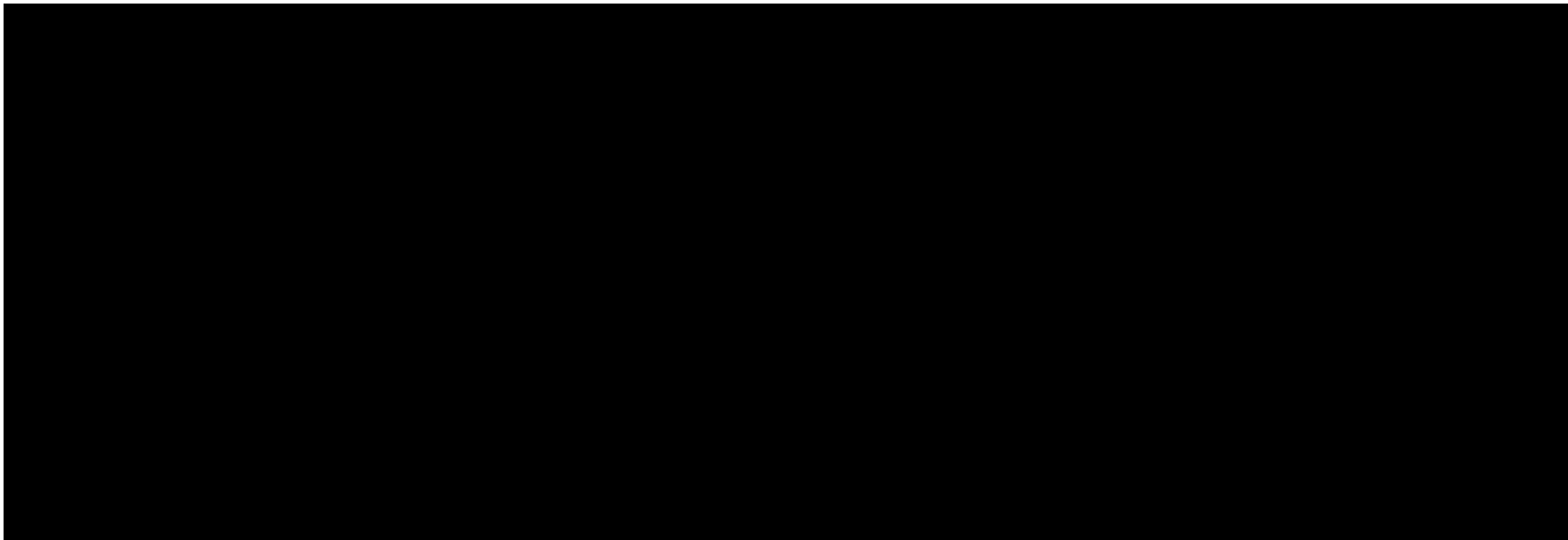
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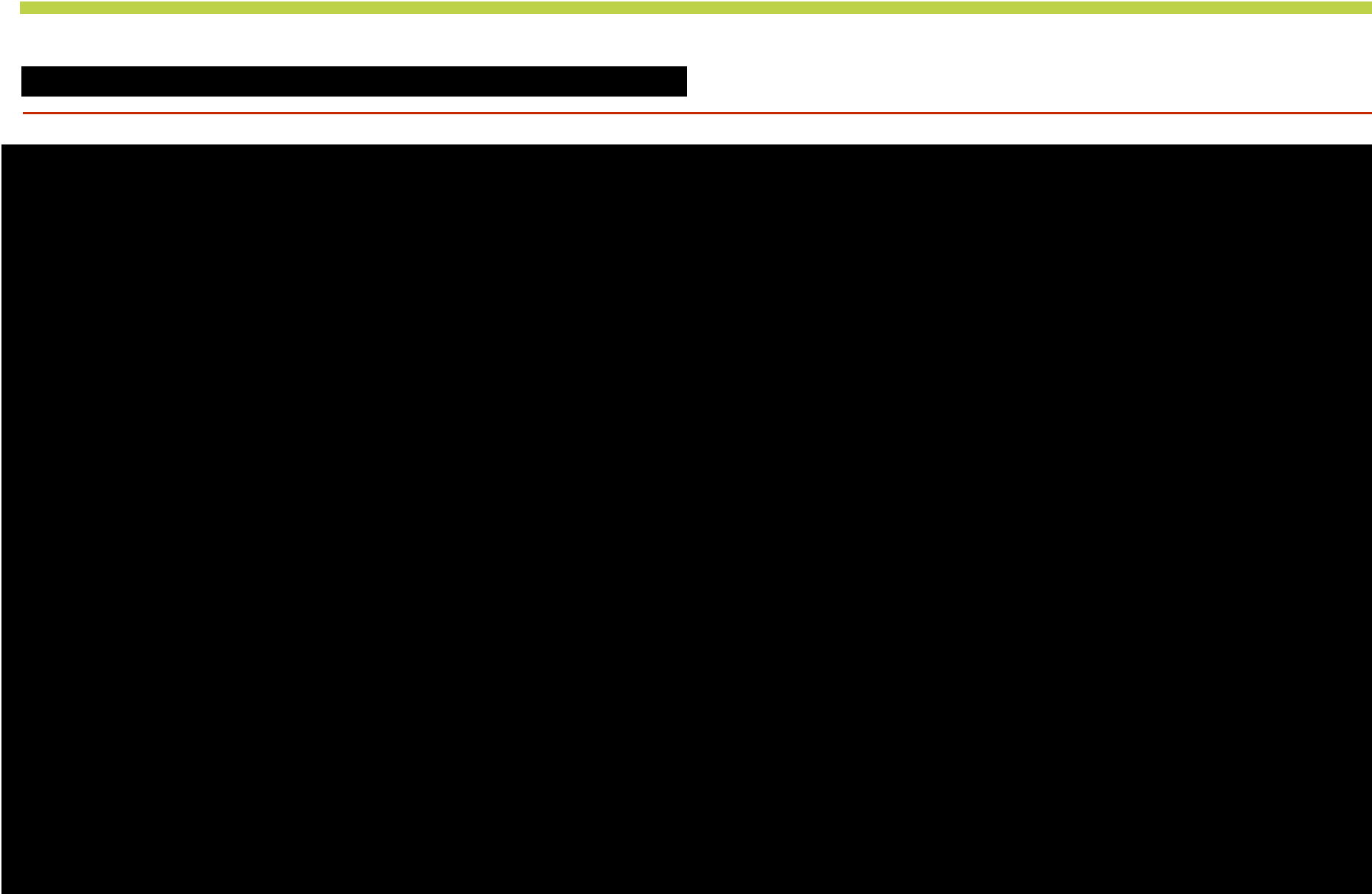


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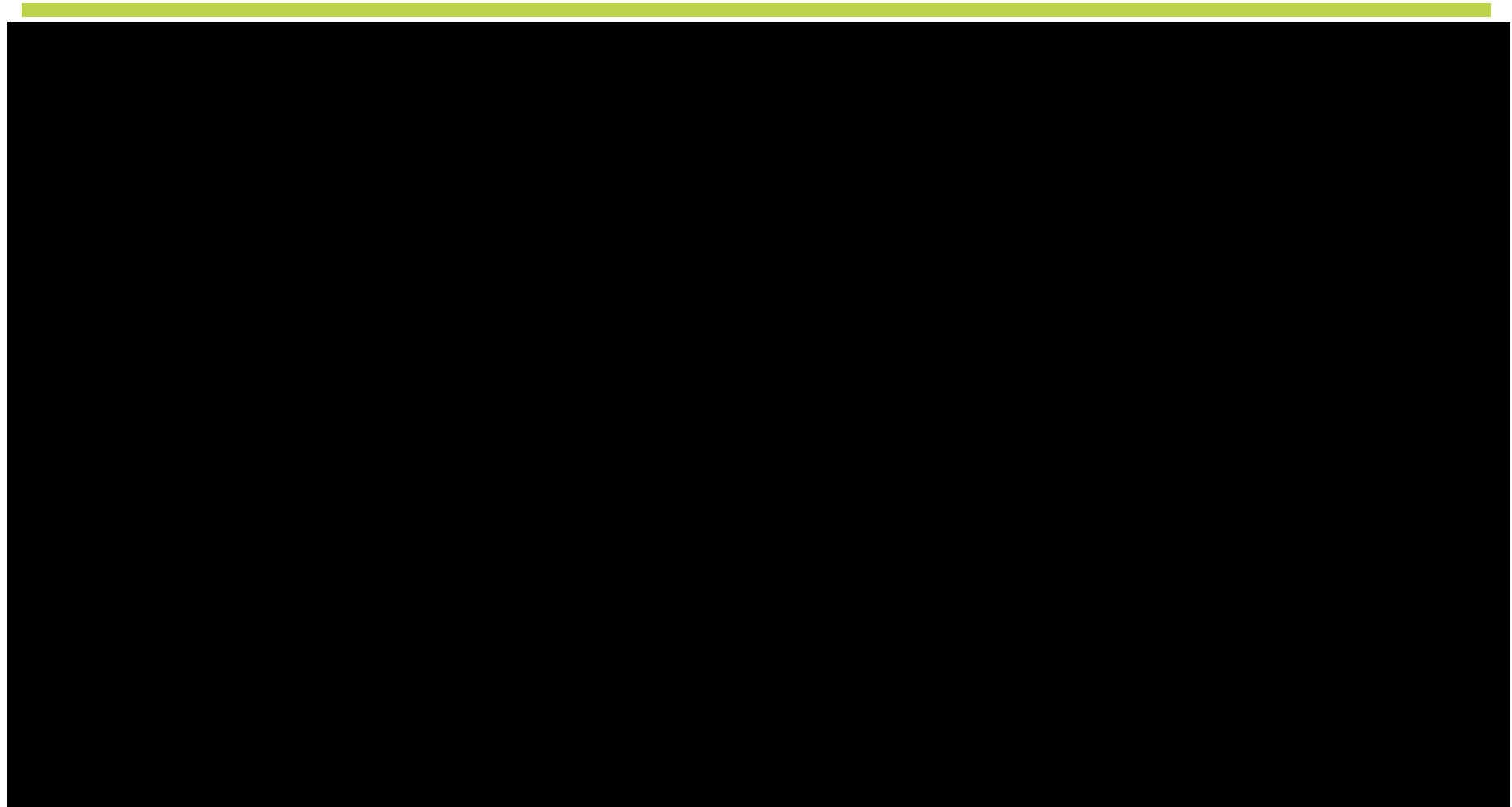
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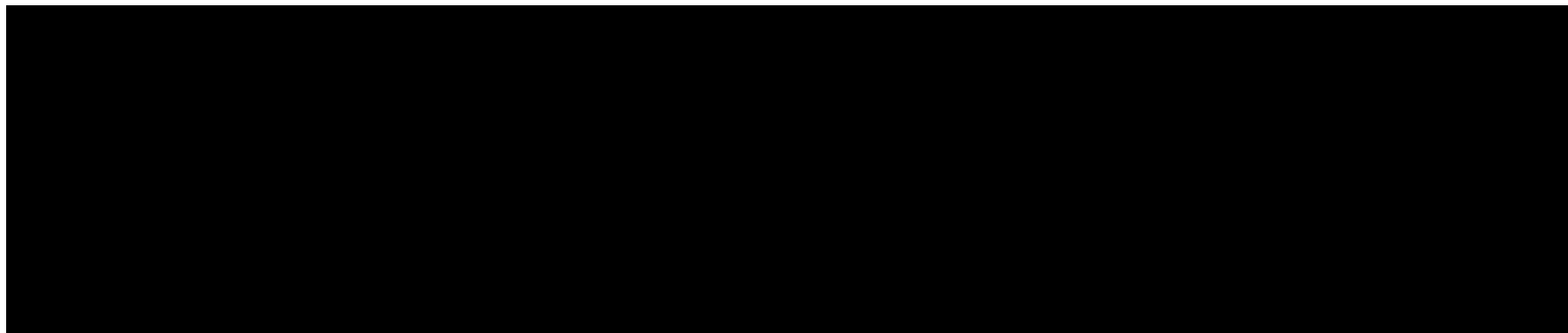


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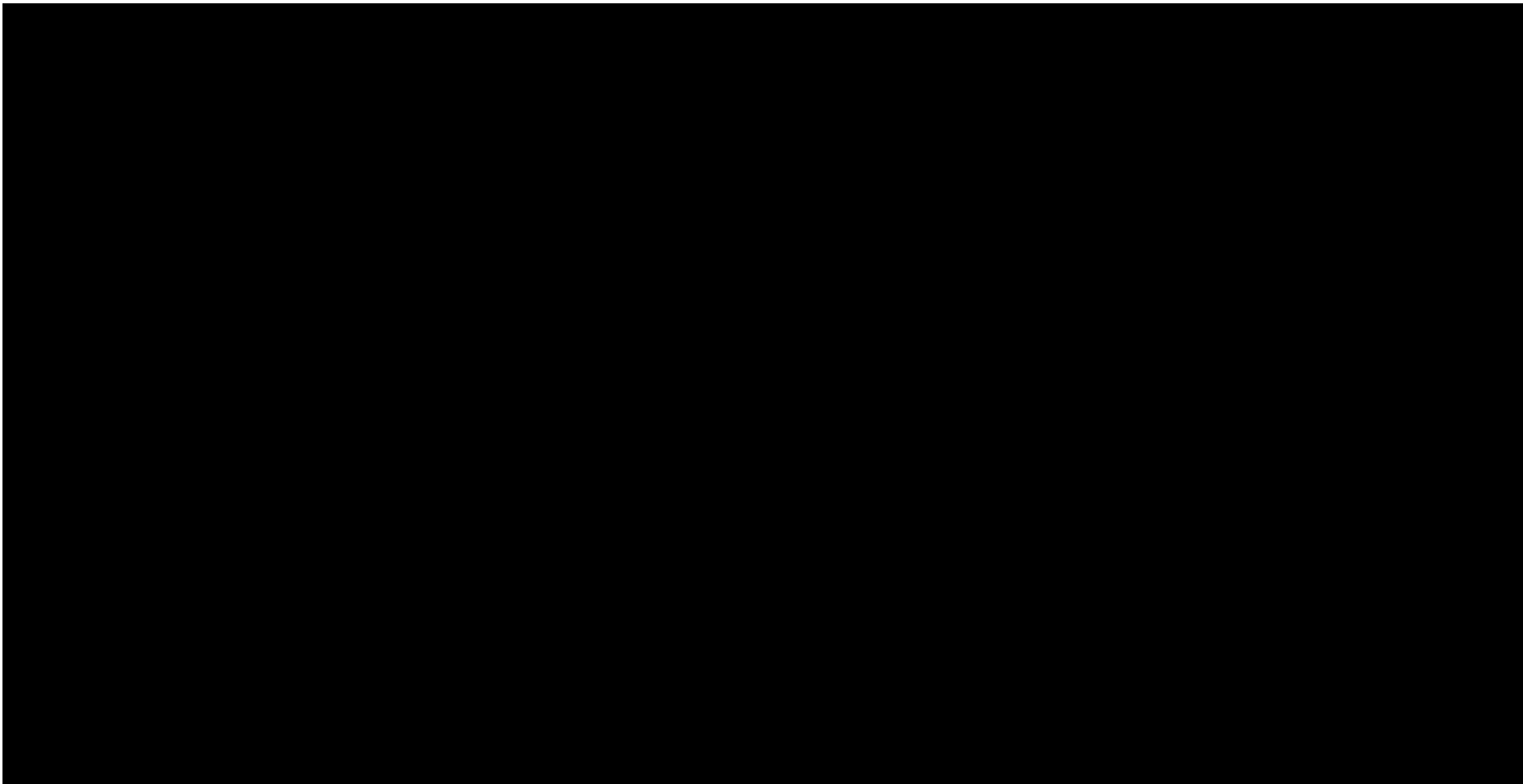
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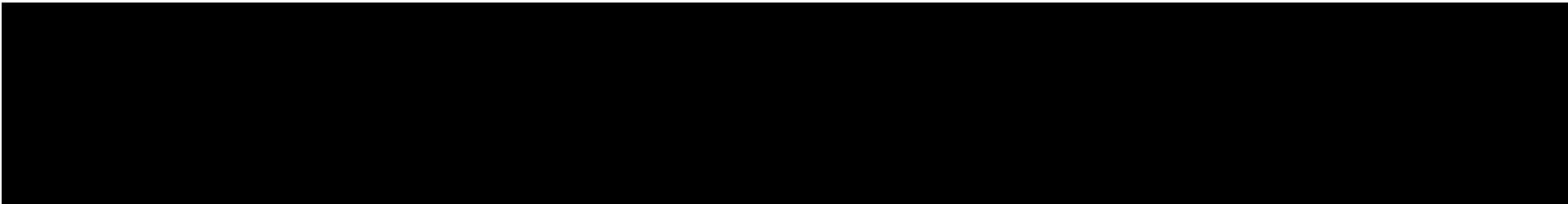


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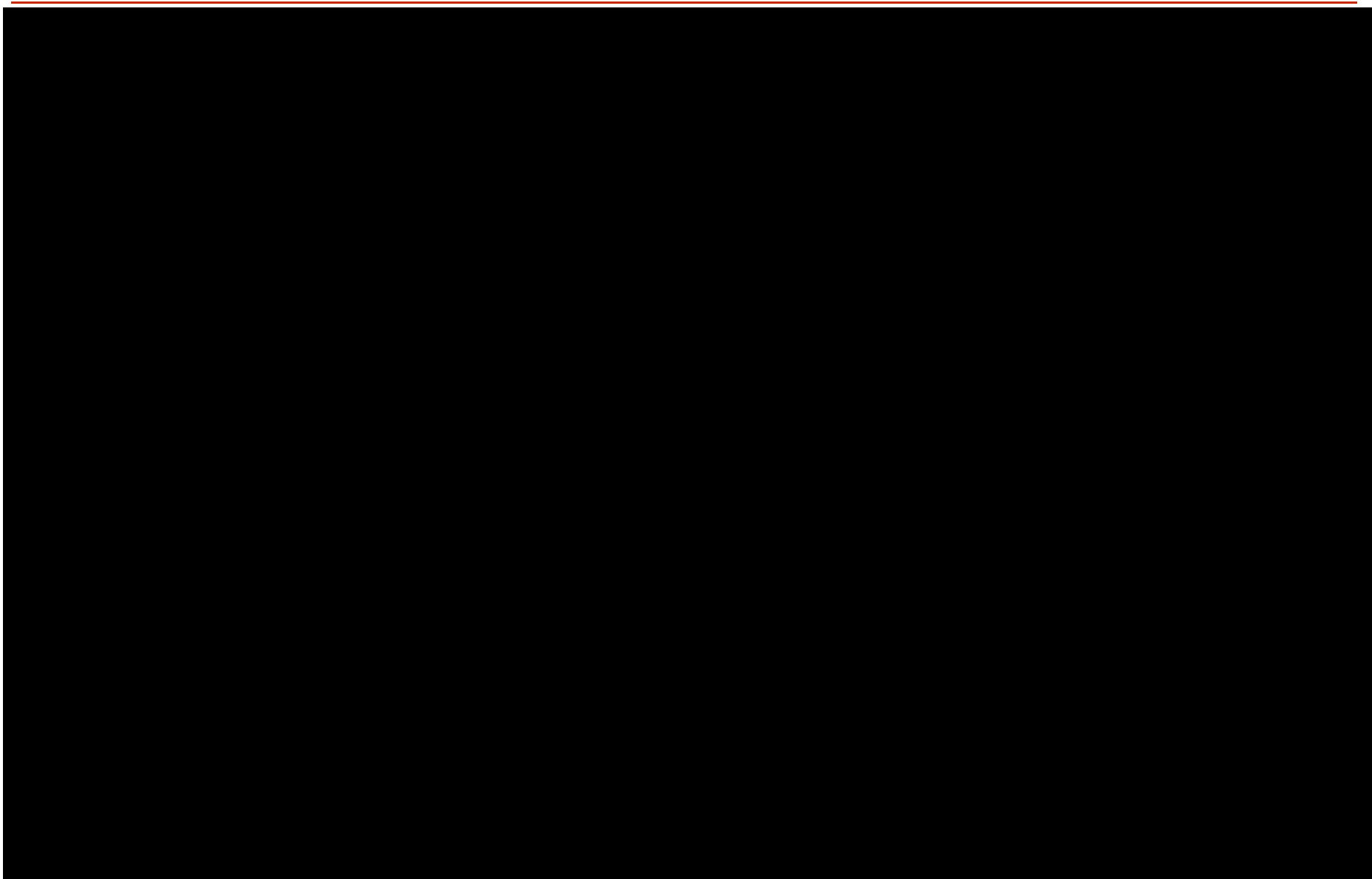
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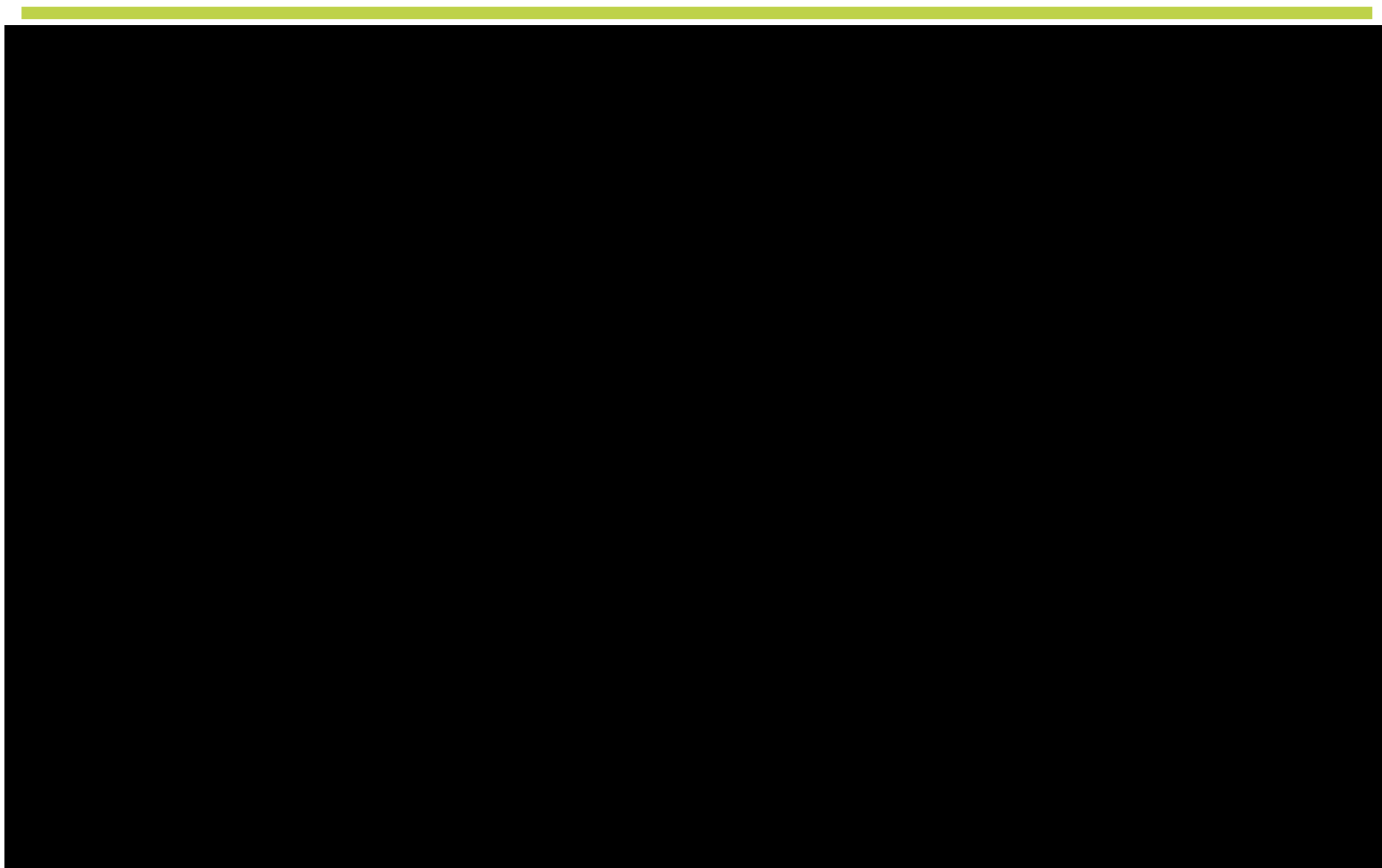
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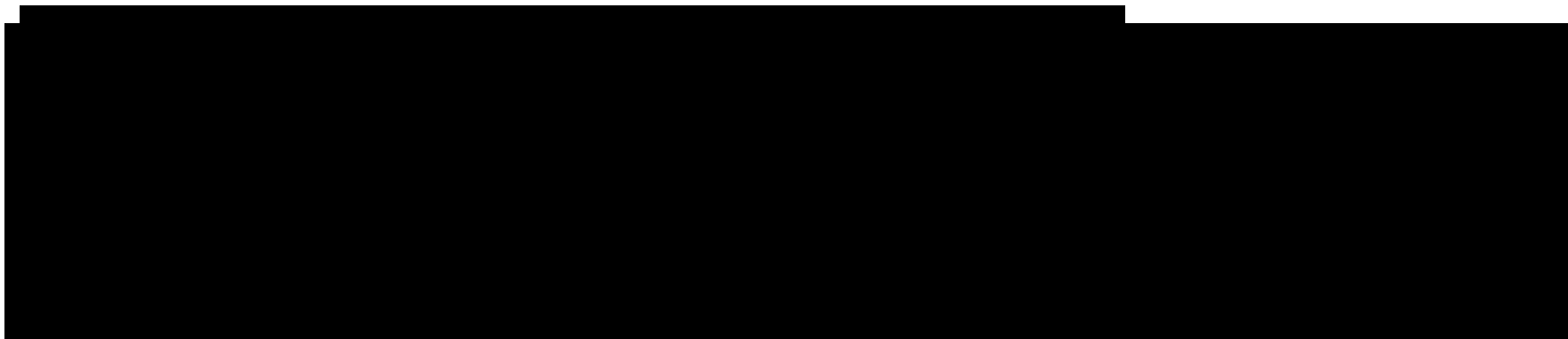
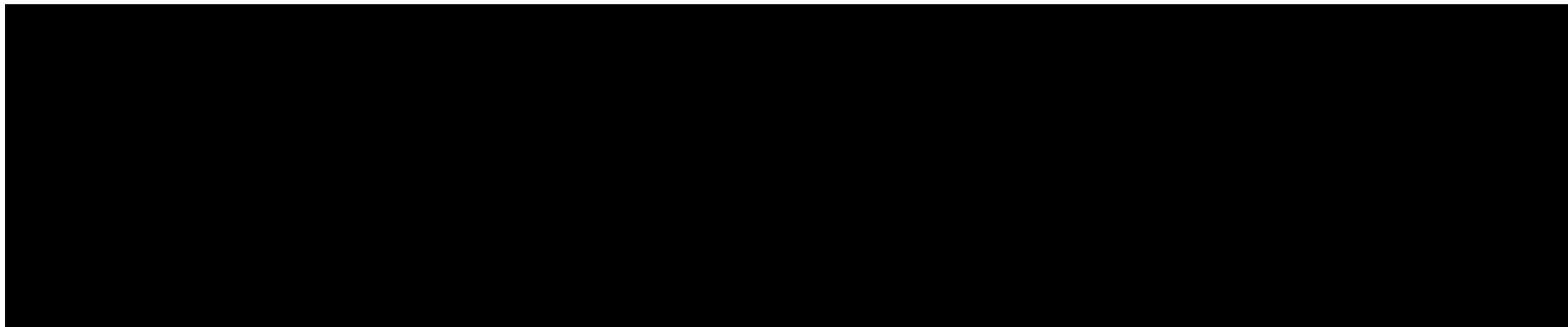
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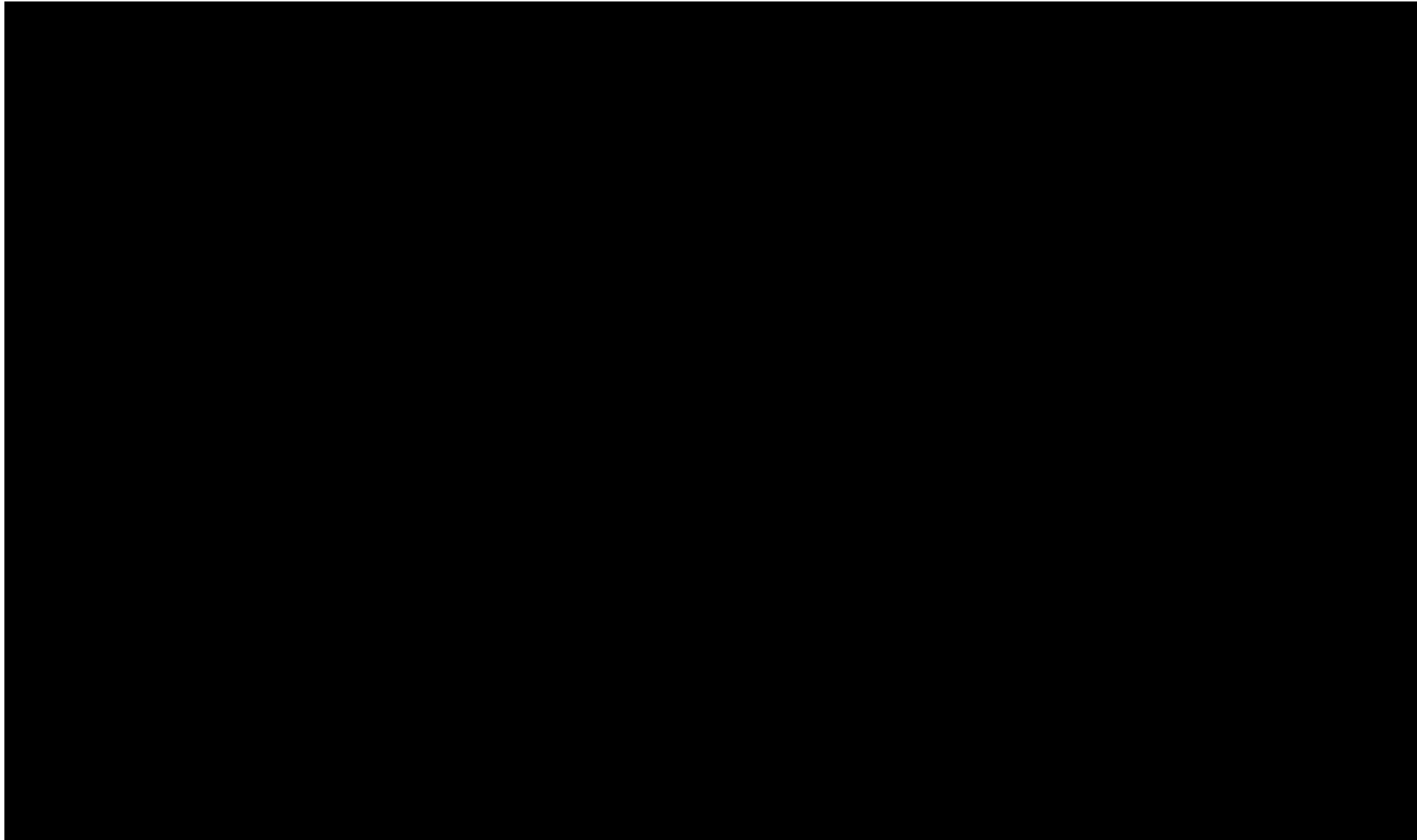
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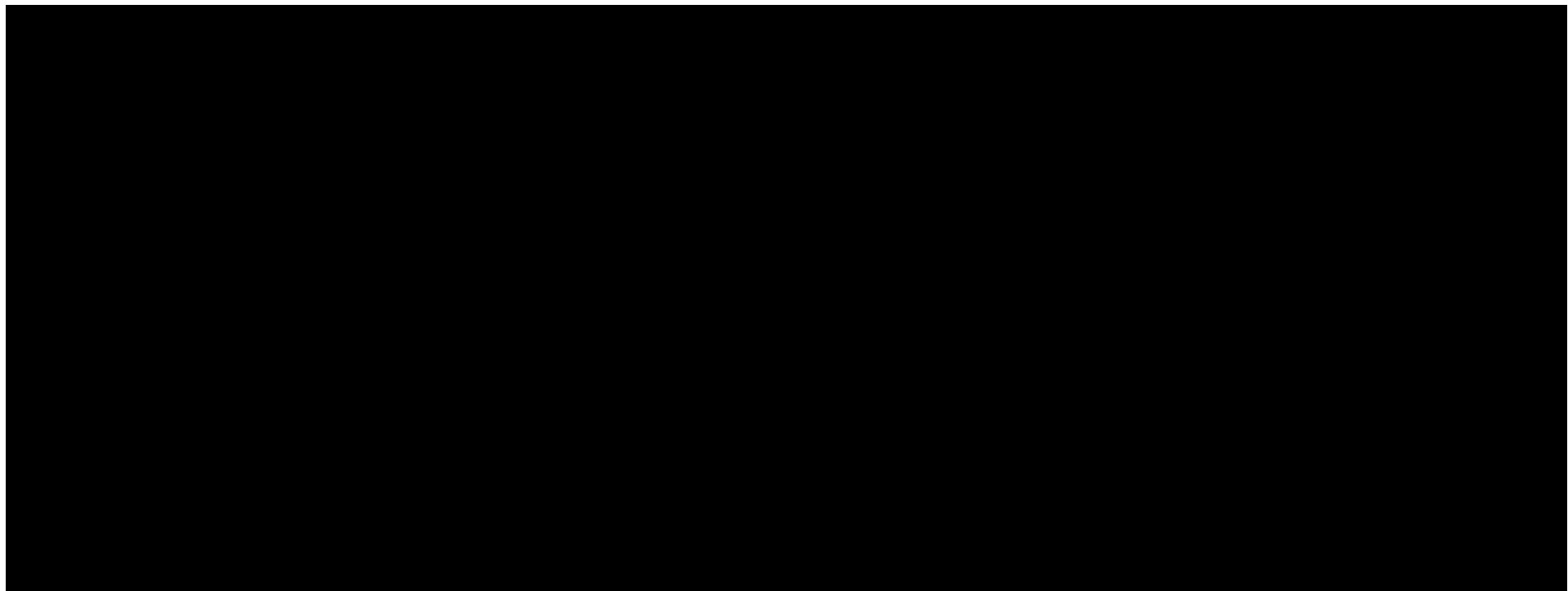
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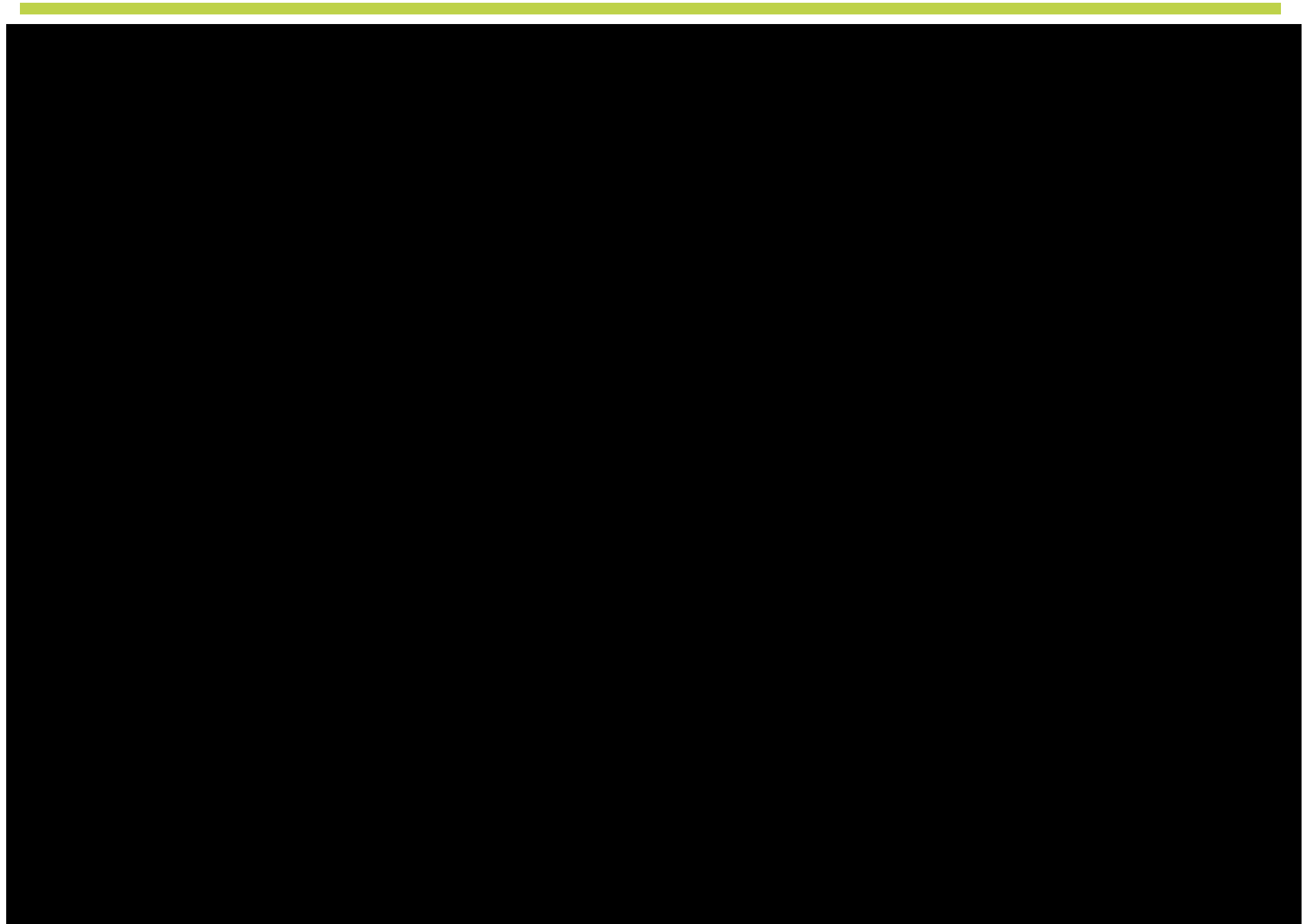
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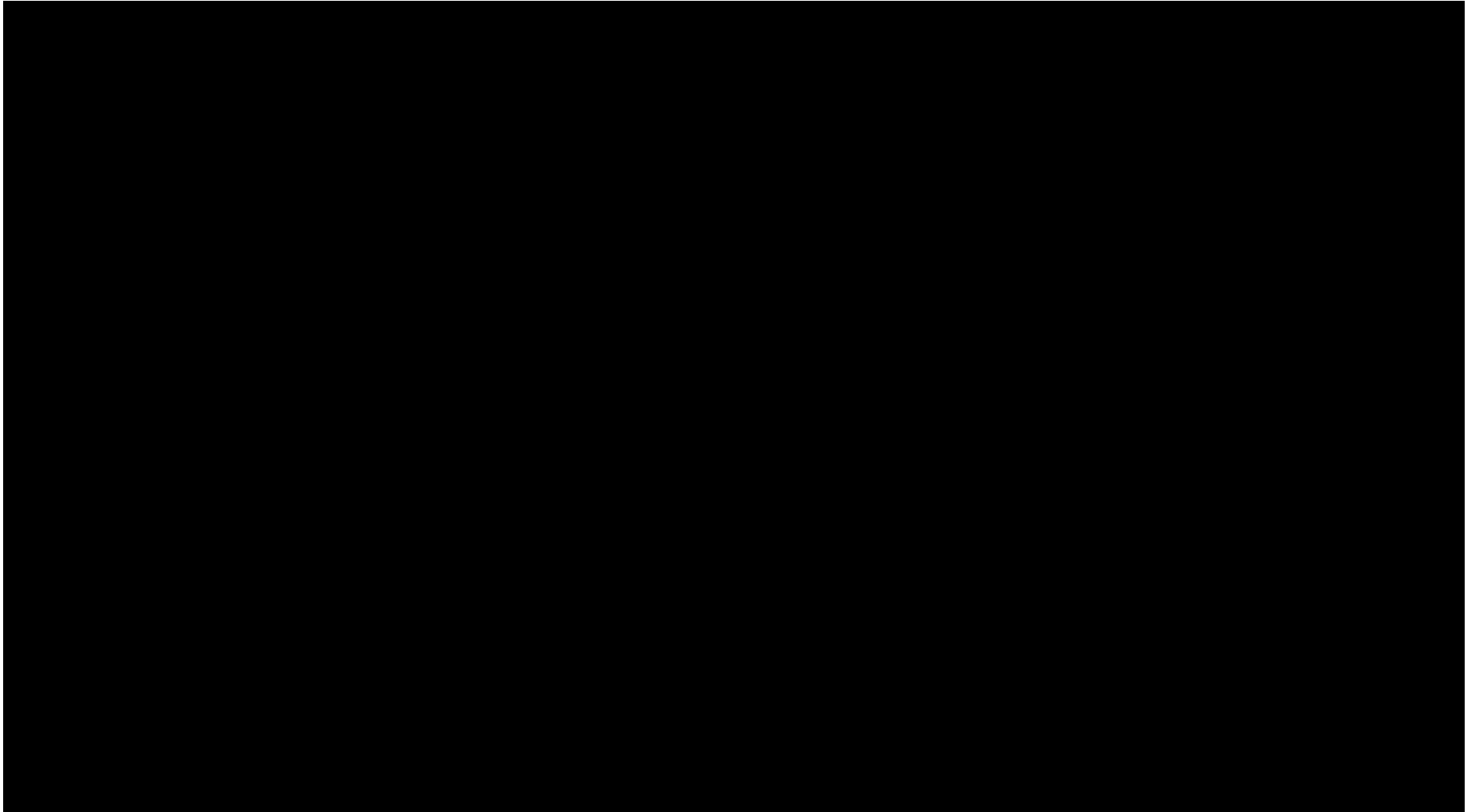
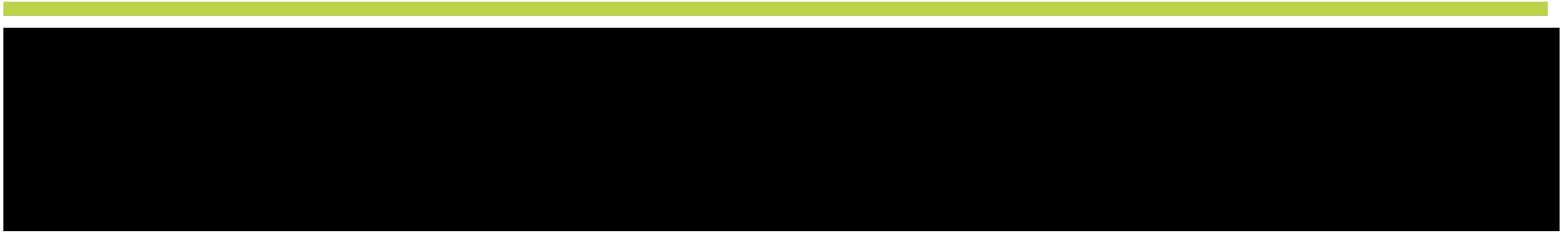
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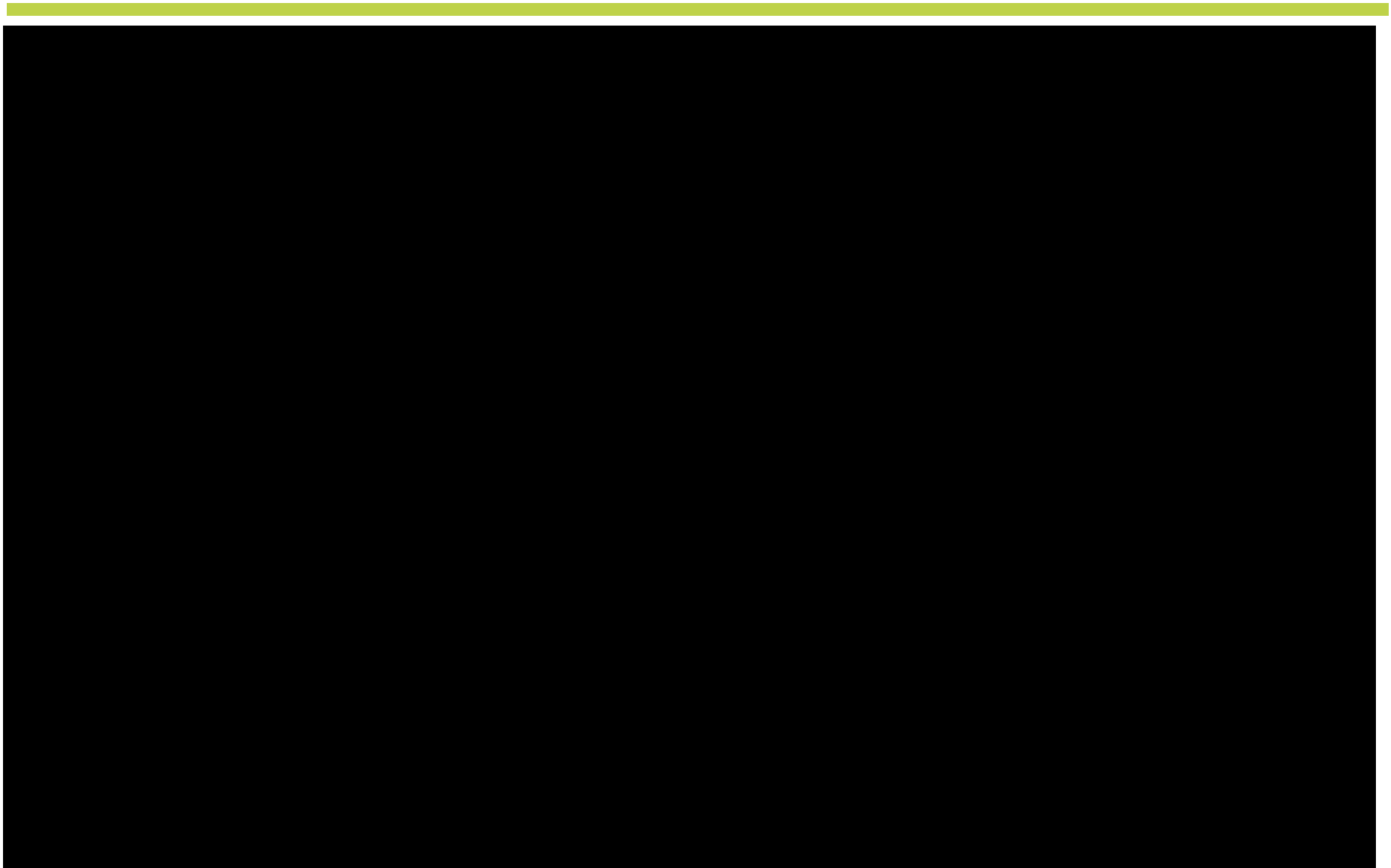


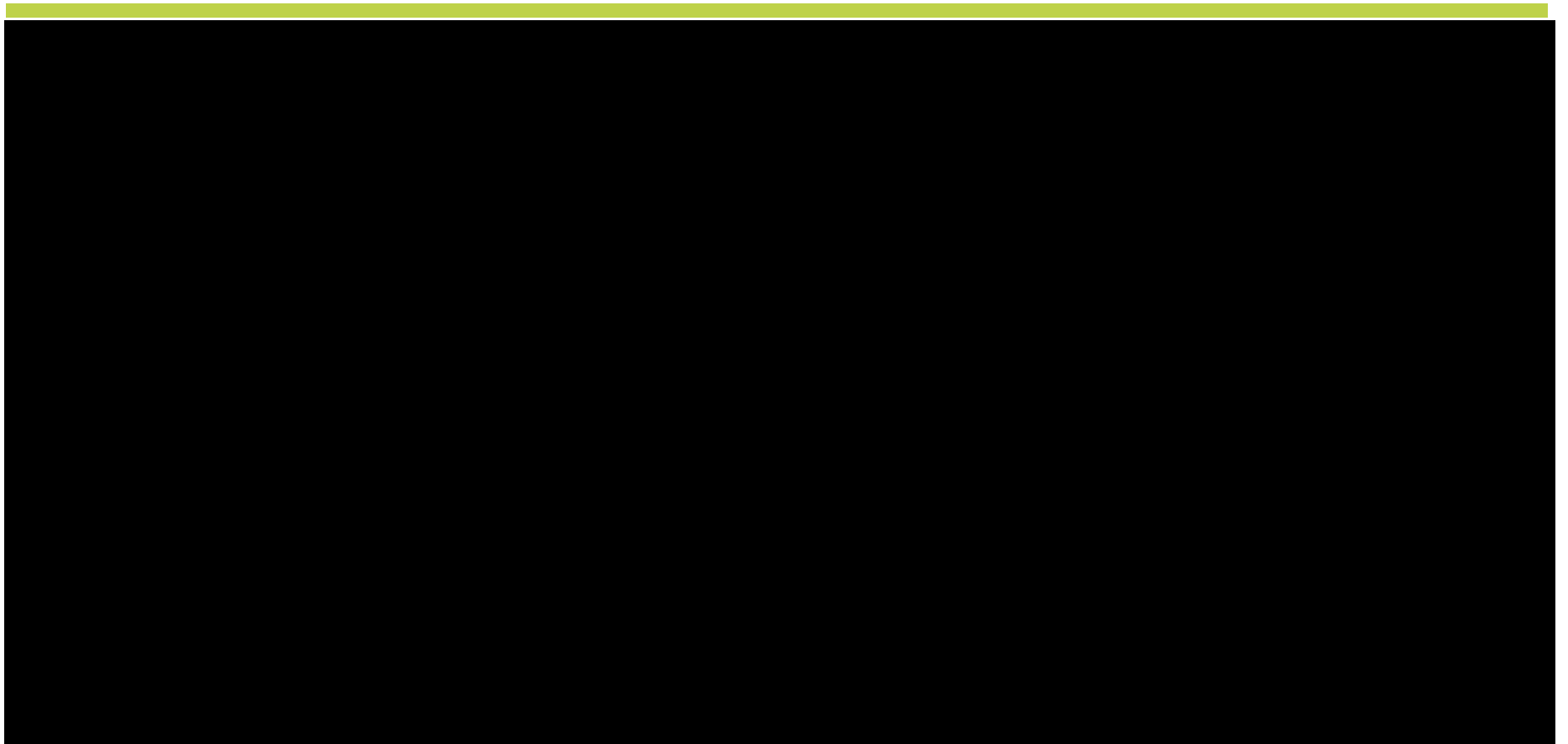




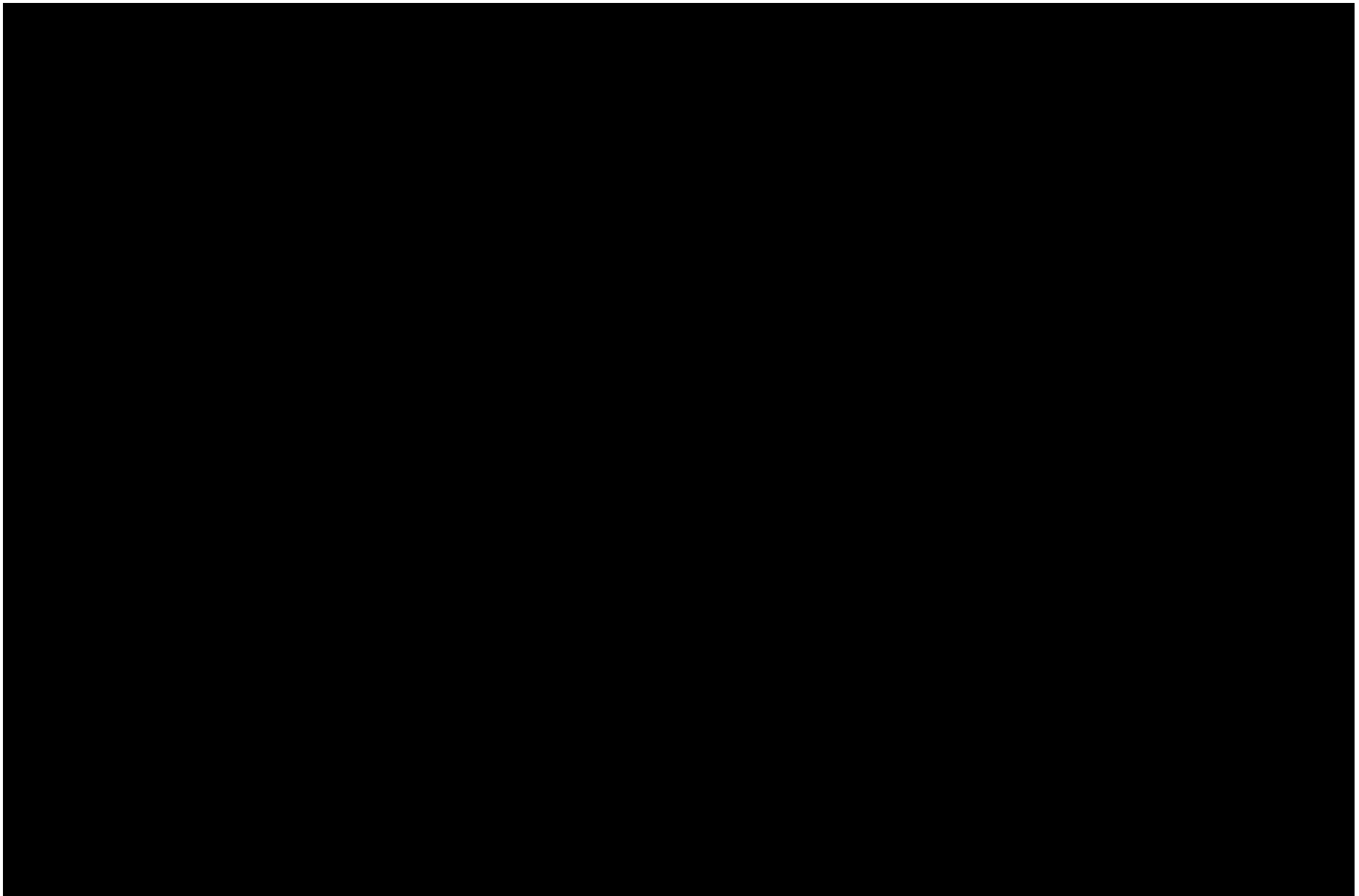




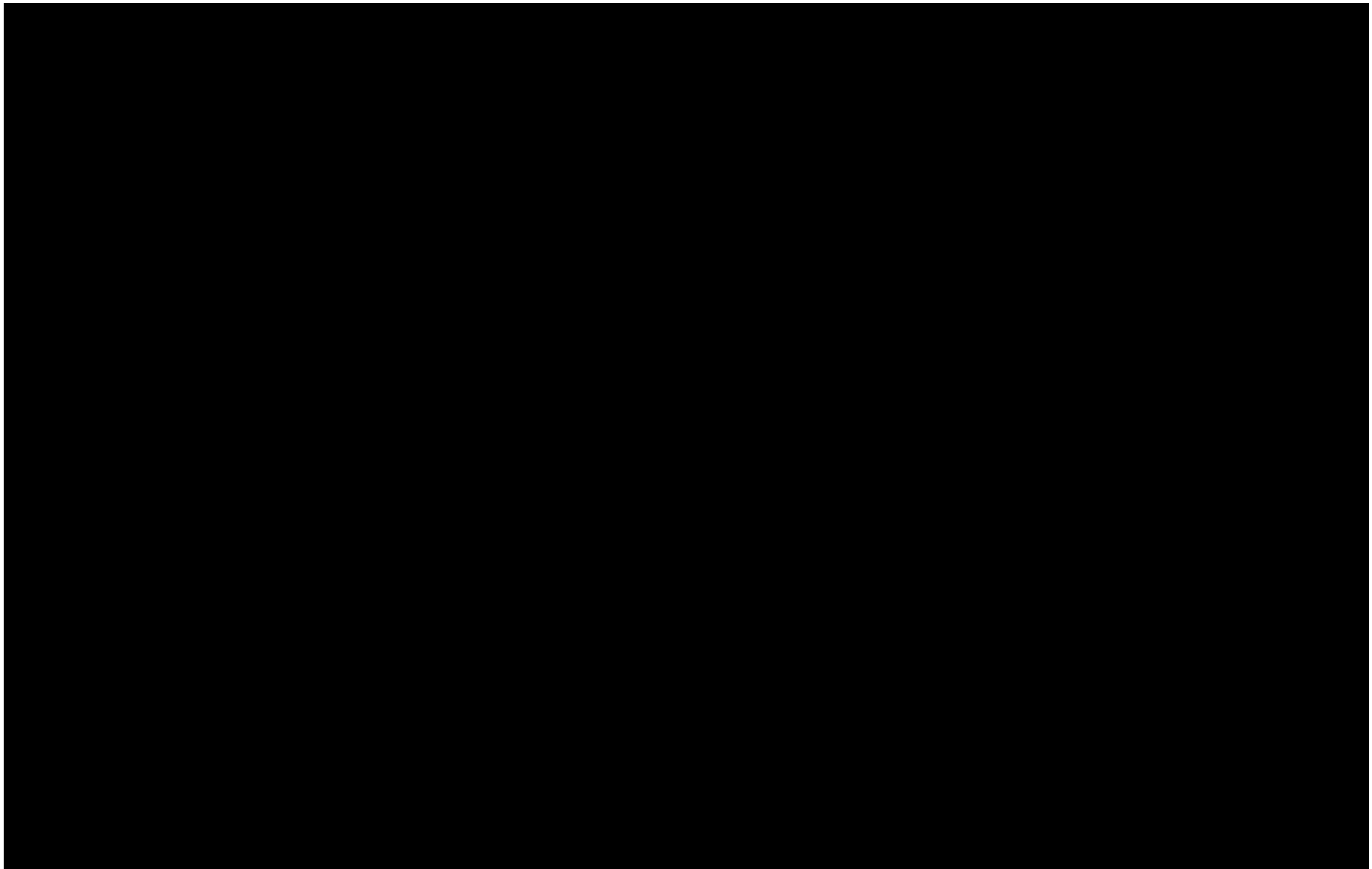


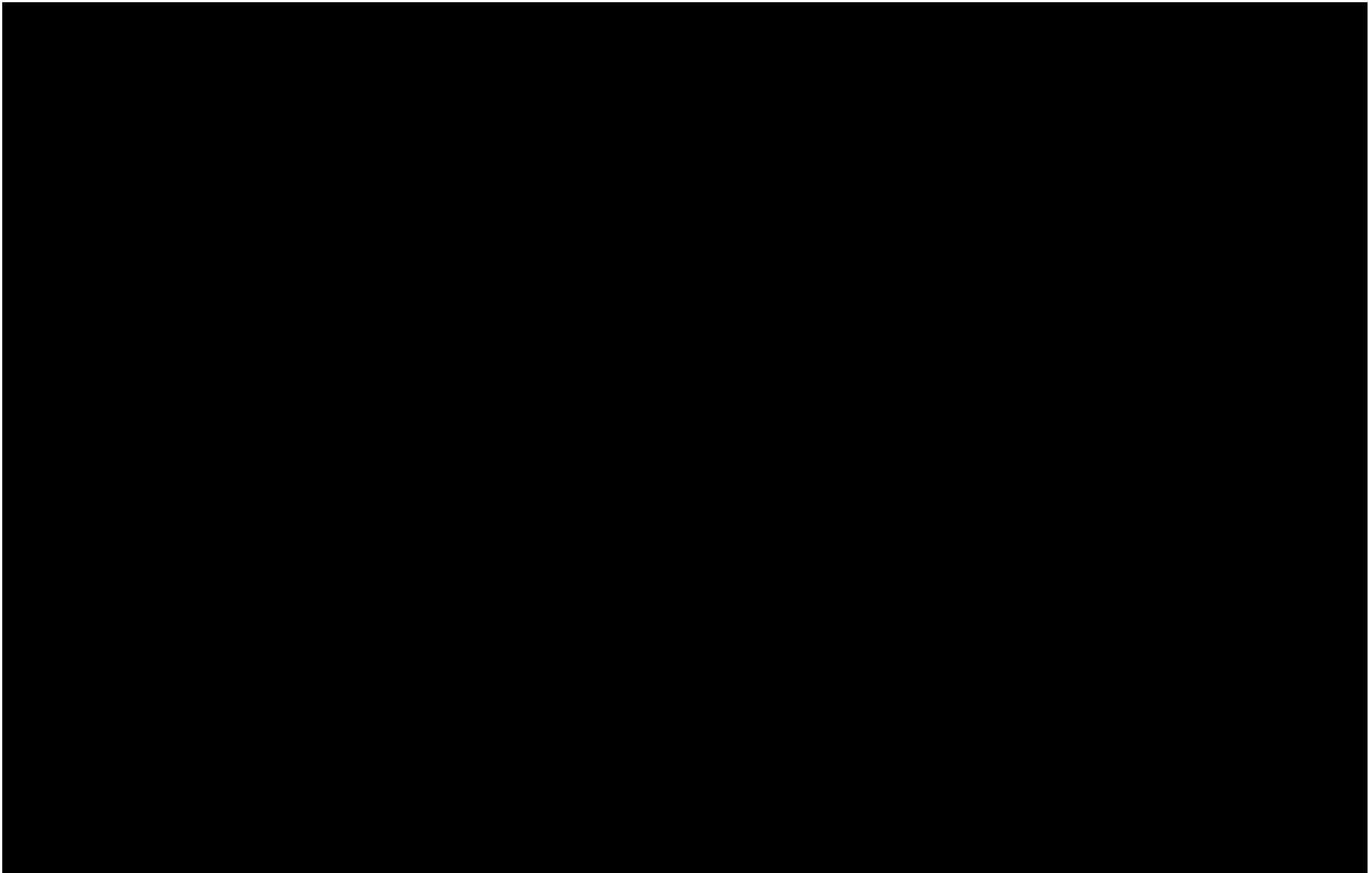




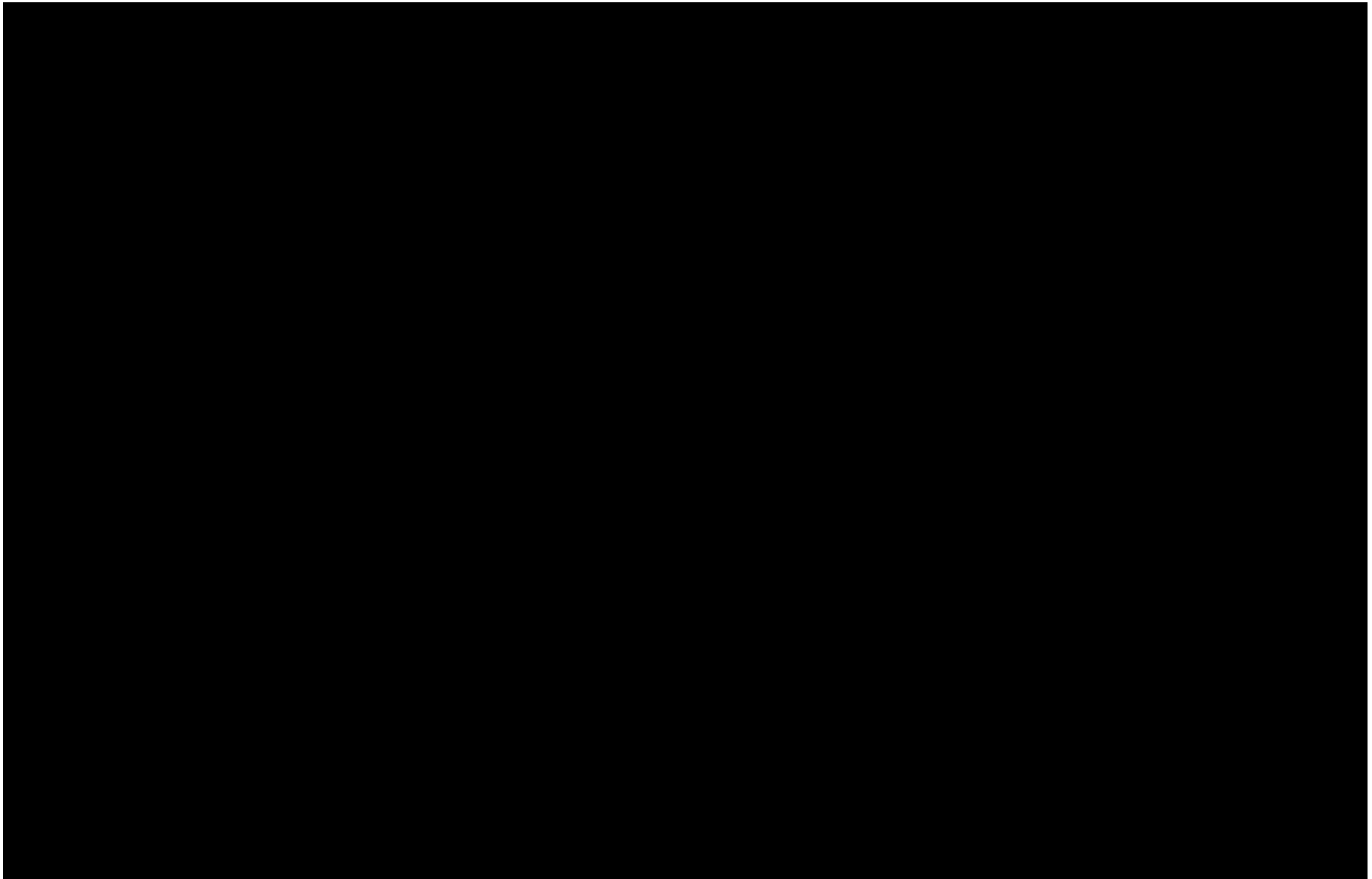


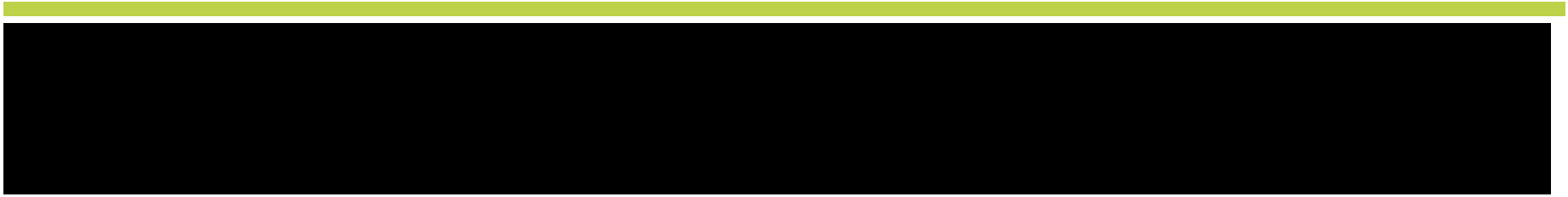


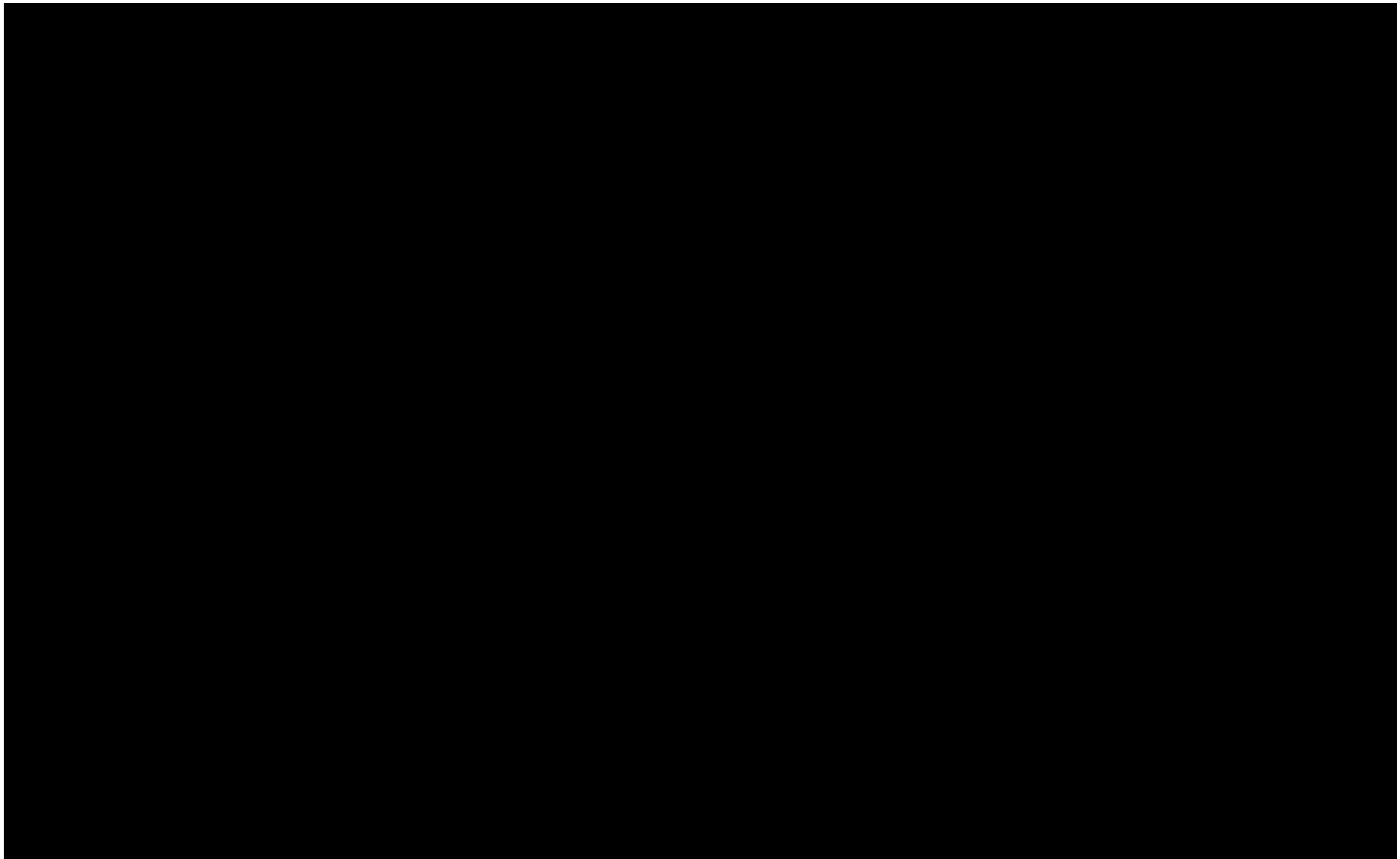




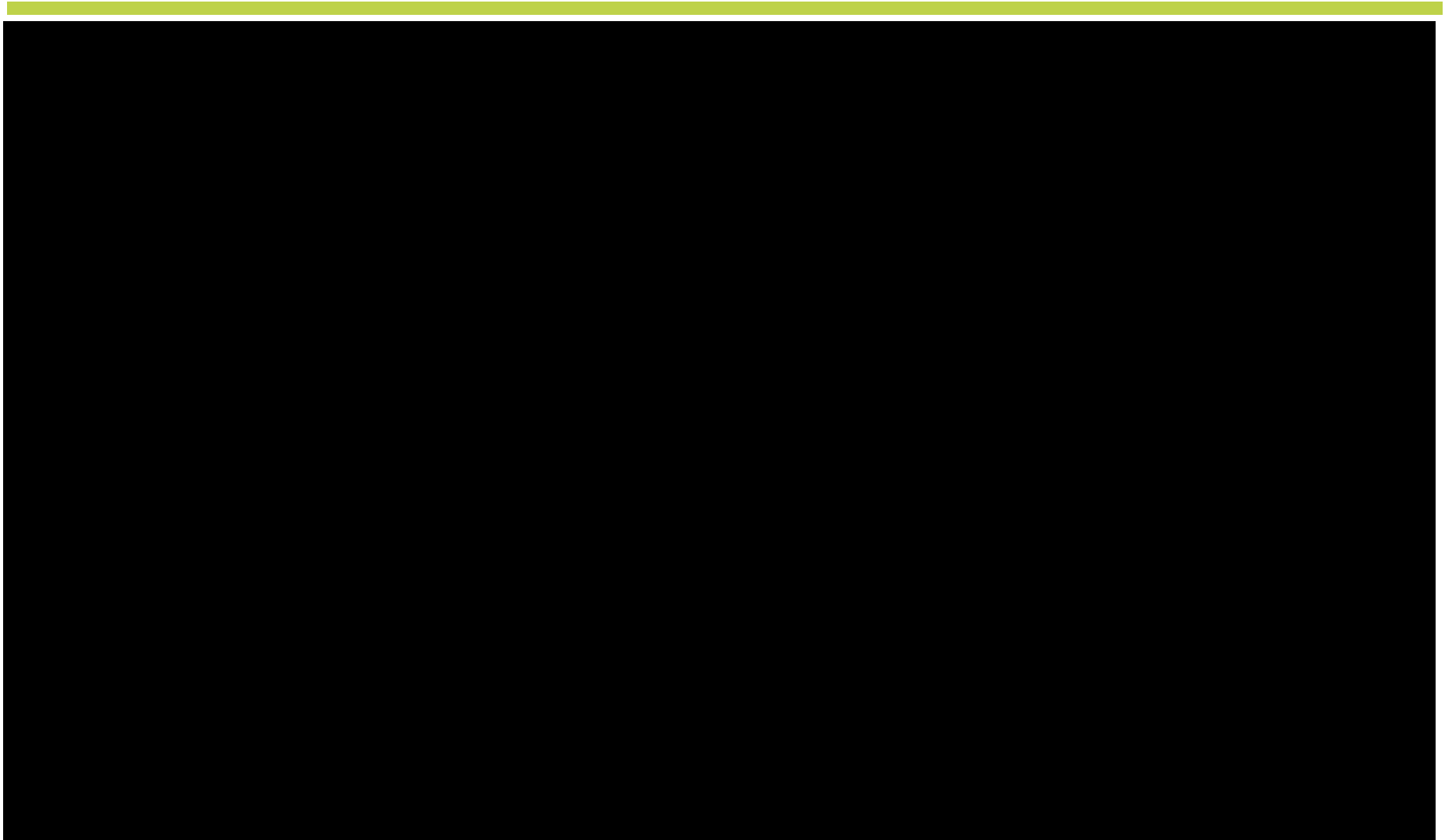


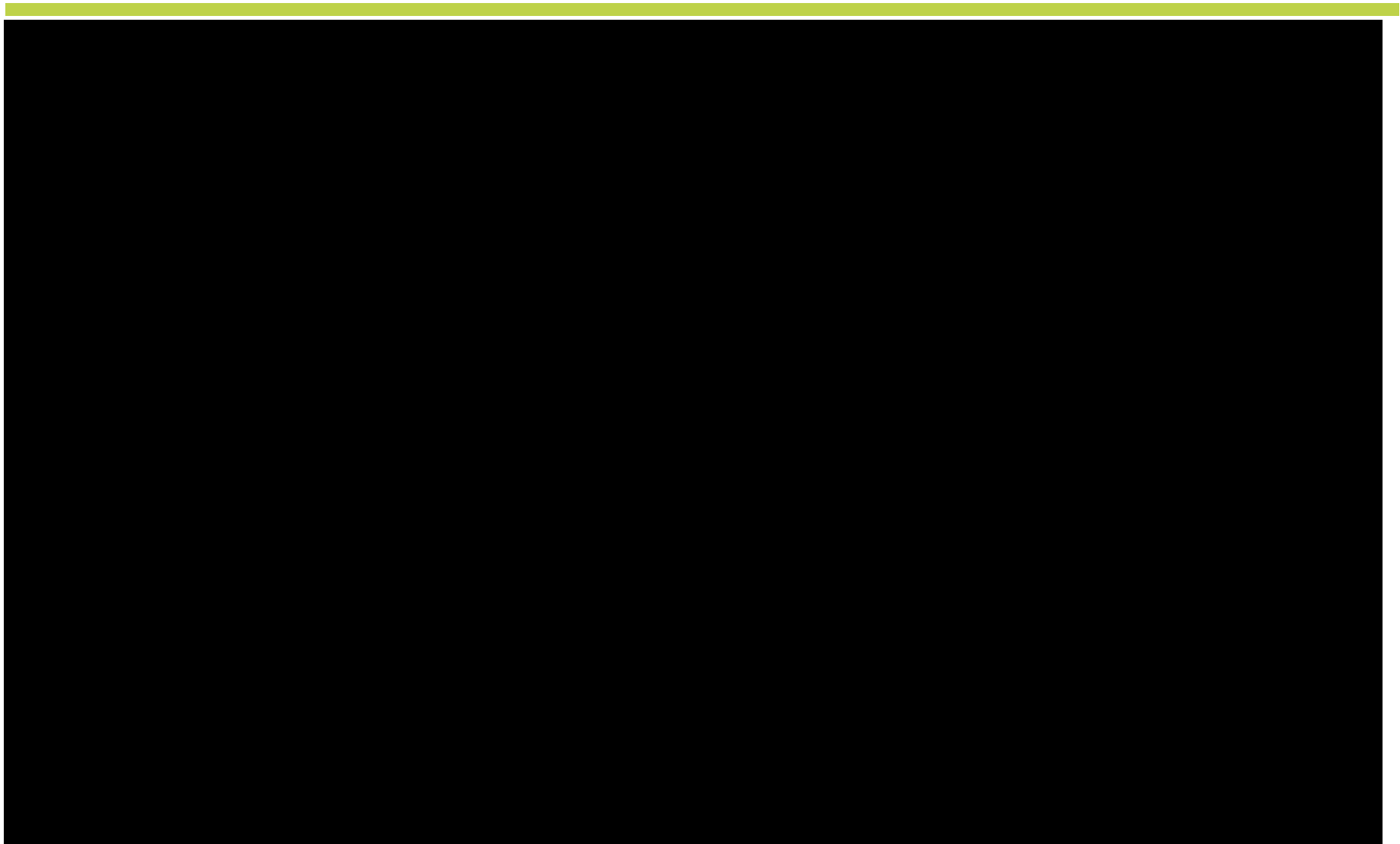


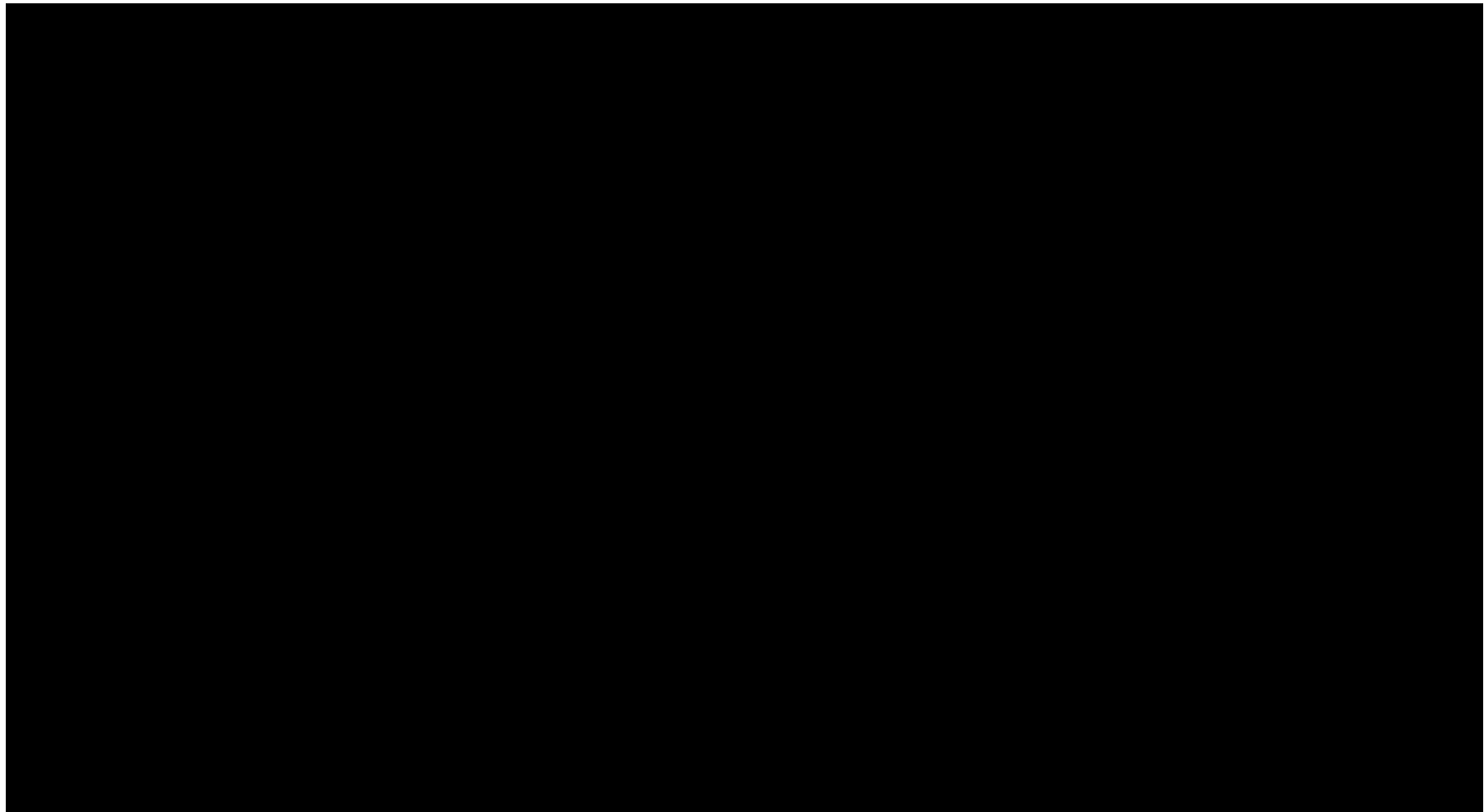


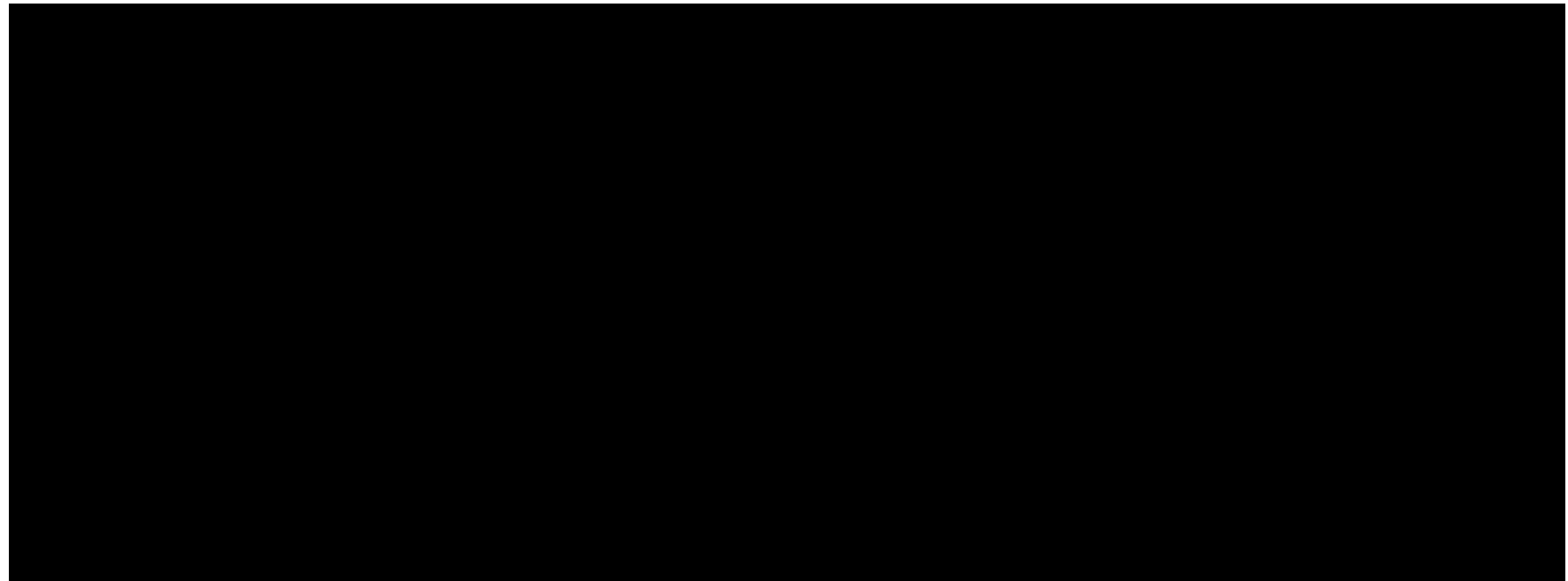
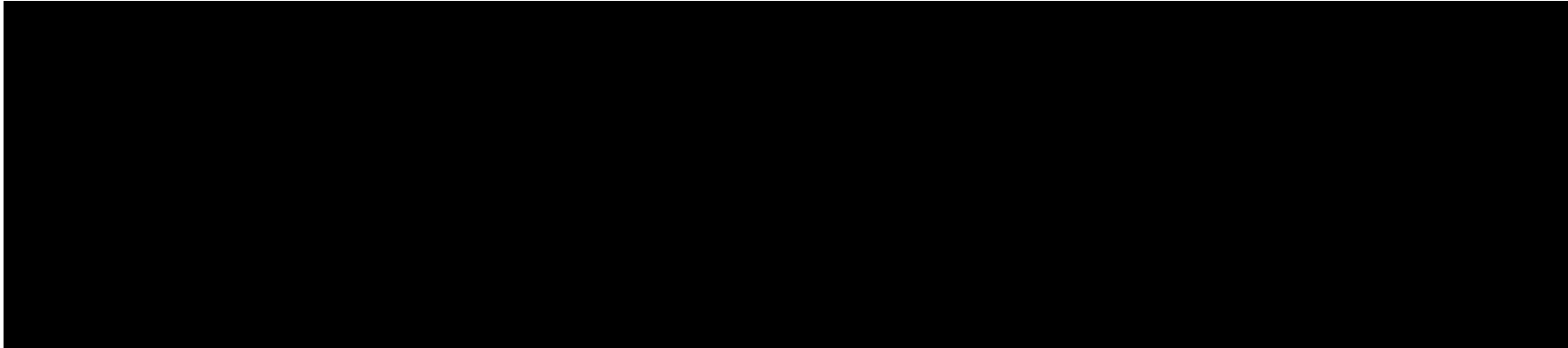


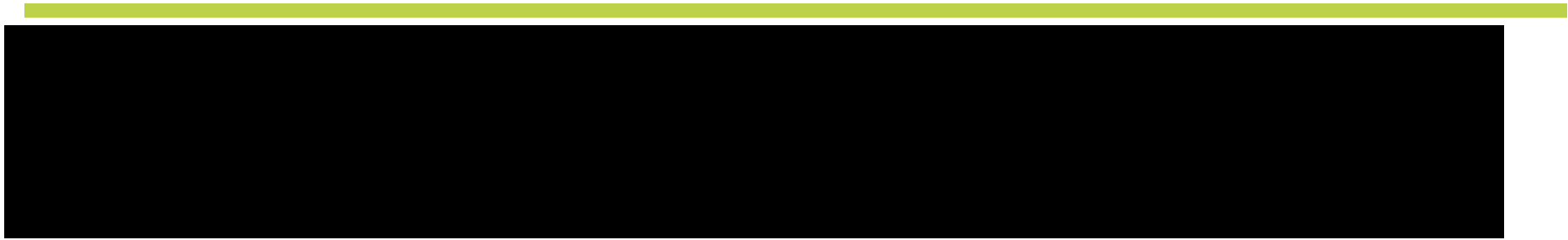












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