

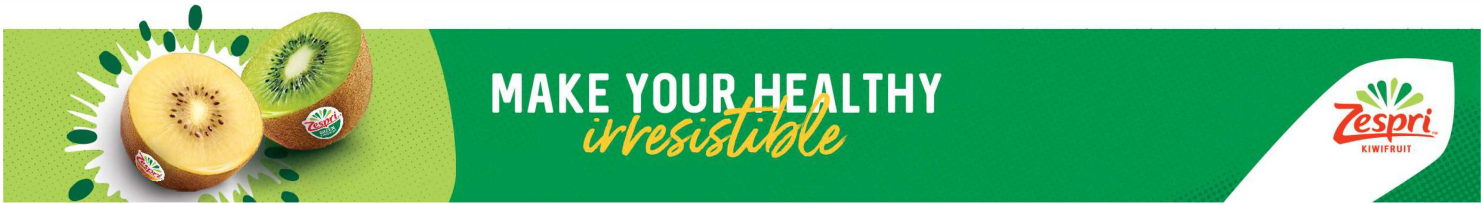
ZESPRI GROWER MANUAL



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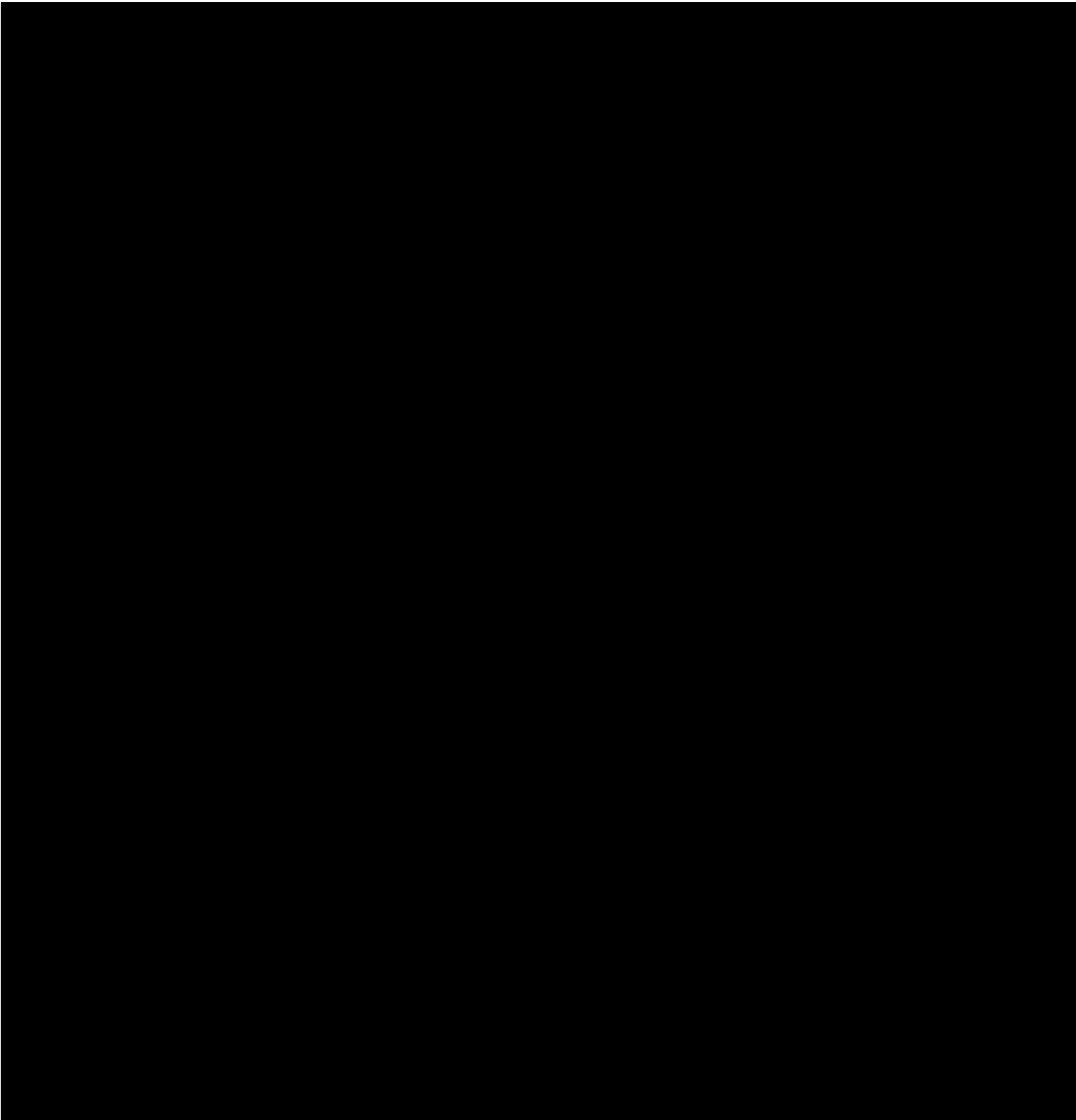
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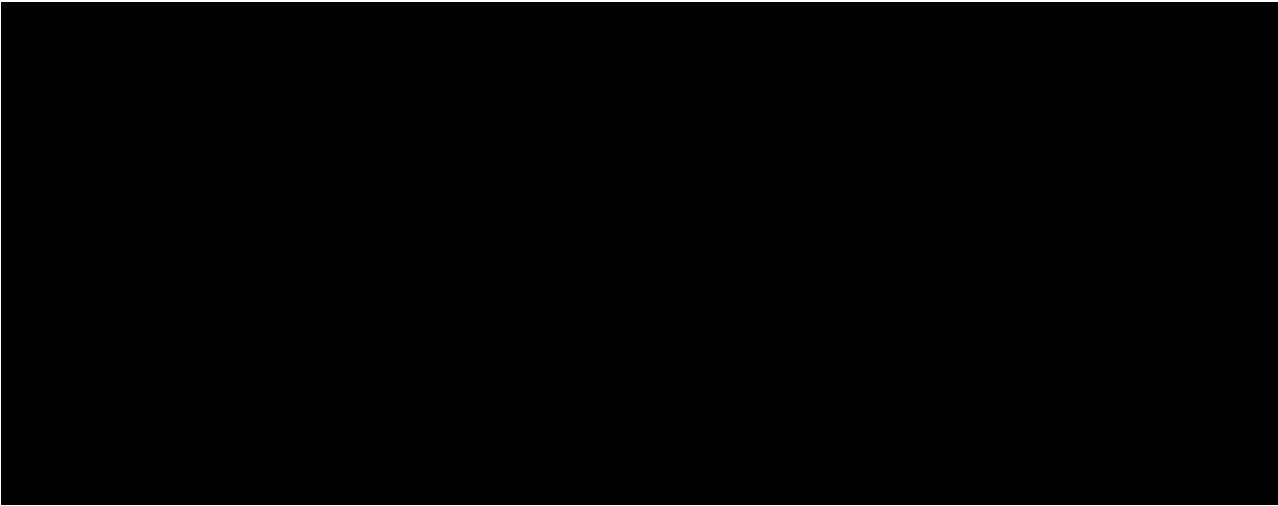
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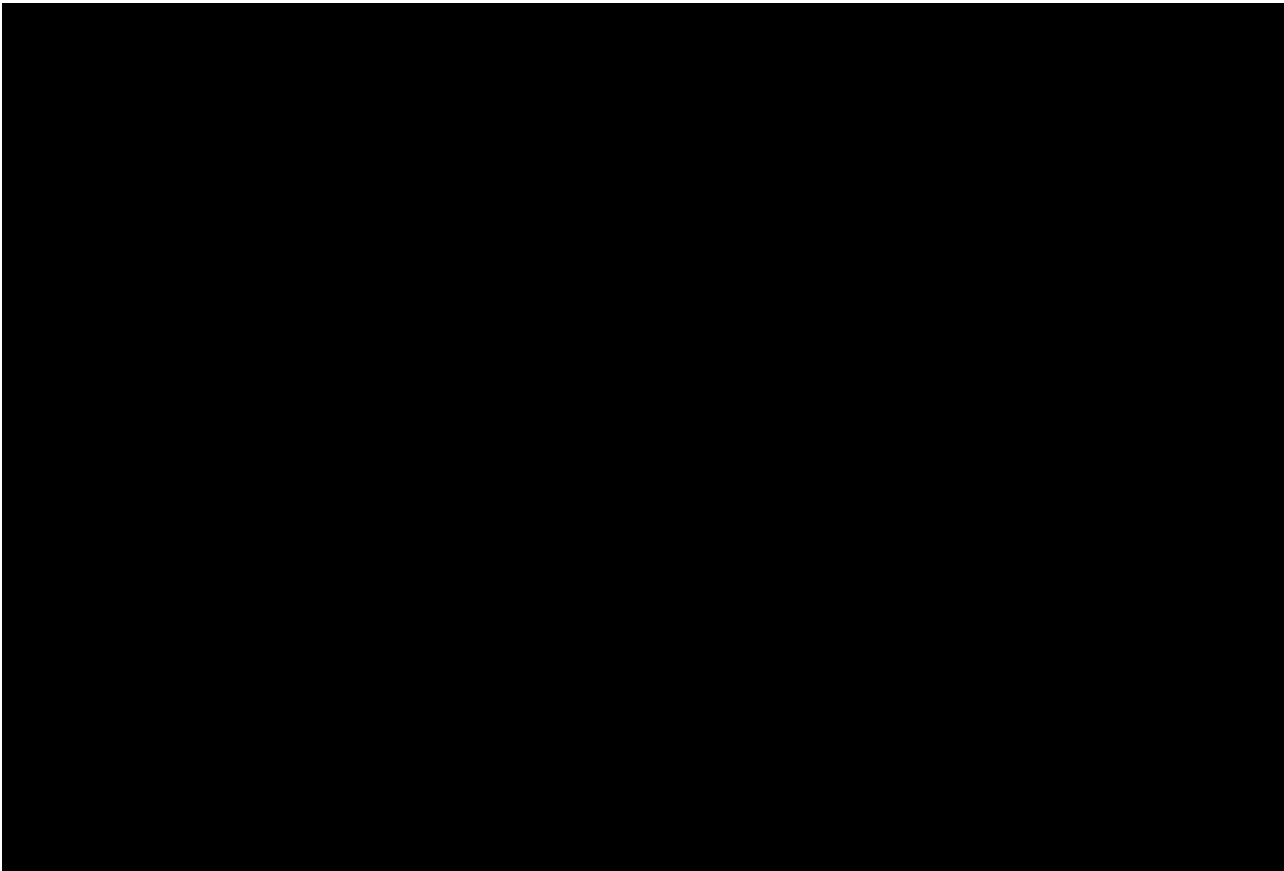
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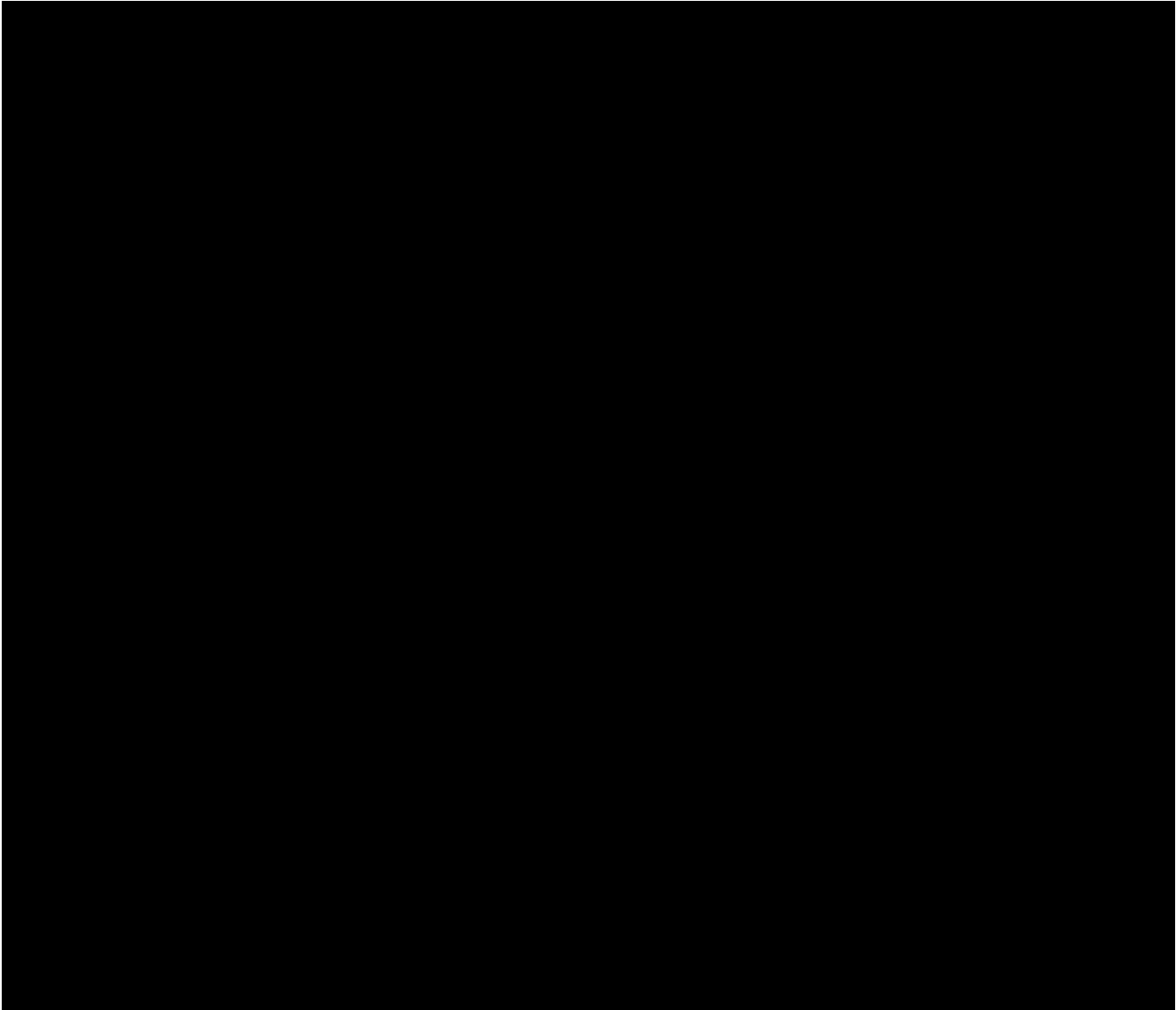
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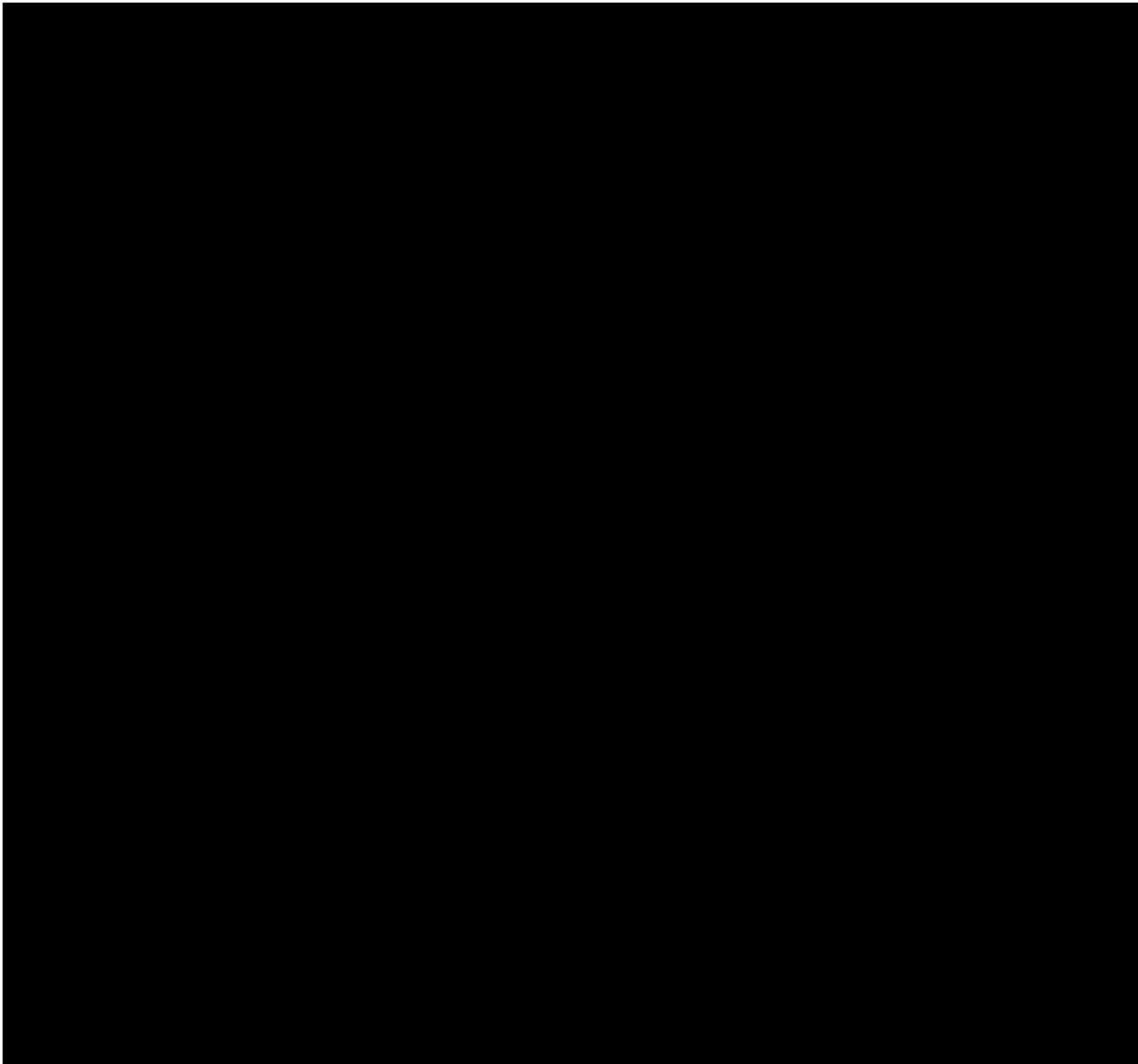


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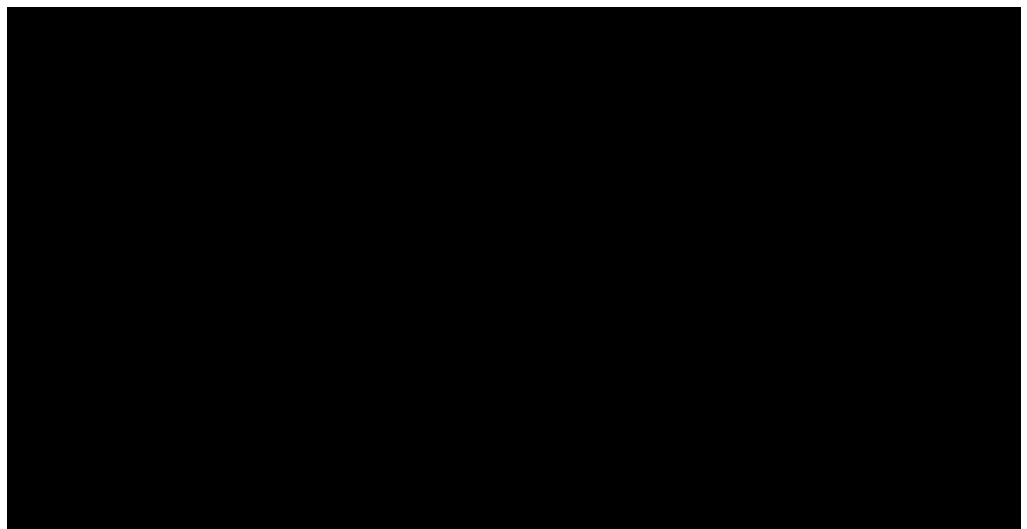
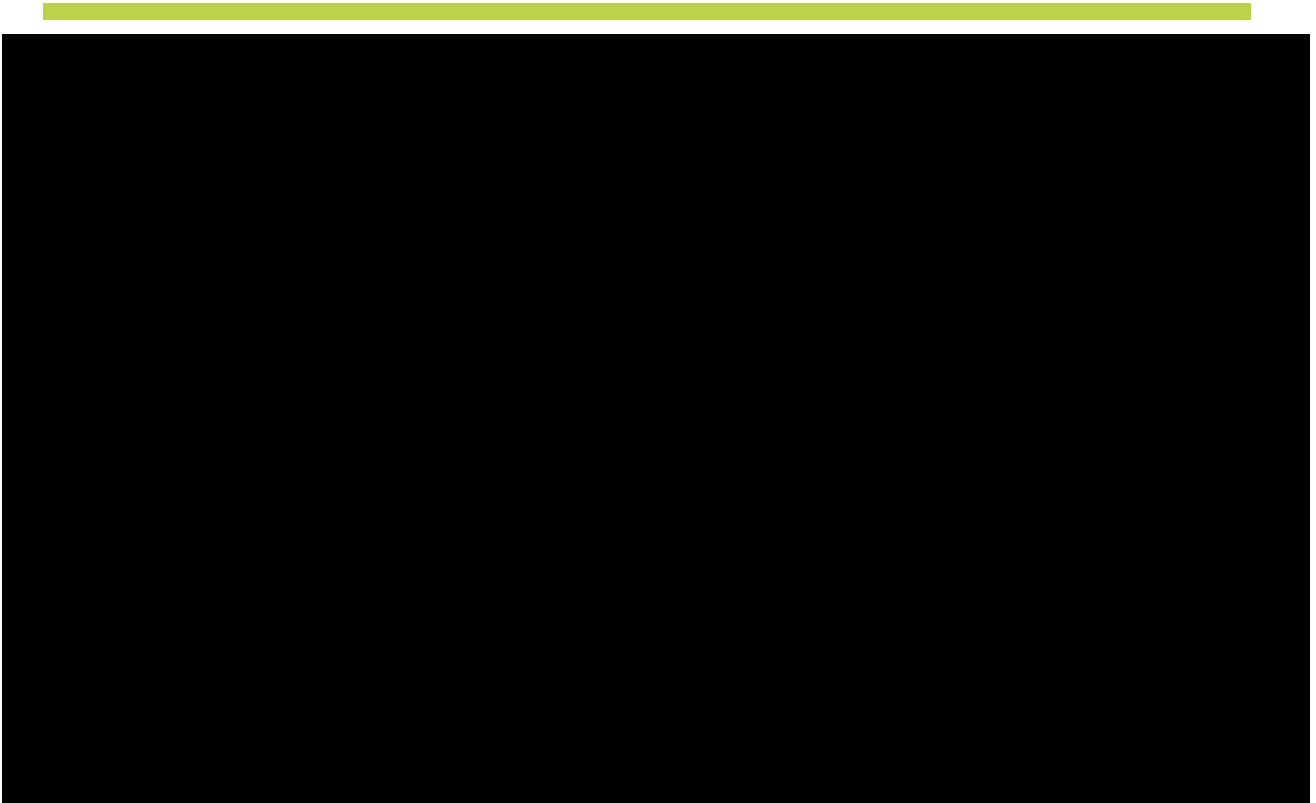
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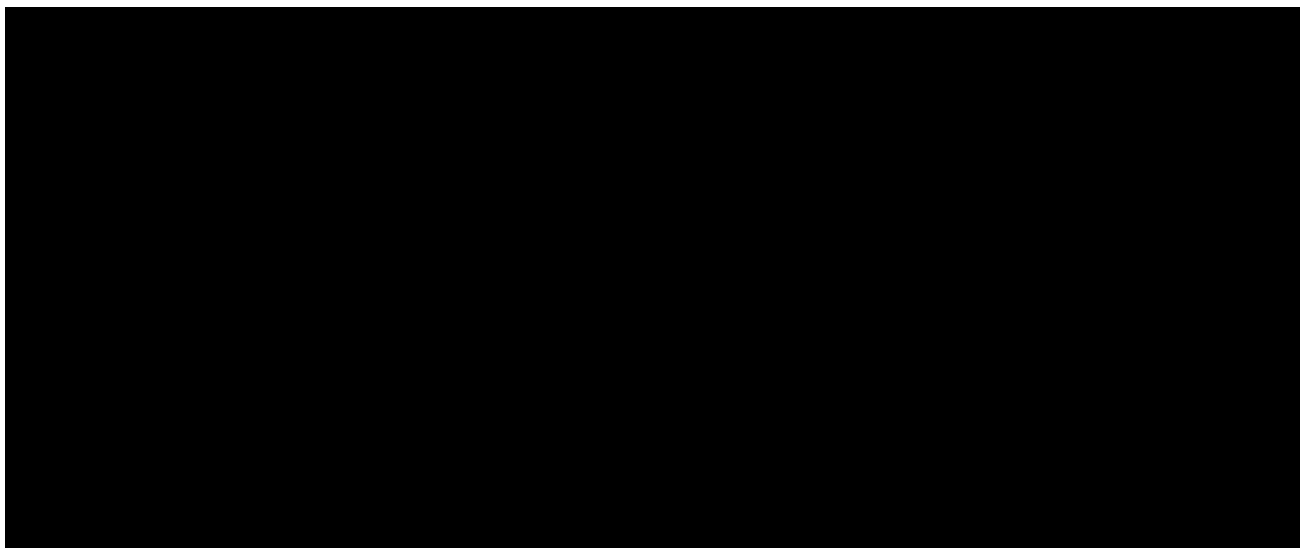
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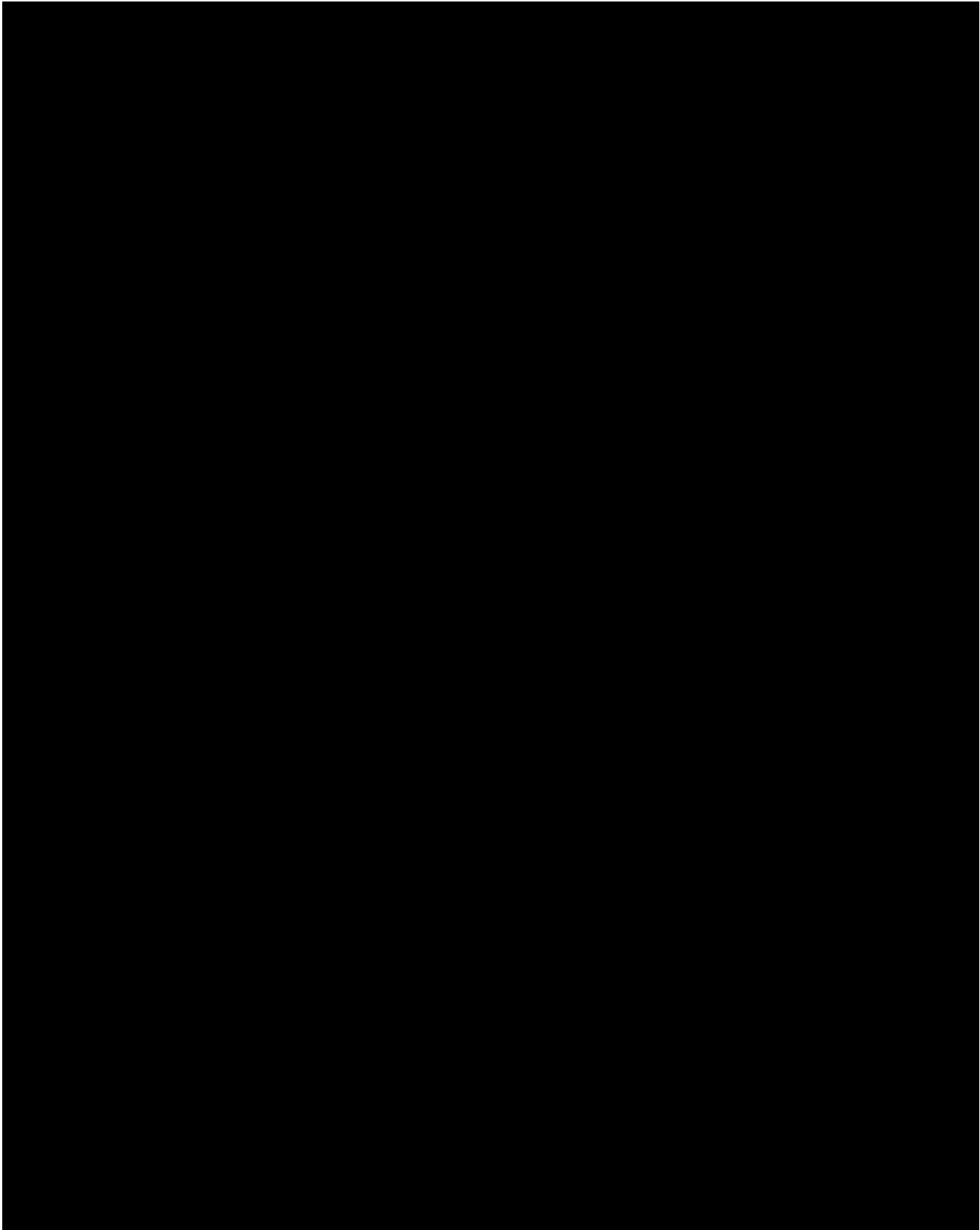
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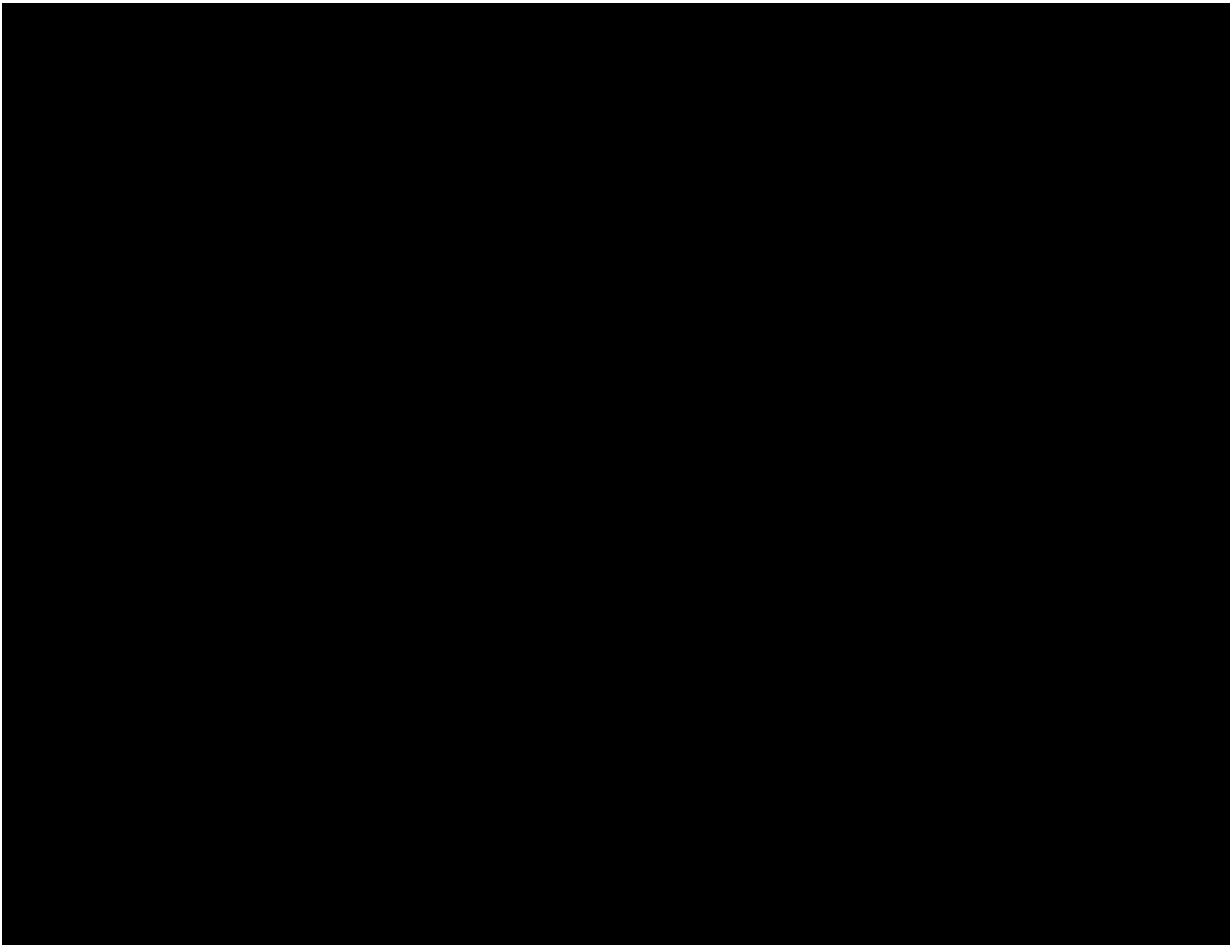
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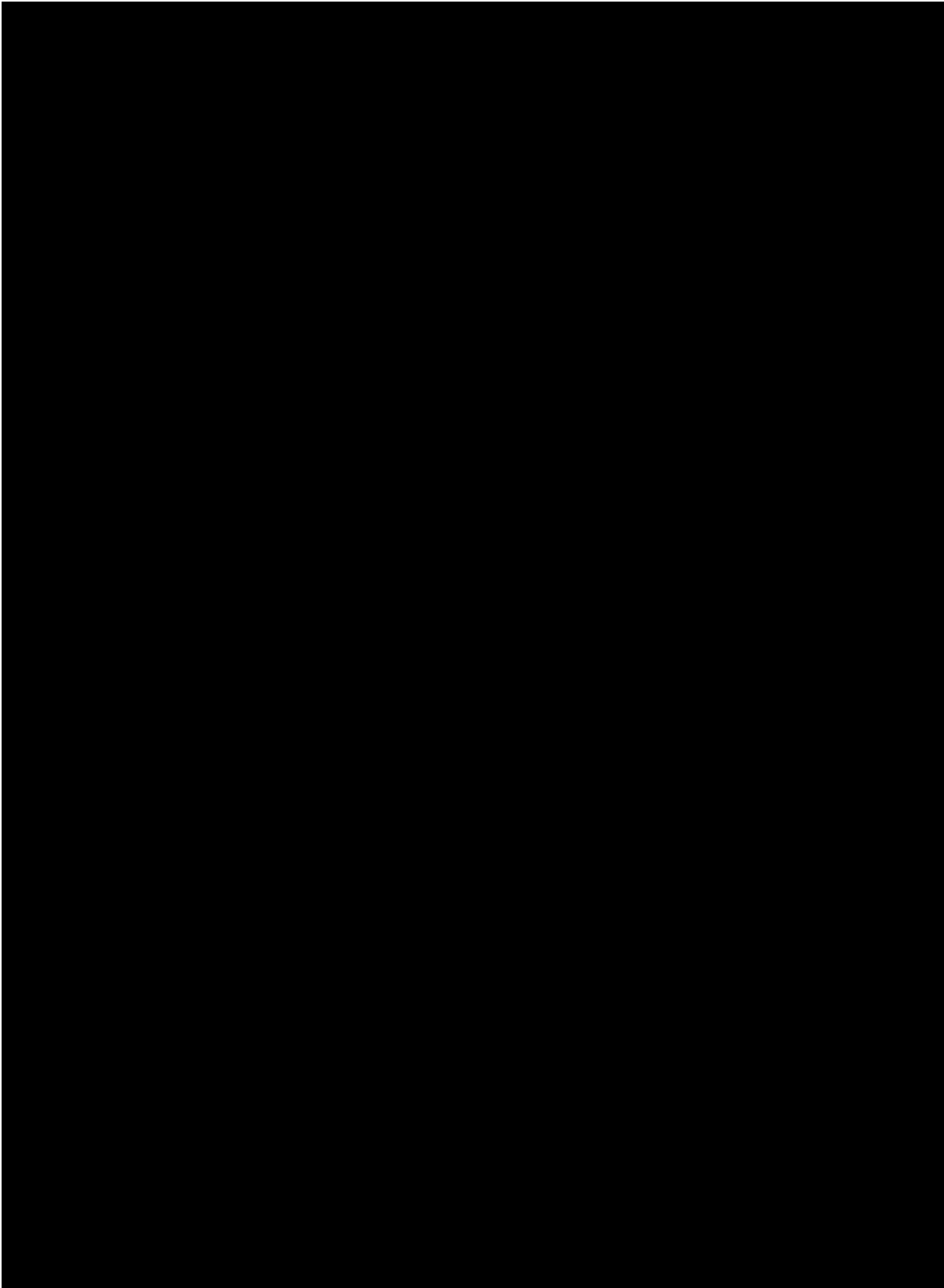
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8. ZESPRI POLICIES



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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
- ⦿ Strive for continuous improvement. Zespri Management are responsible for establishing, reviewing and maintaining the Quality Policy and regularly monitoring quality objectives.
- ⦿ Zespri will lead fruit quality improvement projects to protect Zespri brand and global markets.

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Dan Mathieson

Chief Executive

1 August 2023



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 the 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 handwritten signature in black ink, appearing to read 'DM' followed by a flourish.

Dan Mathieson

Chief Executive

1 August 2023



SOCIAL RESPONSIBILITY POLICY

In 2020, Zespri developed a sustainability strategy & framework and set ambitious sustainability targets and commitments, endorsed by industry partners. Zespri's sustainability strategy is governed by the Zespri Board and Executive and supported by a robust risk management structure. The sustainability framework sets out the priorities for Zespri which include health/nutrition, environmental (climate change, packaging, water) and social responsibility (looking after growers, workforce and communities).

Zespri is committed to operating a socially 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 socially responsible 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:

- ⦿ Comply with all applicable laws and regulations in their country of operation, specifically regarding:
 - Employment
 - Health and Safety
 - Human Rights
 - Immigration
- ⦿ Preclude the use of forced, bonded and compulsory 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 children and young people are employed only under circumstances which protect them from harm and ensures their education and human development is not compromised, this includes not being employed in full time or night work before reaching the specified minimum age in the relevant jurisdiction
- ⦿ Prohibit discrimination, harassment or any other forms of abuse in the workplace and ensure workers are treated with respect, fairness and dignity
- ⦿ Ensure the payment of 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
- ⦿ Prohibit any involvement in any act of corruption, extortion, embezzlement, as well as any form of bribery, whether directly or indirectly
- ⦿ Immediately report any issue that could materially affect the Zespri people and/or product

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Dan Mathieson

Chief Executive

1 August 2023



SUSTAINABILITY POLICY

Sustainability is a major focus for Zespri. It sits at the heart of Zespri's purpose to support growers, communities, the environment and consumers thrive through the goodness of kiwifruit. As an industry, the kiwifruit Zespri produces is in demand around the world for its premium quality, health benefits and the nutritional boost it offers.

In 2020, Zespri developed a sustainability strategy & framework and set ambitious sustainability targets and commitments, endorsed by industry partners. Zespri's sustainability strategy is governed by the Zespri Board and Executive, and supported by a robust risk management structure. The sustainability framework sets out the priorities for Zespri which include health/nutrition, environmental (climate change, packaging, water) and social responsibility (looking after growers, workforce and communities).

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 sustainability considerations (nutrition/health, environment, social responsibility) into business governance and decision making processes
- ⦿ Be transparent and authentic about the sustainability actions being taken and progress being made
- ⦿ Comply with all relevant environmental and health and safety legislation
- ⦿ Immediately report any issue that could materially affect the Zespri people and/or product

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Dan Mathieson

Chief Executive

1 August 2023

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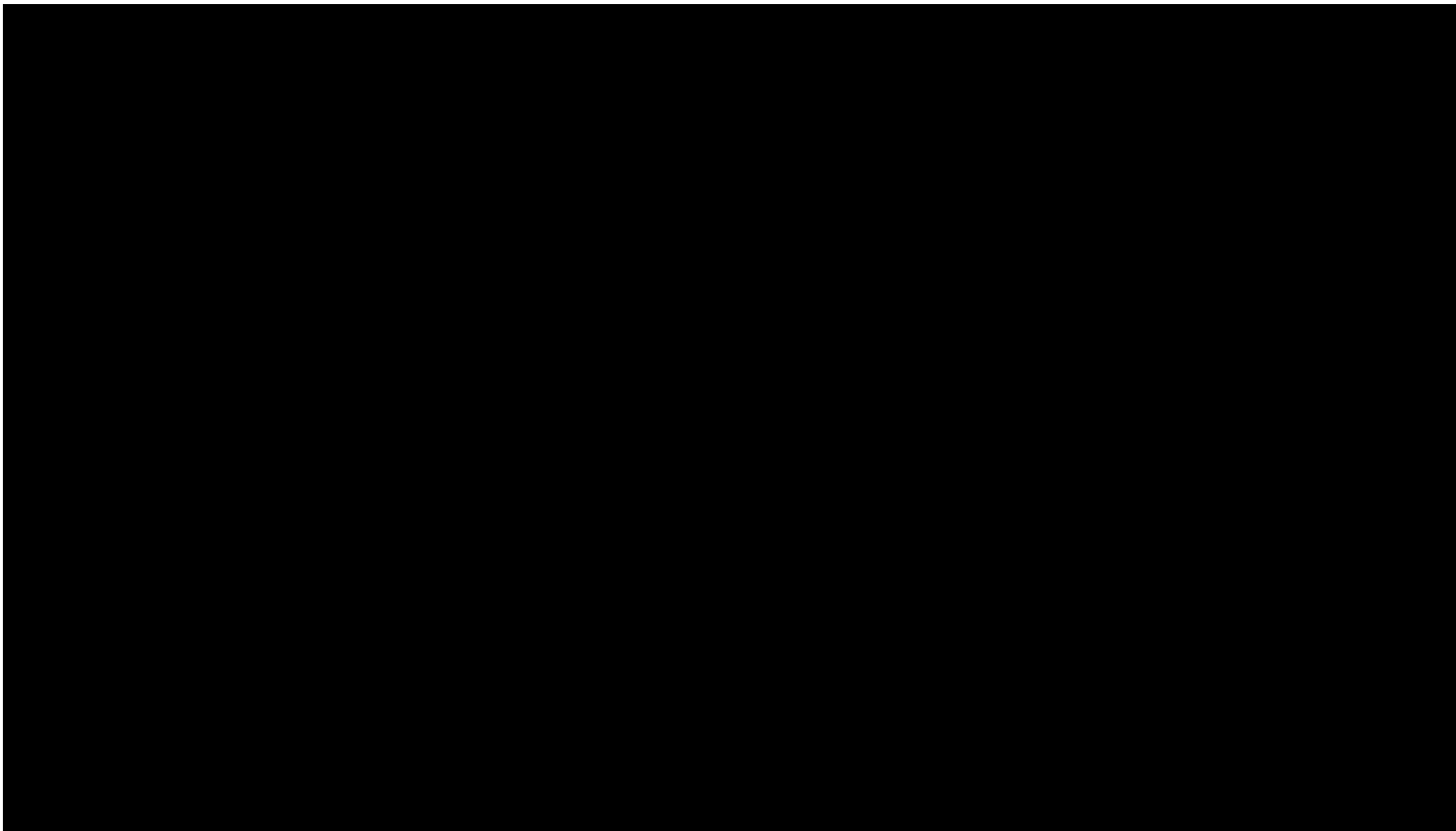
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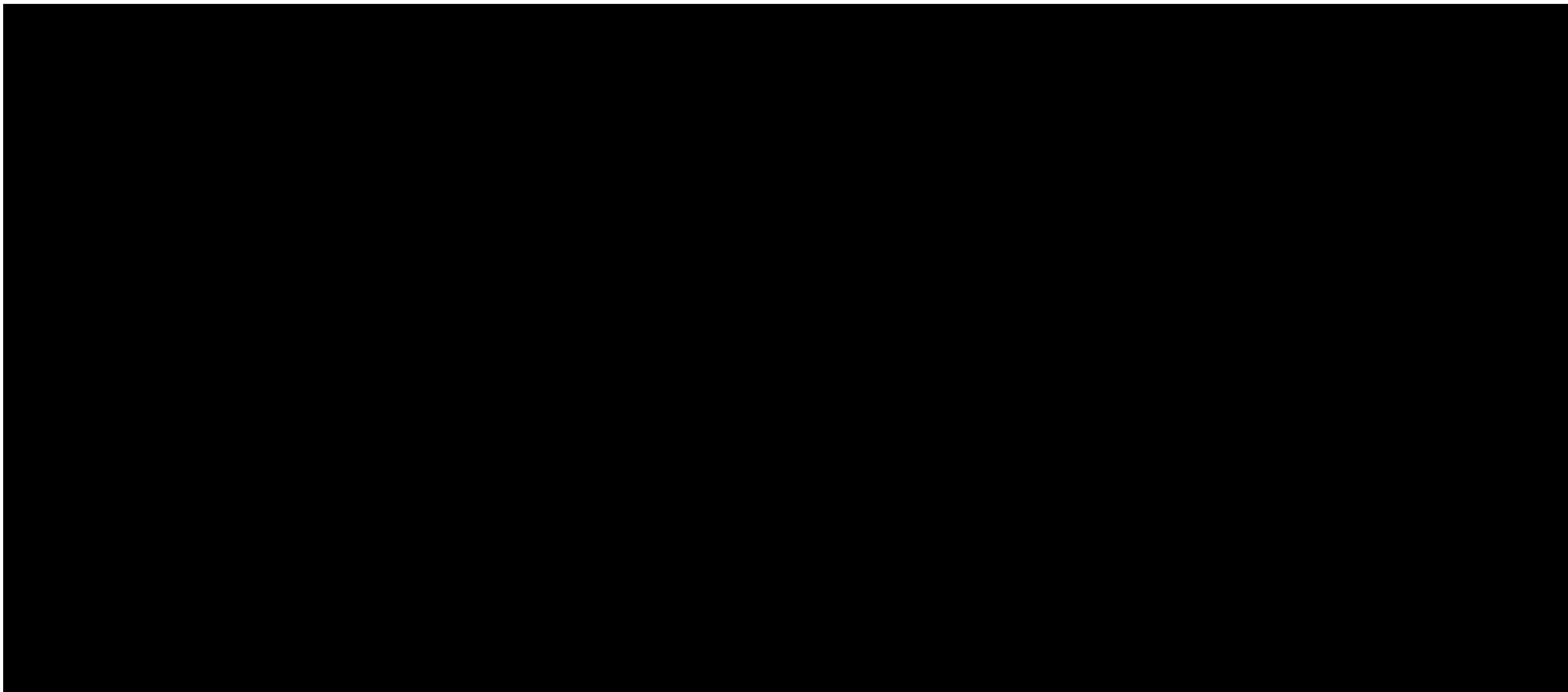
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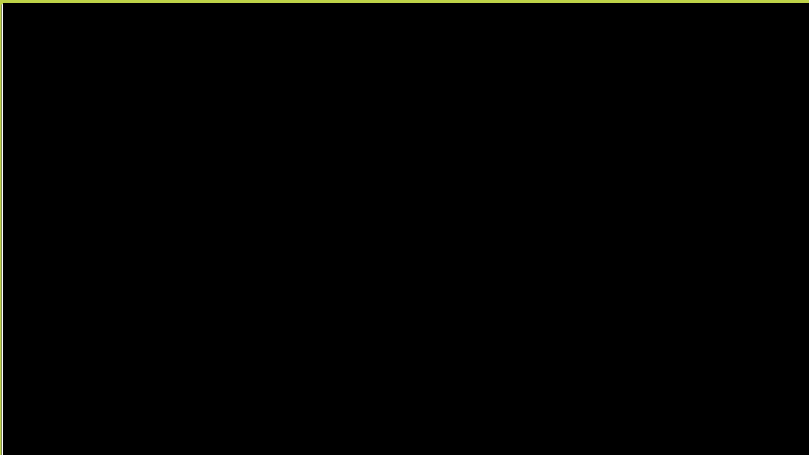
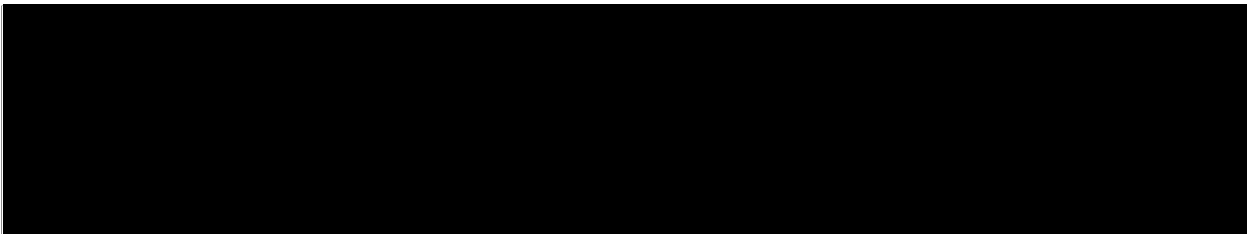




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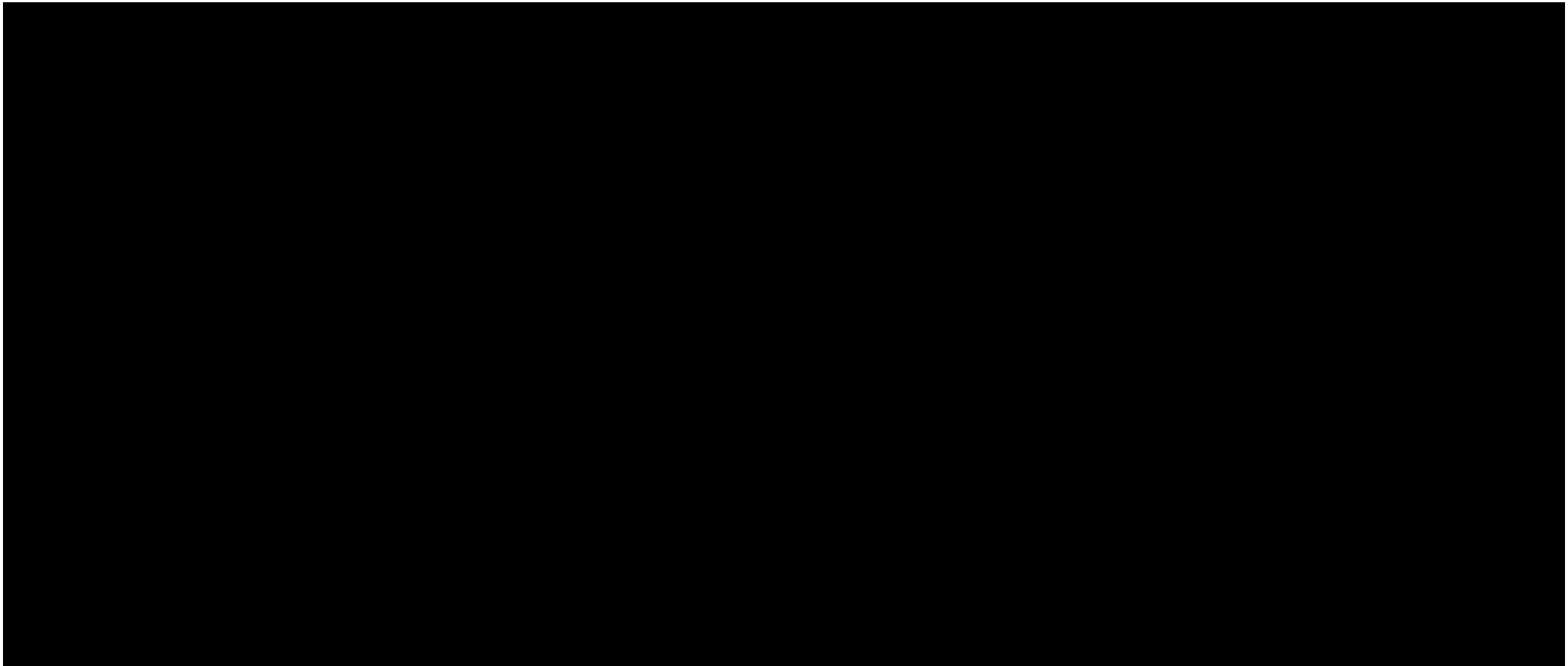
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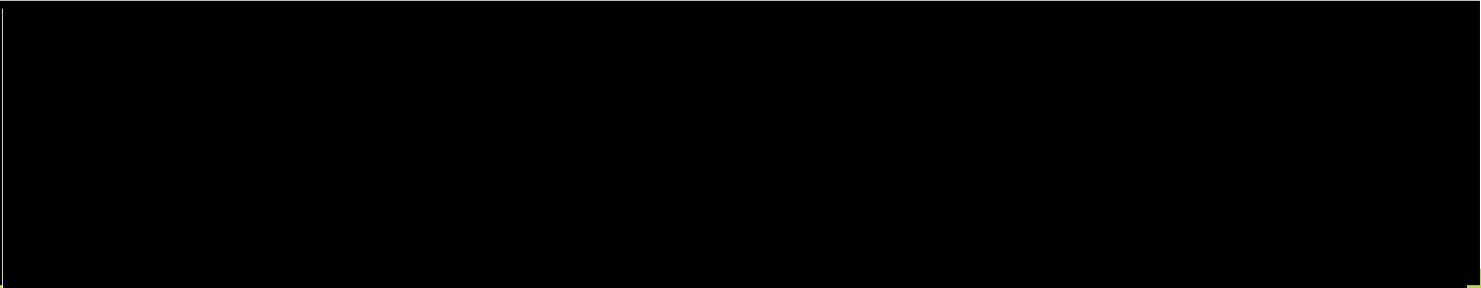
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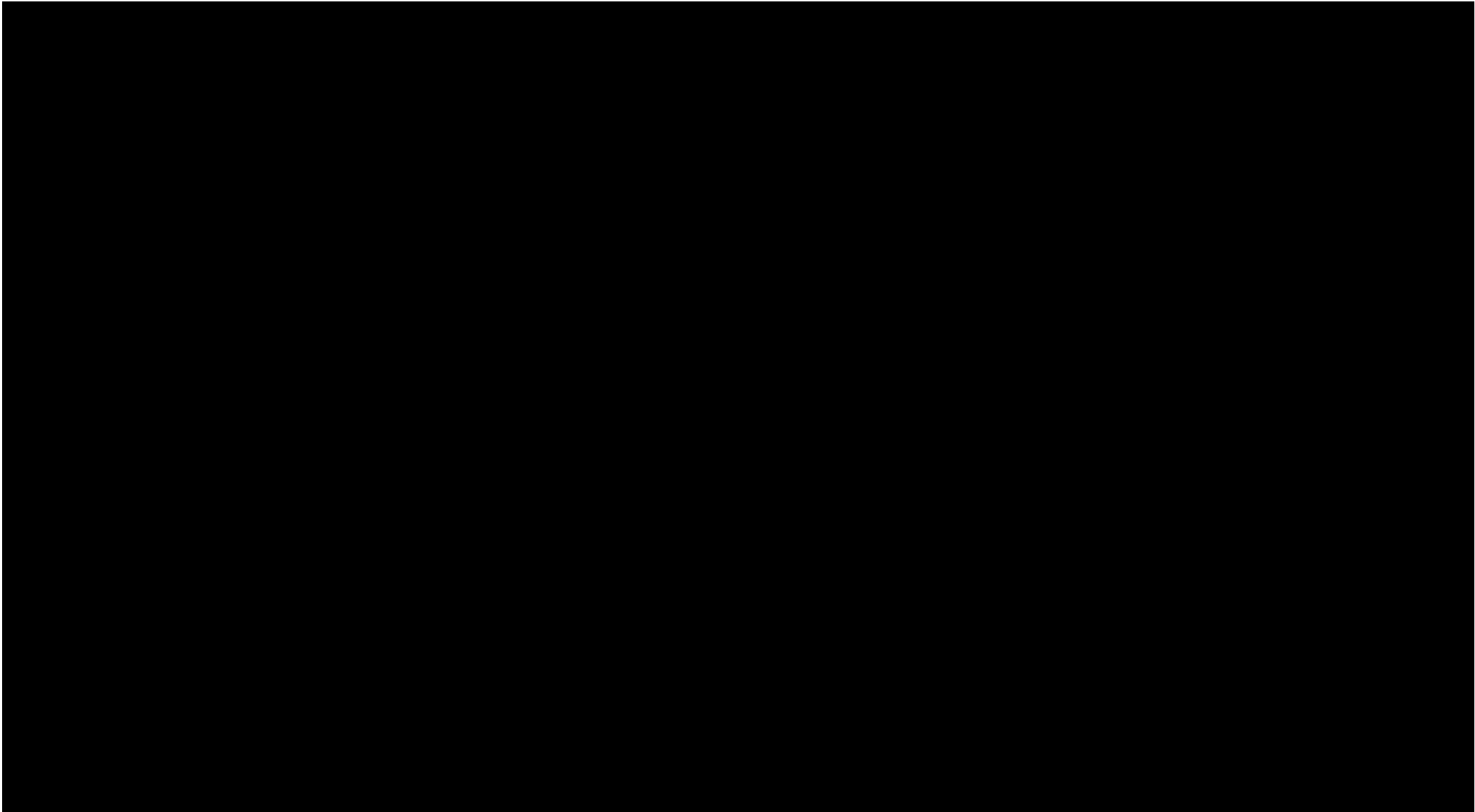
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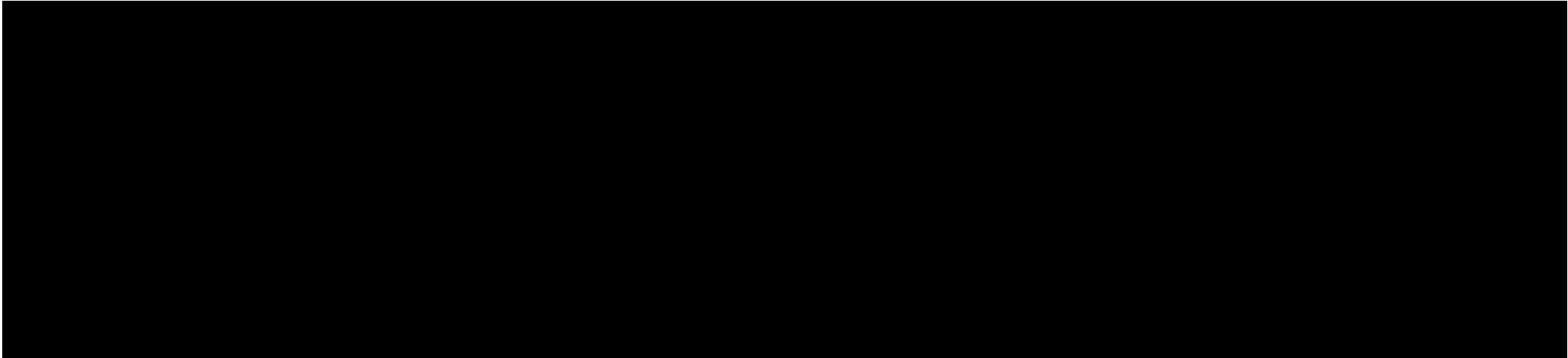
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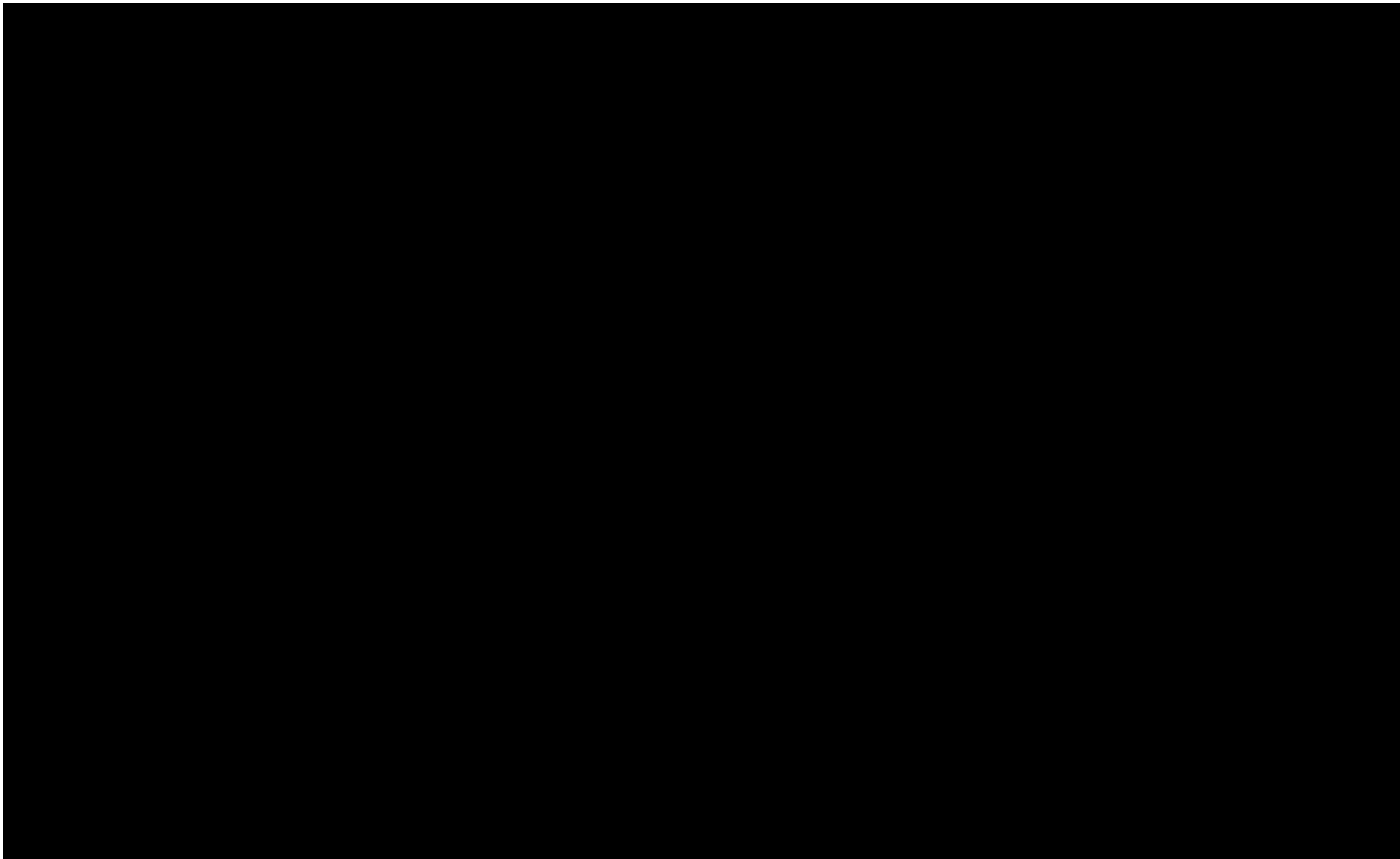
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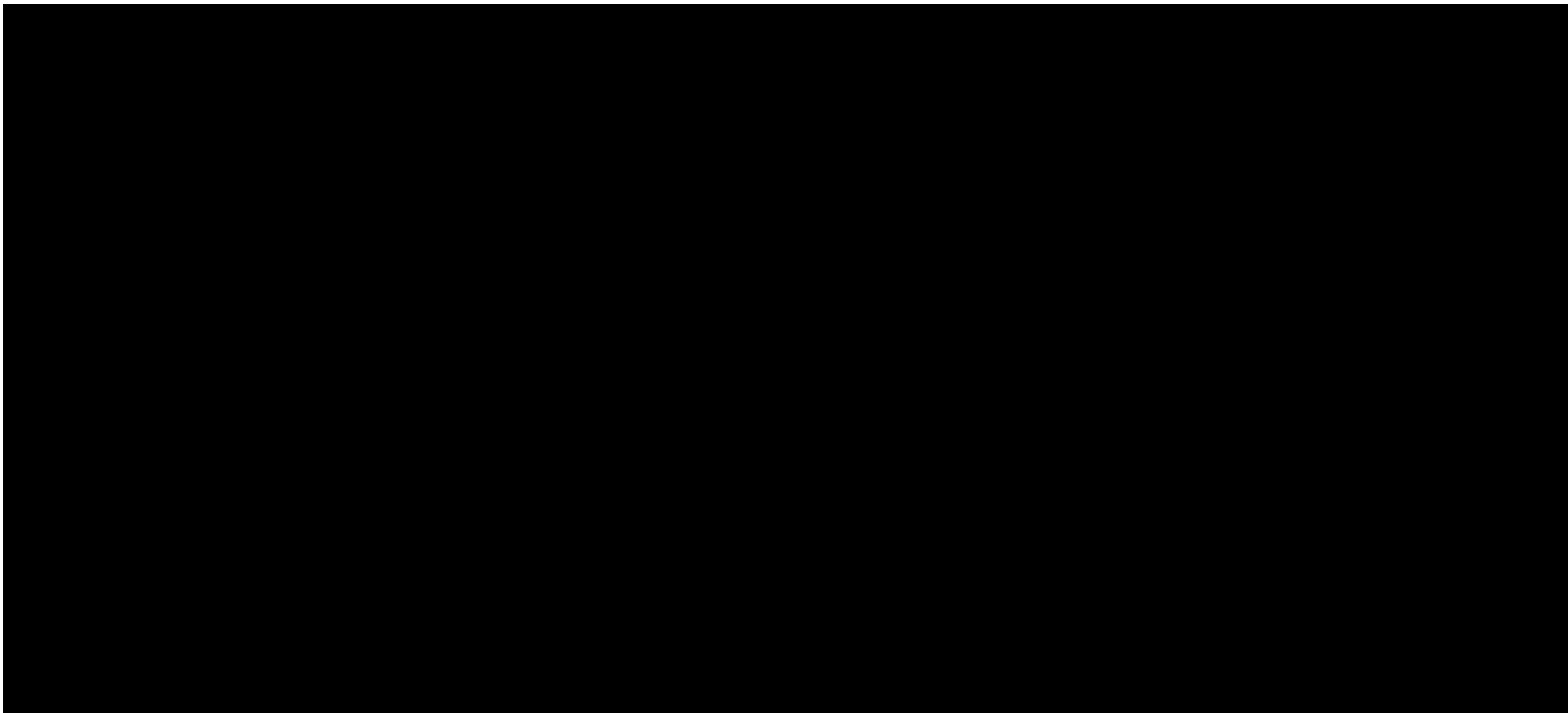
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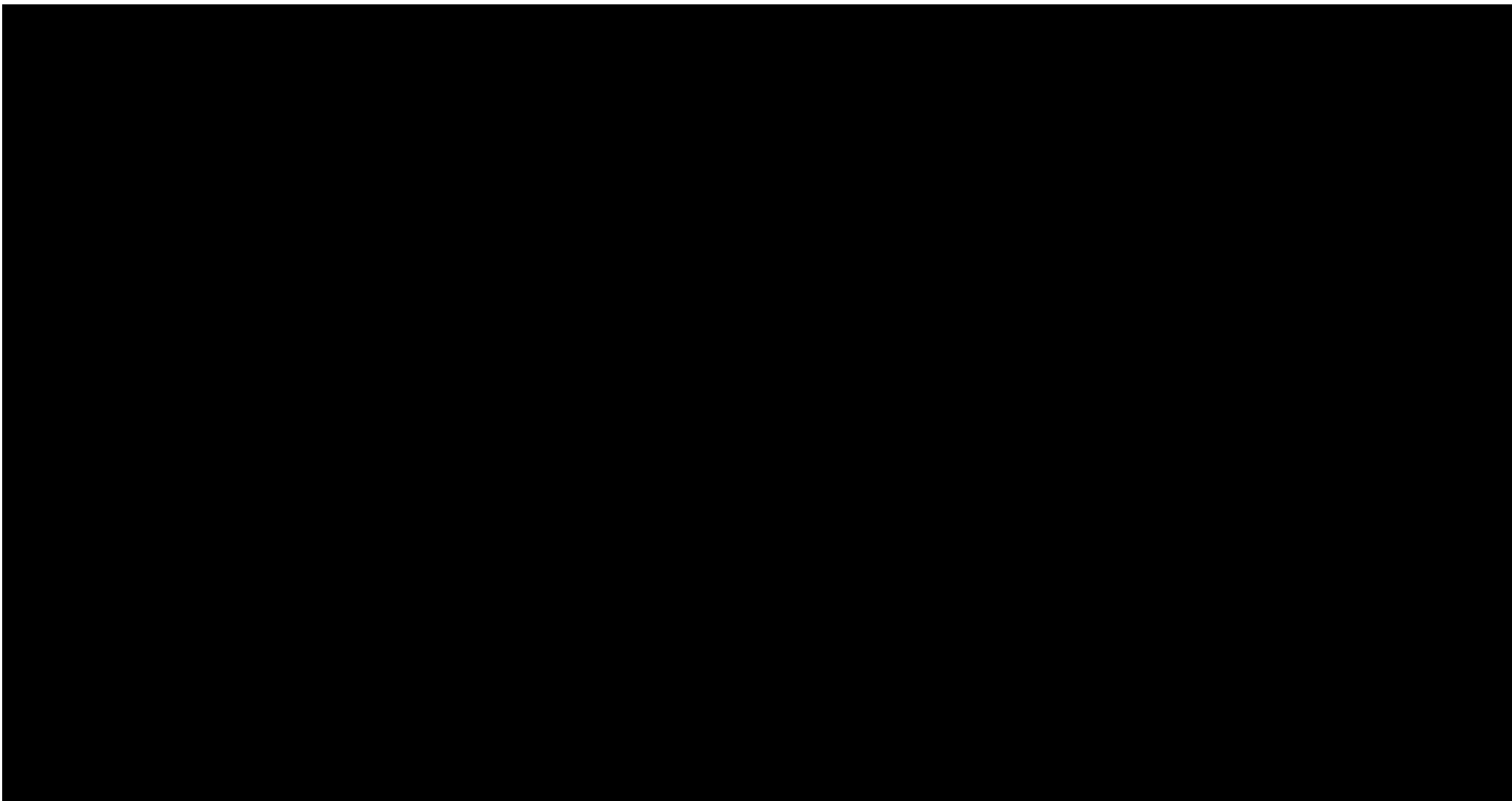
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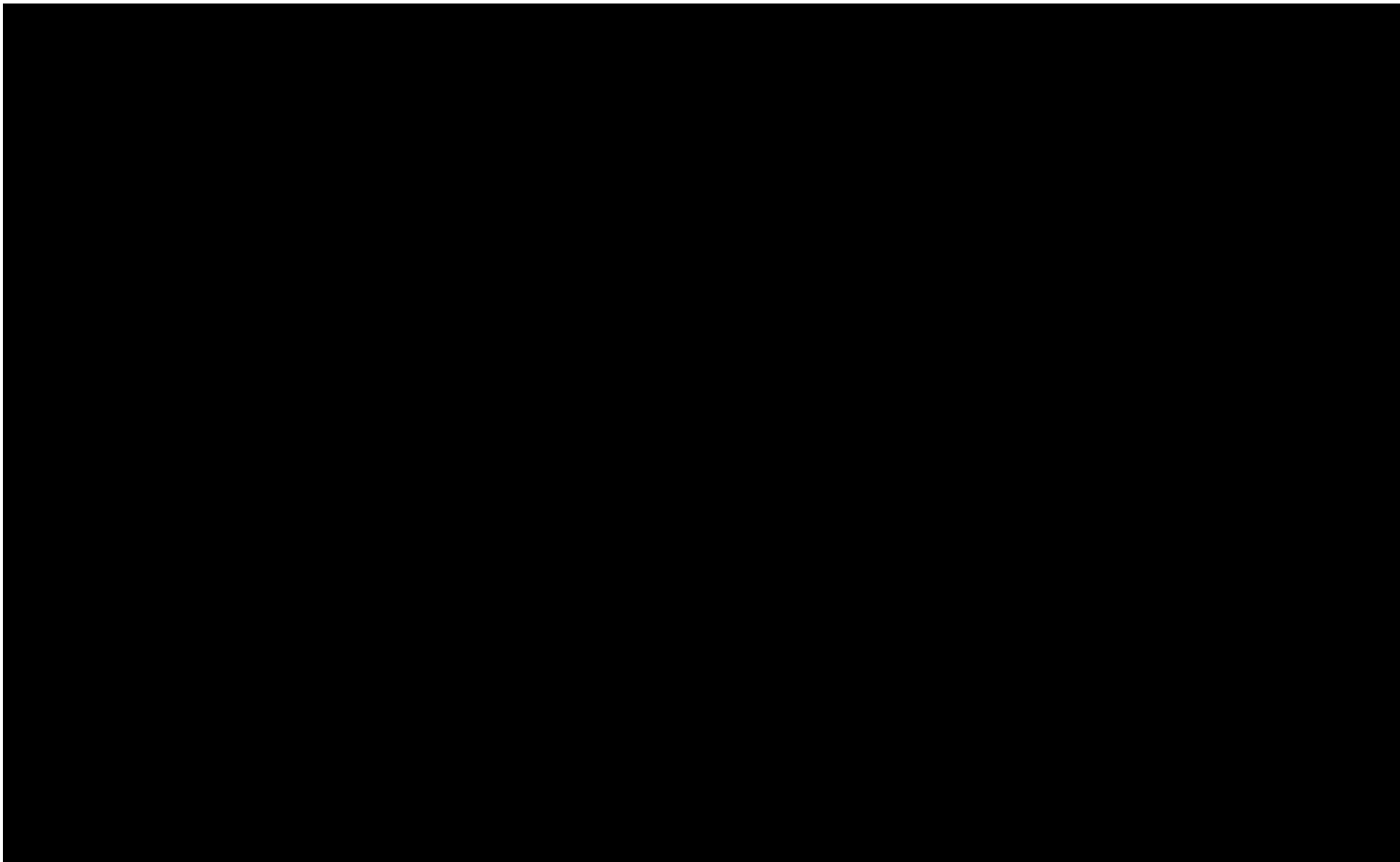
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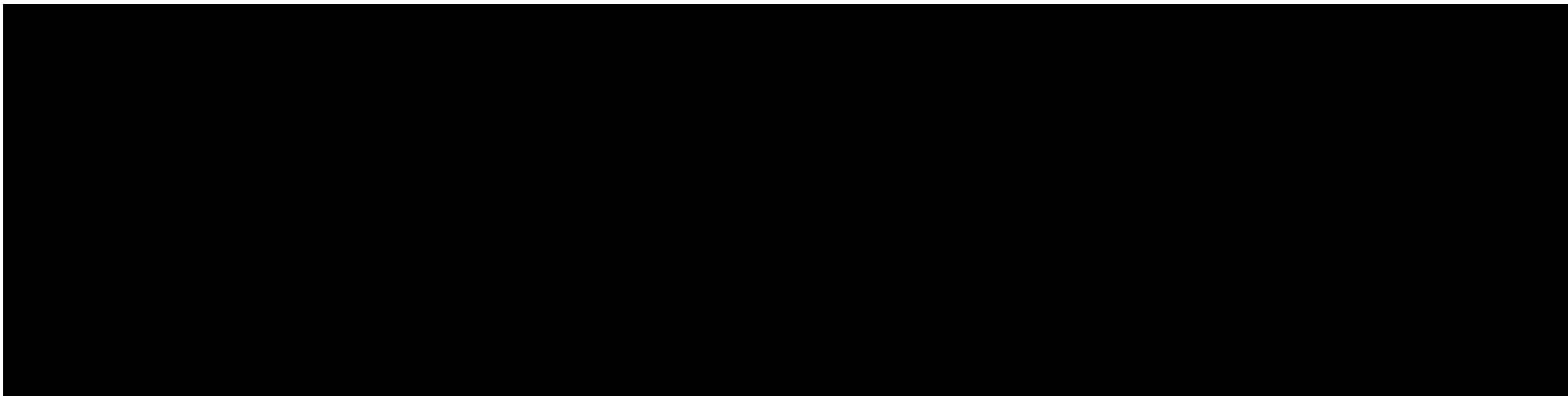
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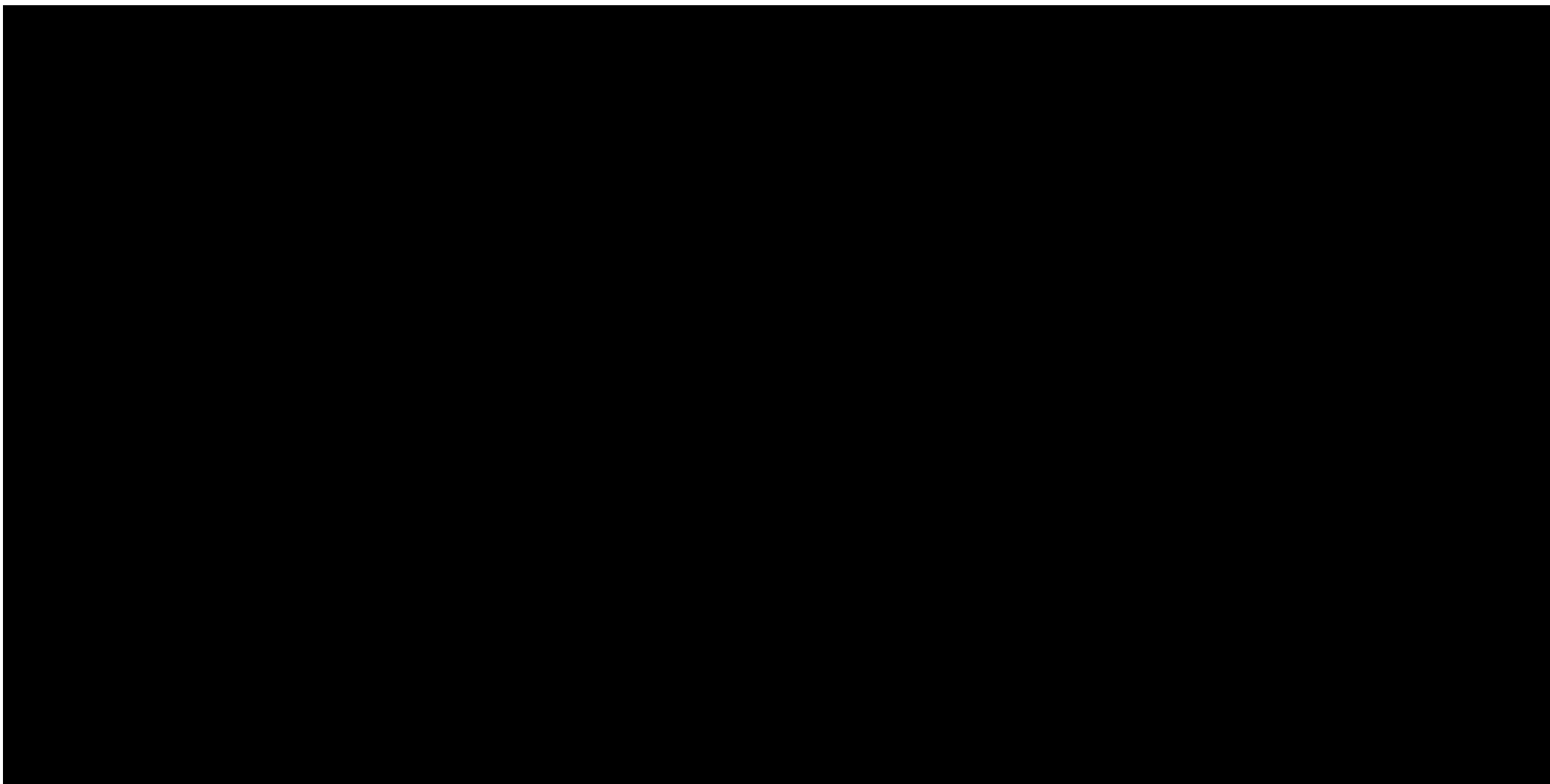
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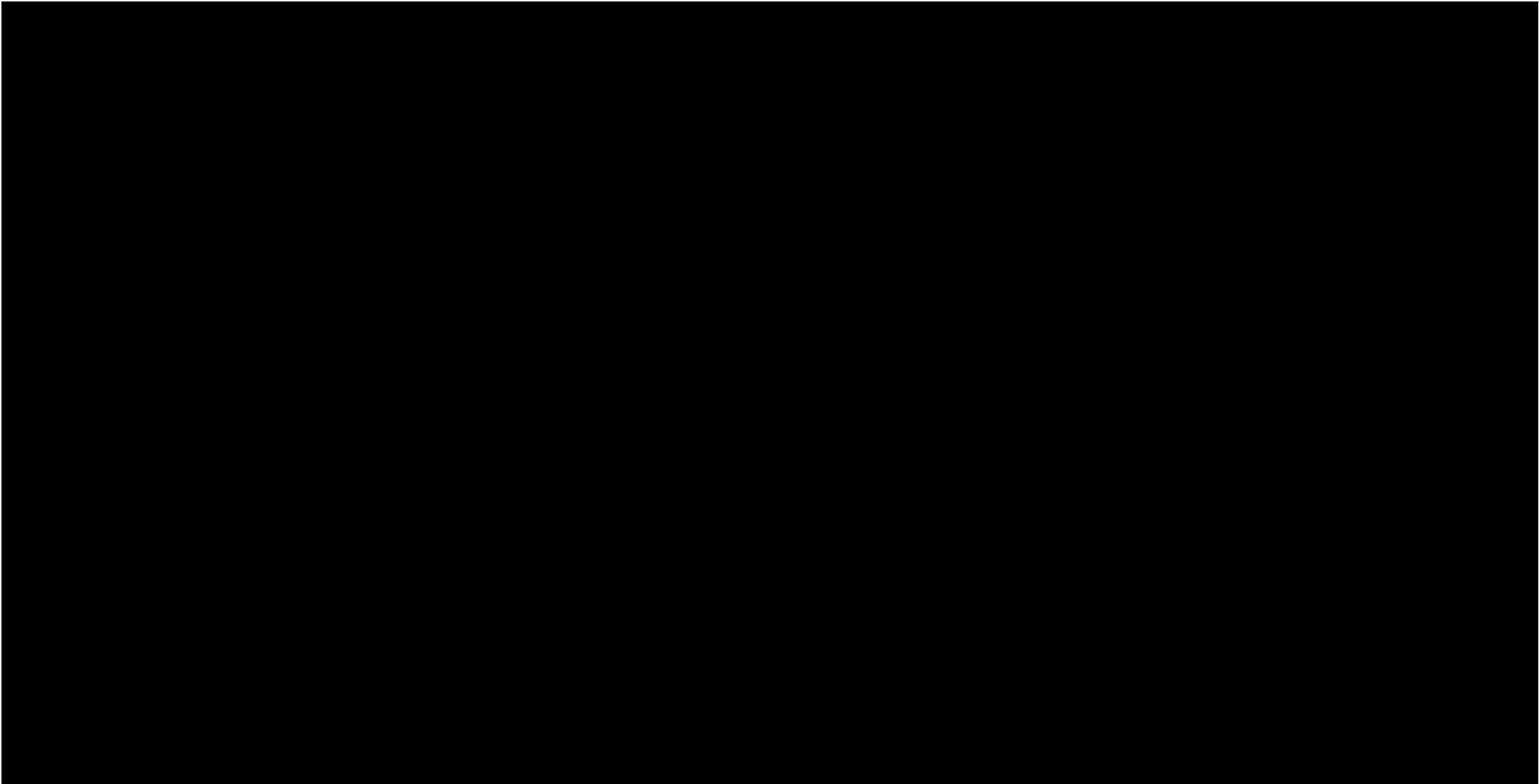
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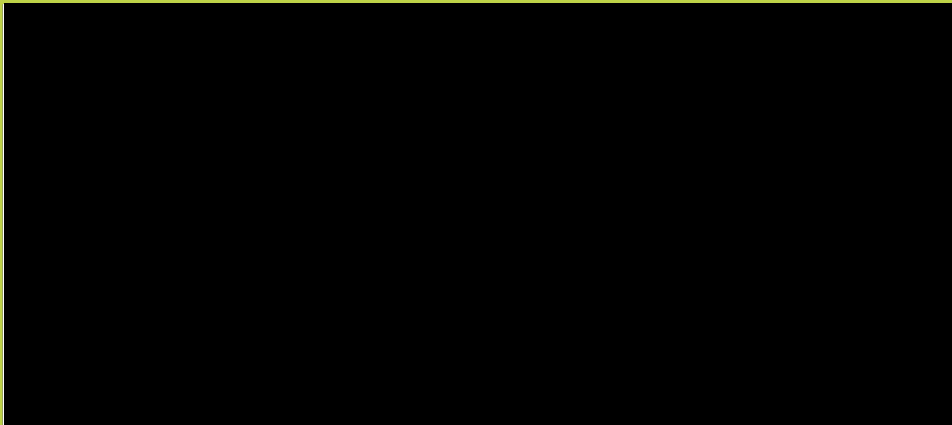
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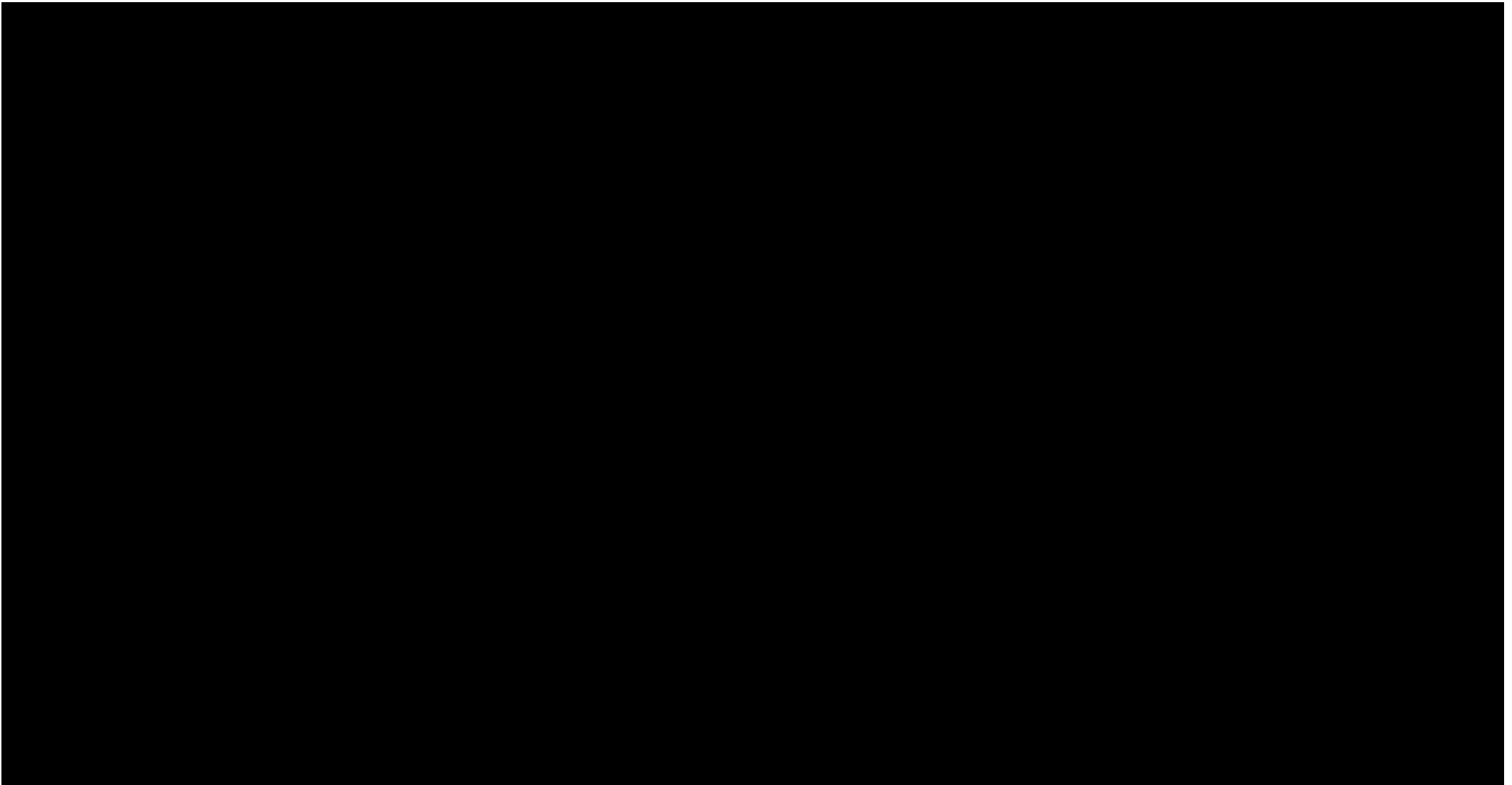
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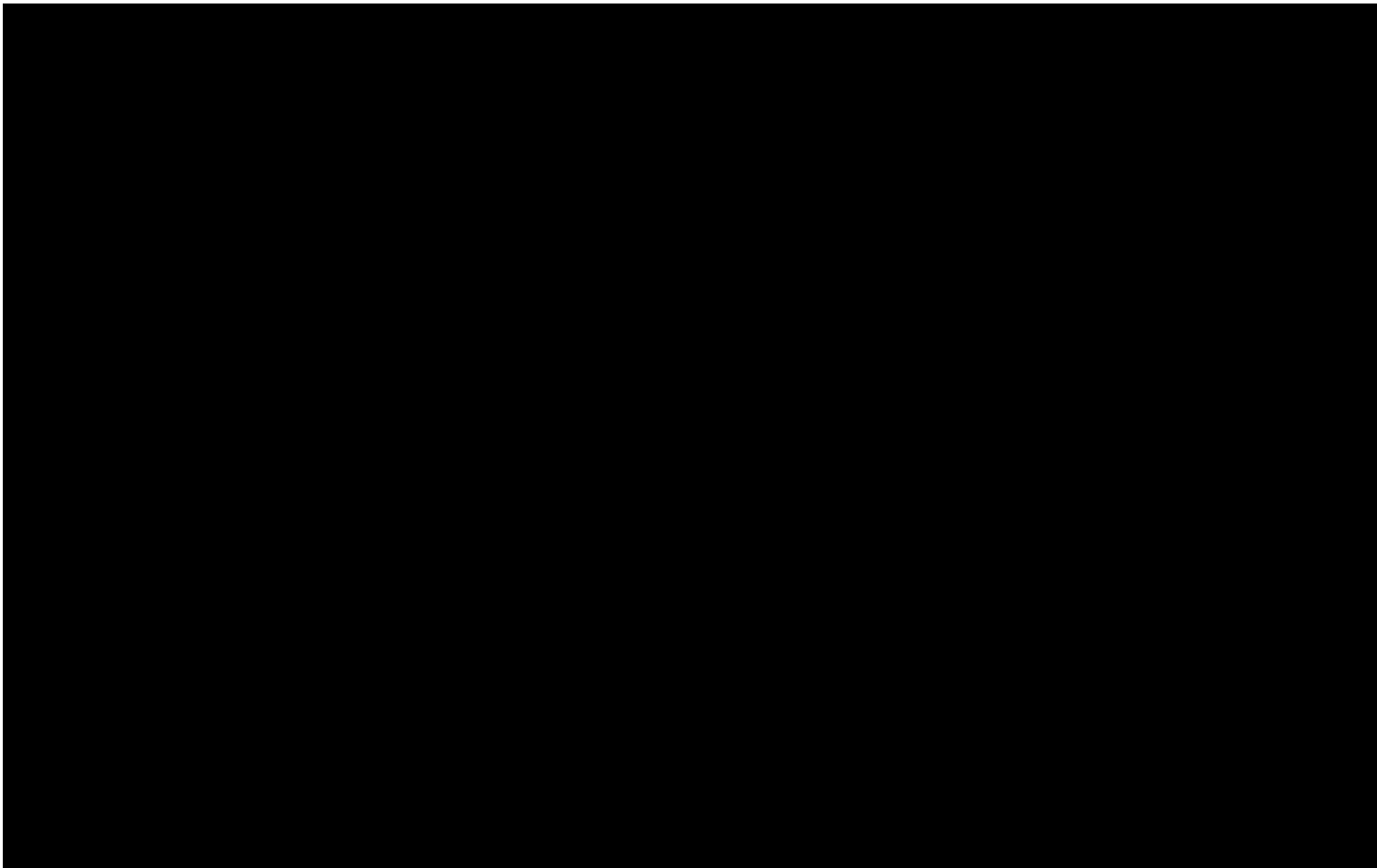
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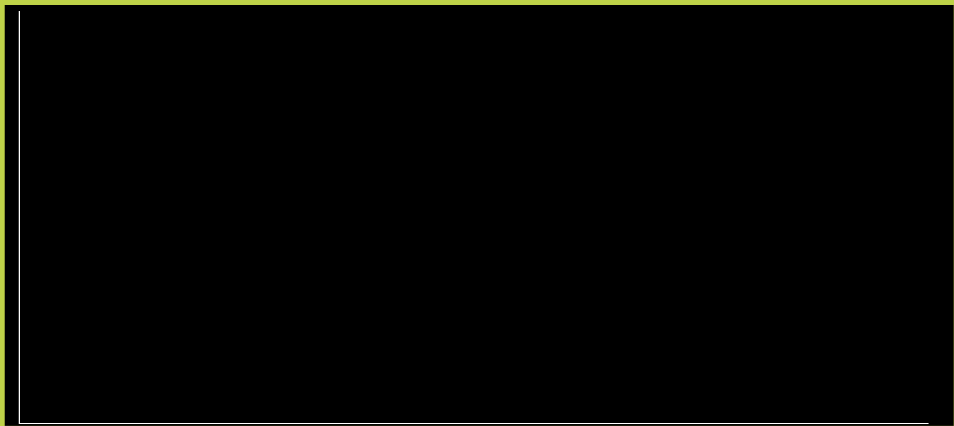
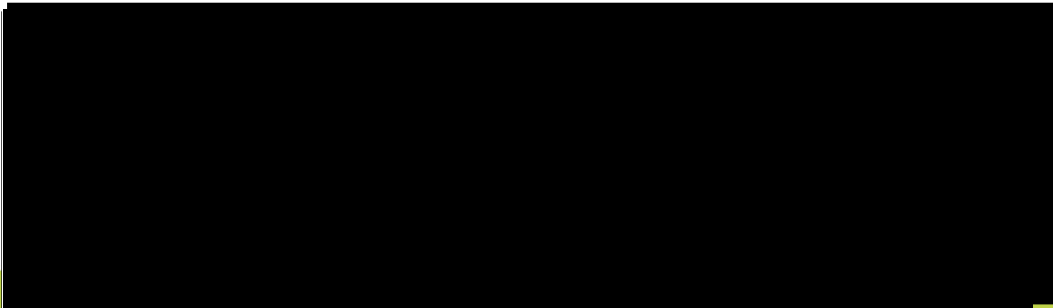


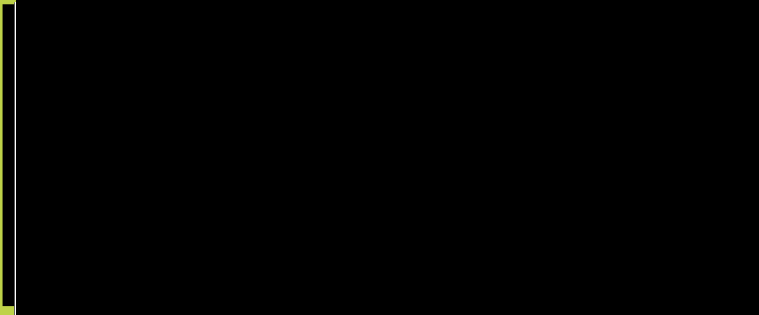
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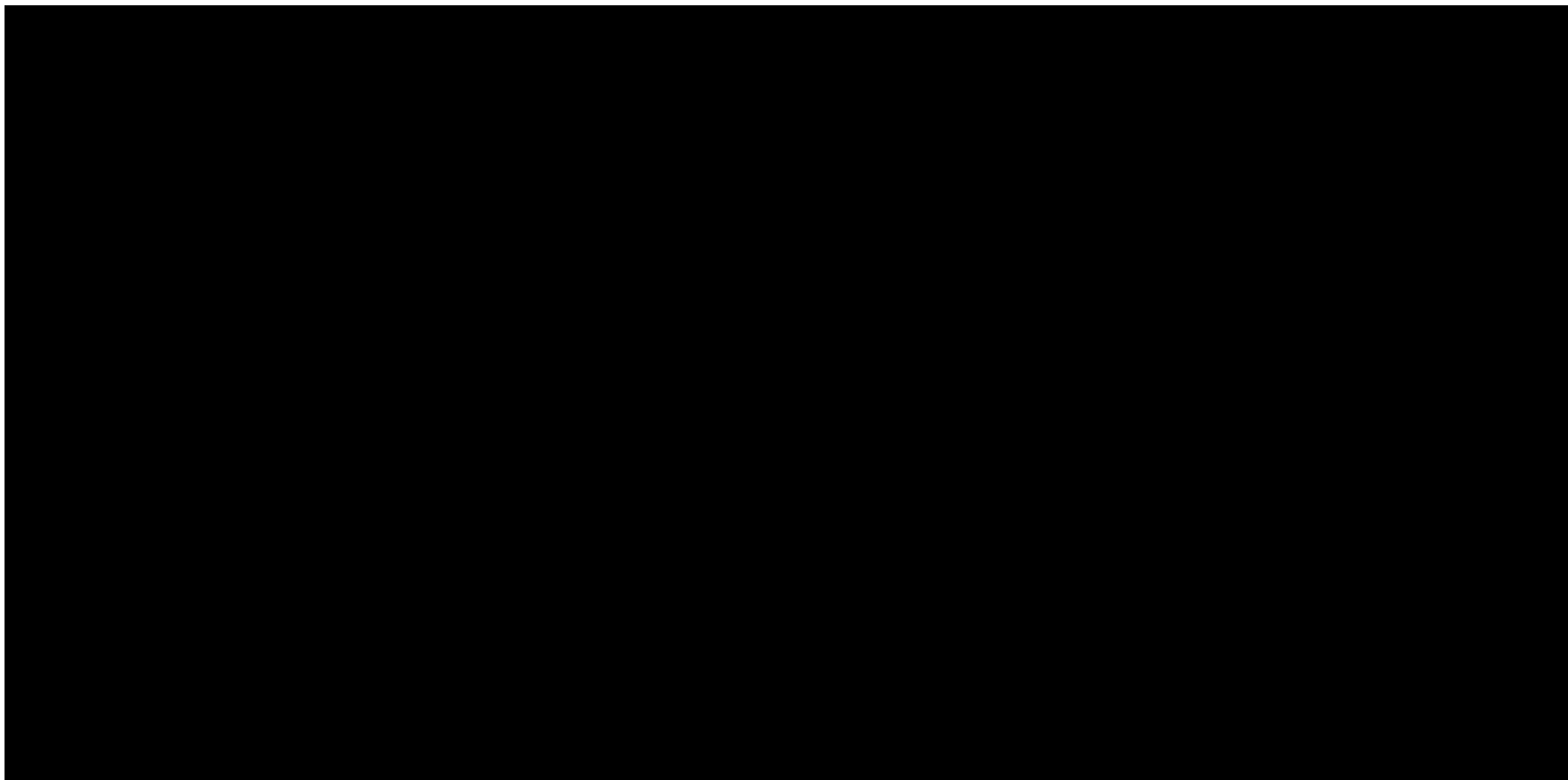
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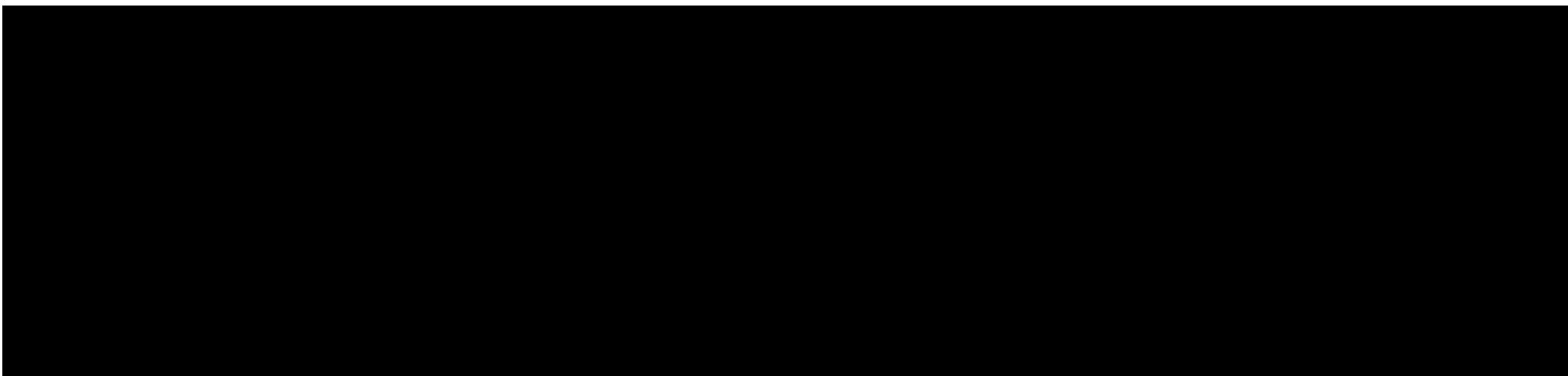
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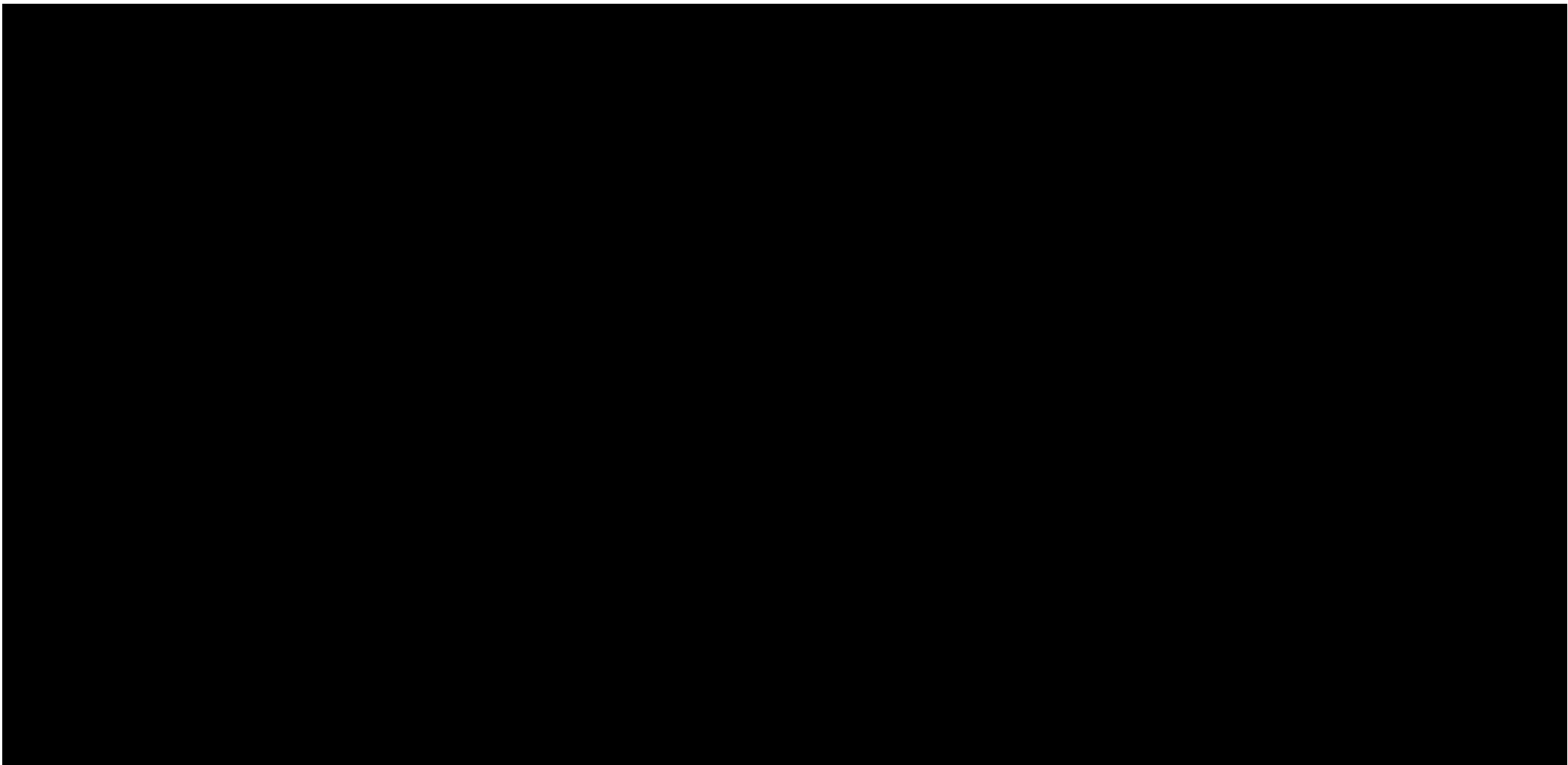
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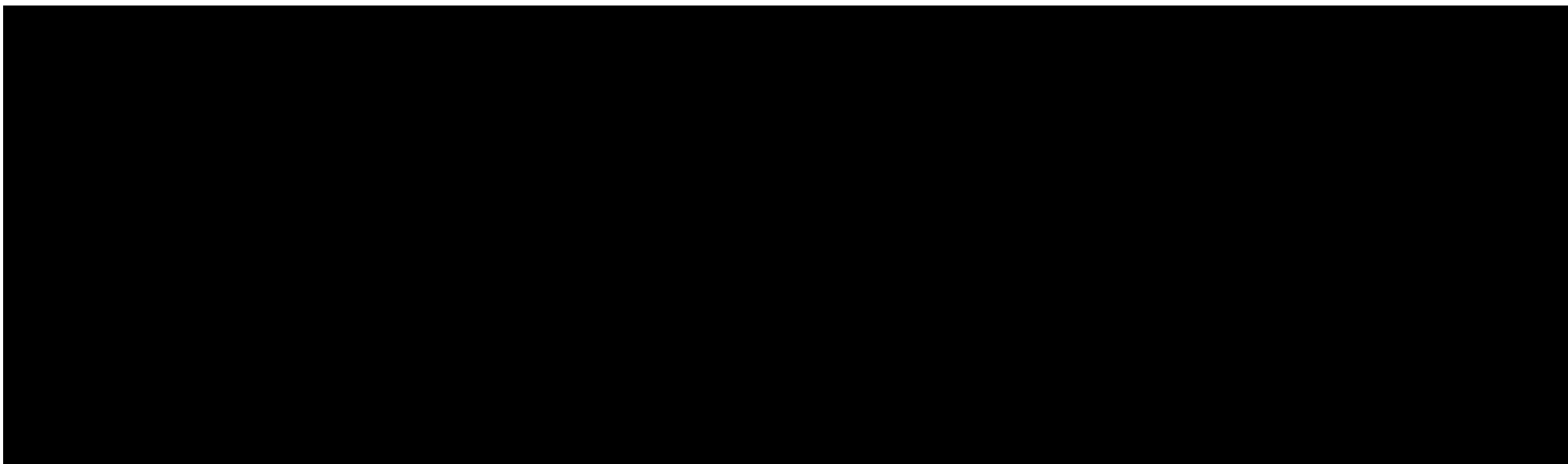
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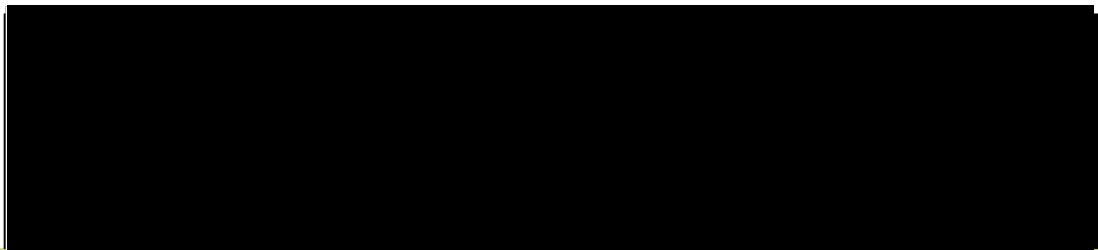




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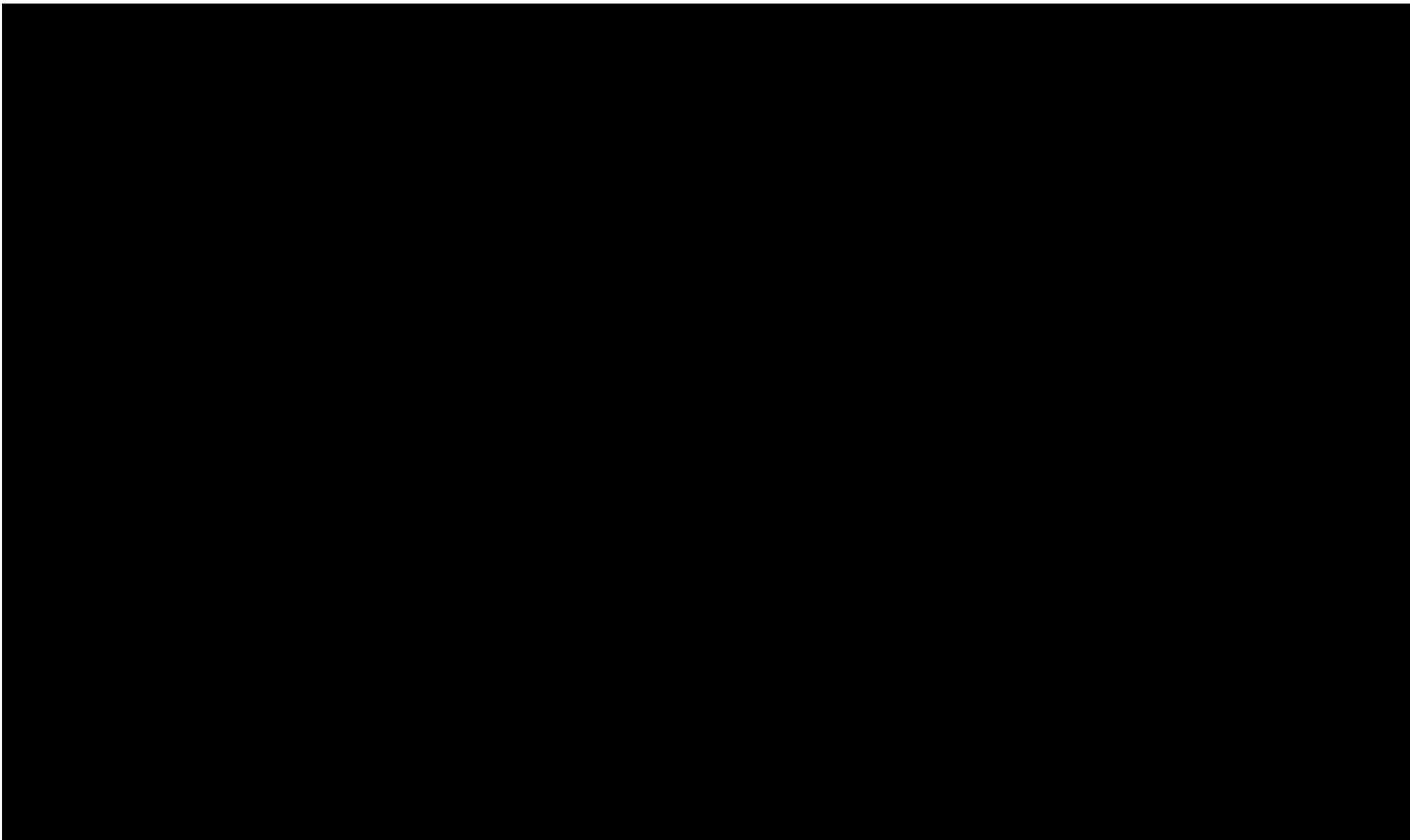
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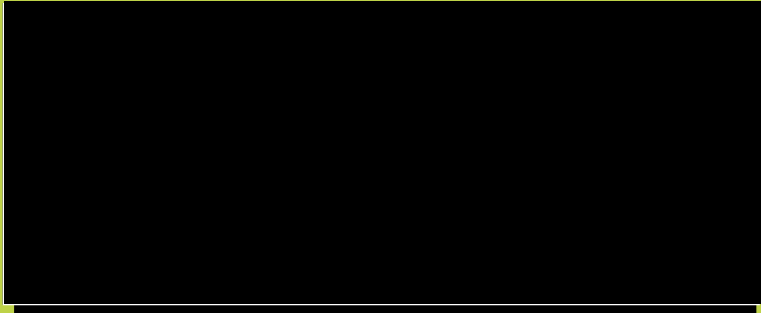


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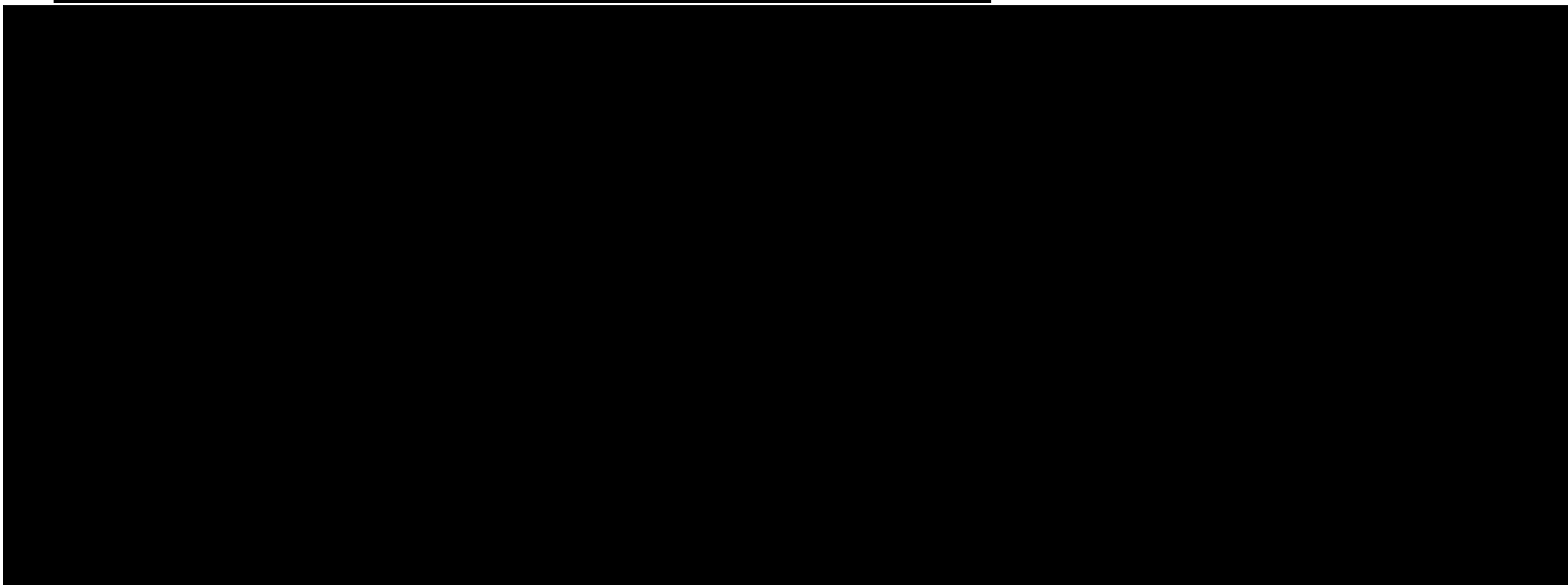
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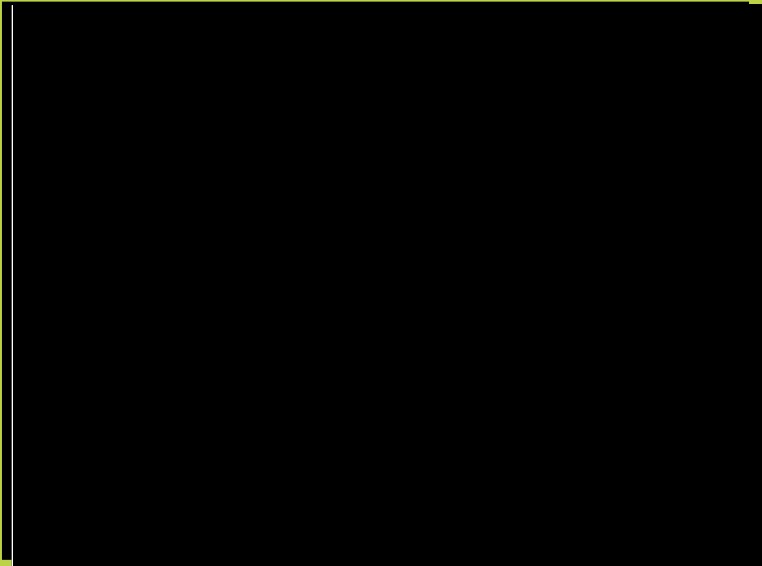
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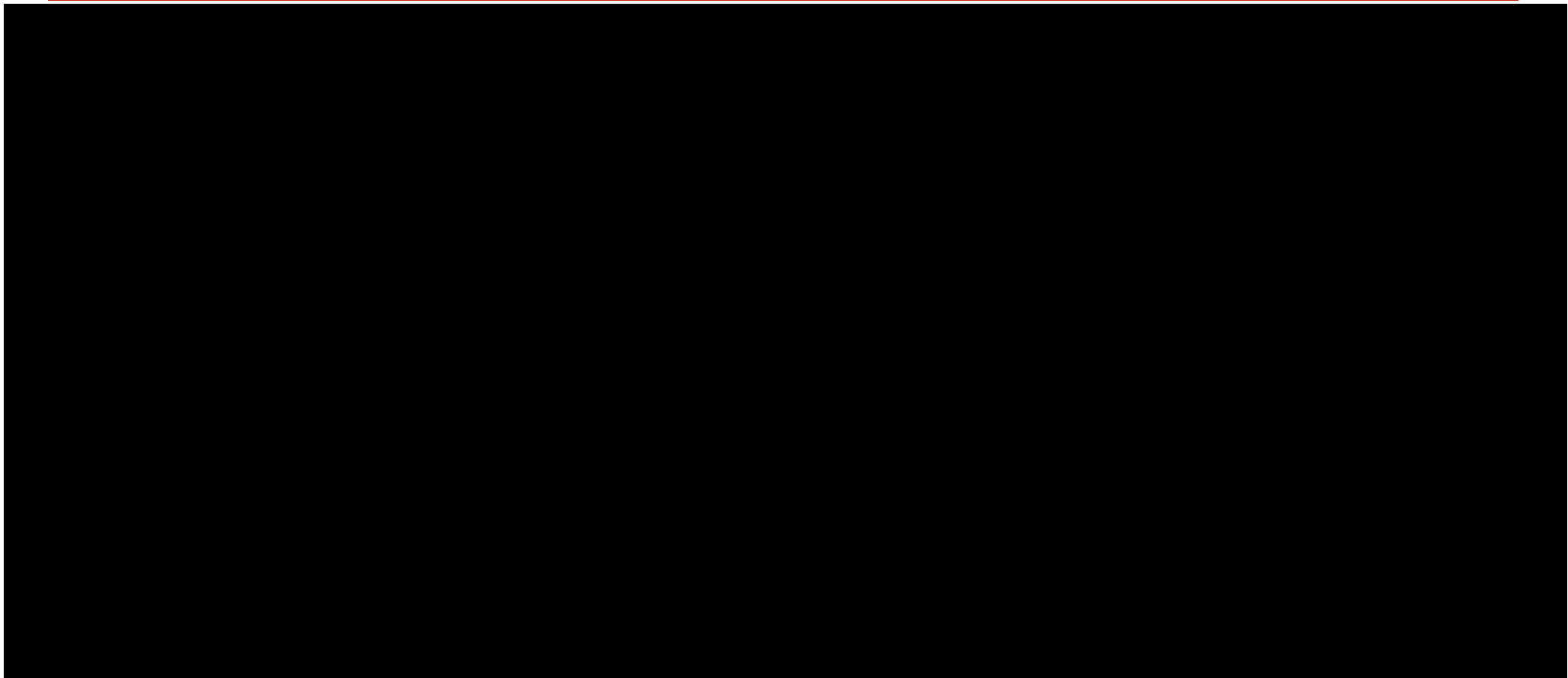
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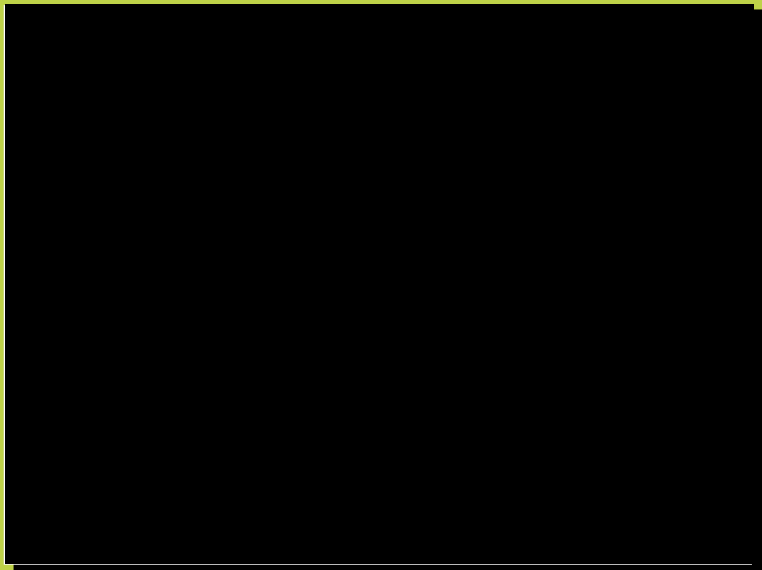
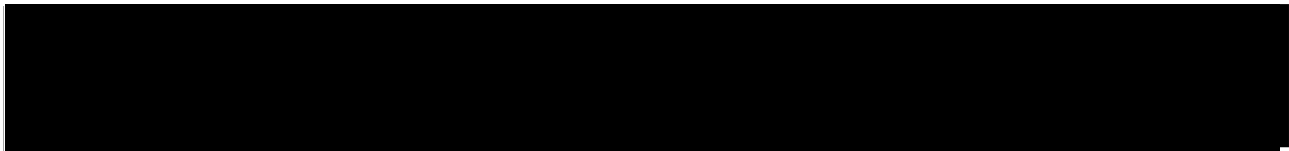


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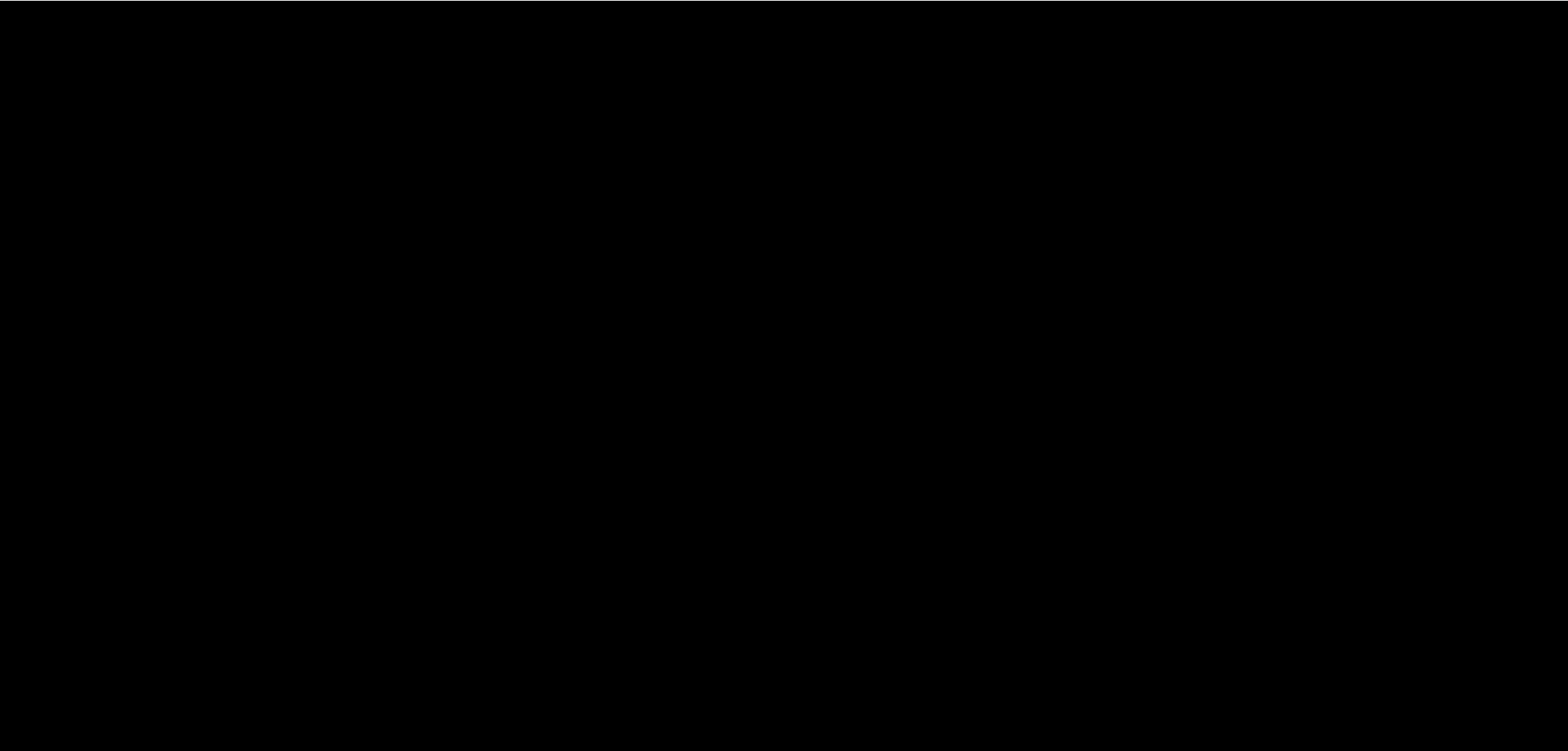
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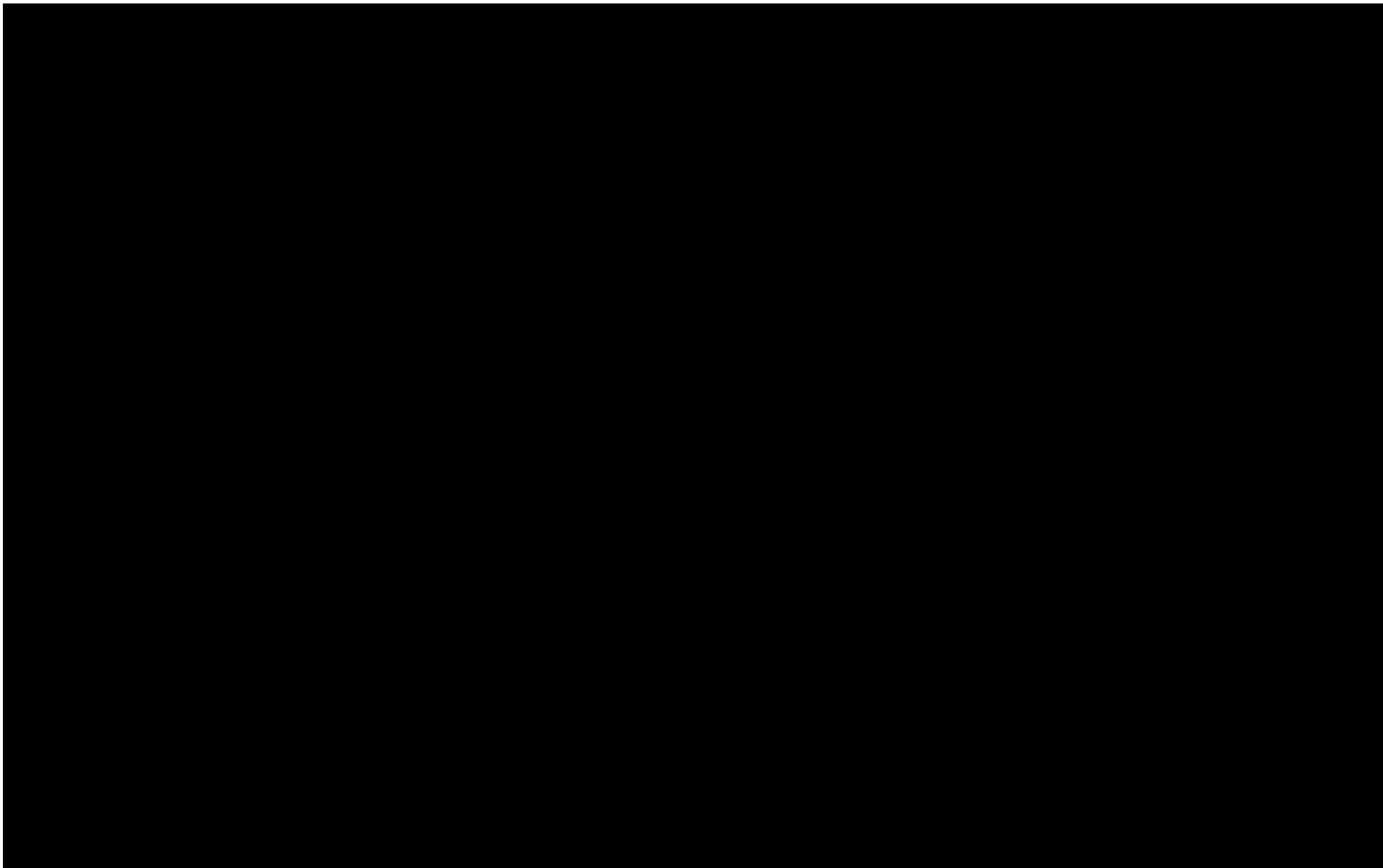
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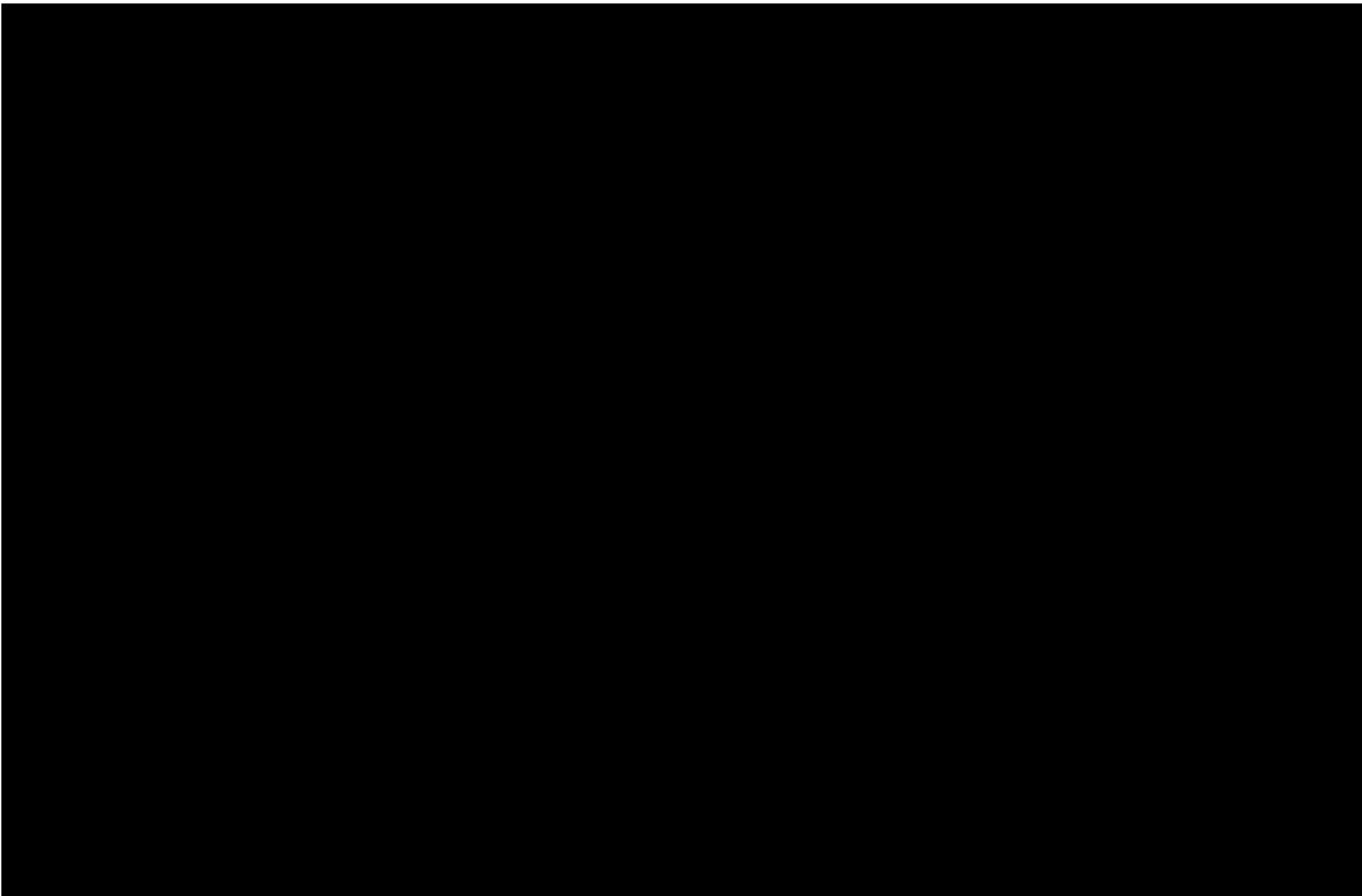
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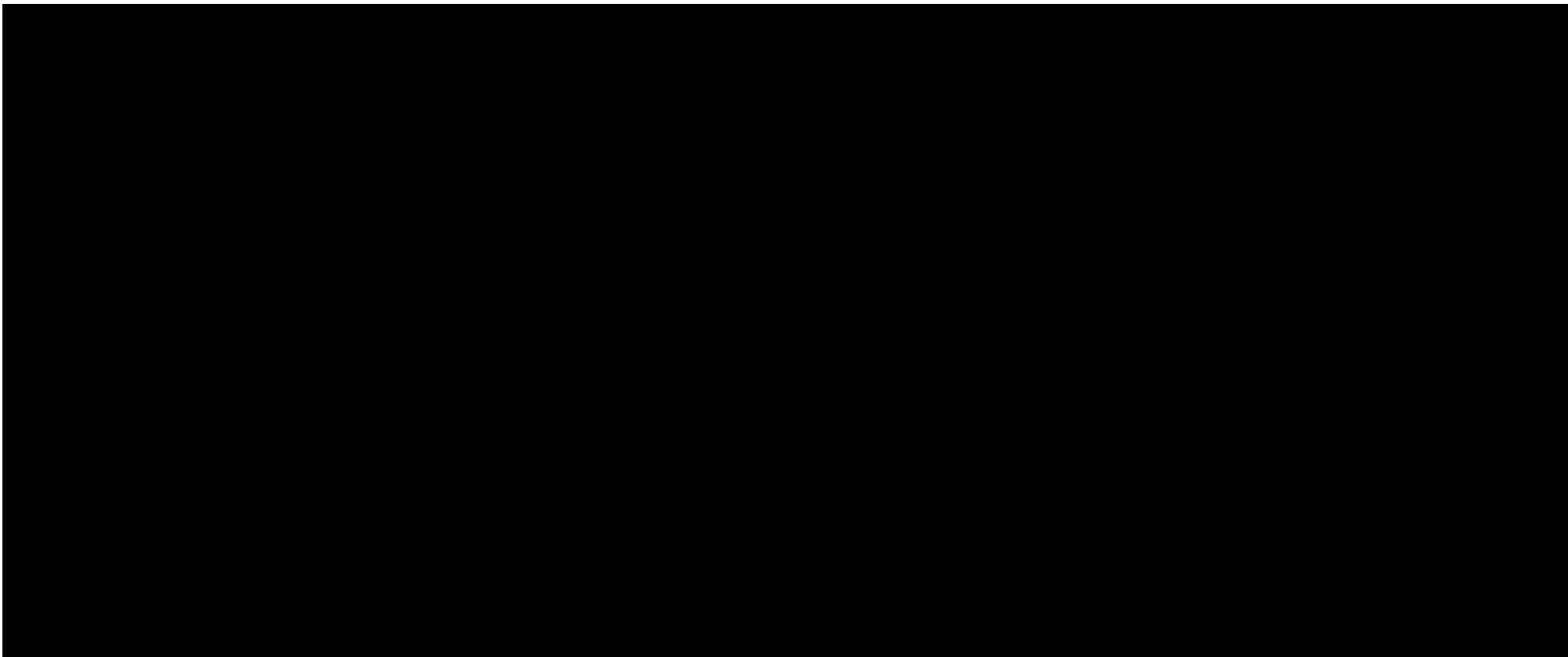
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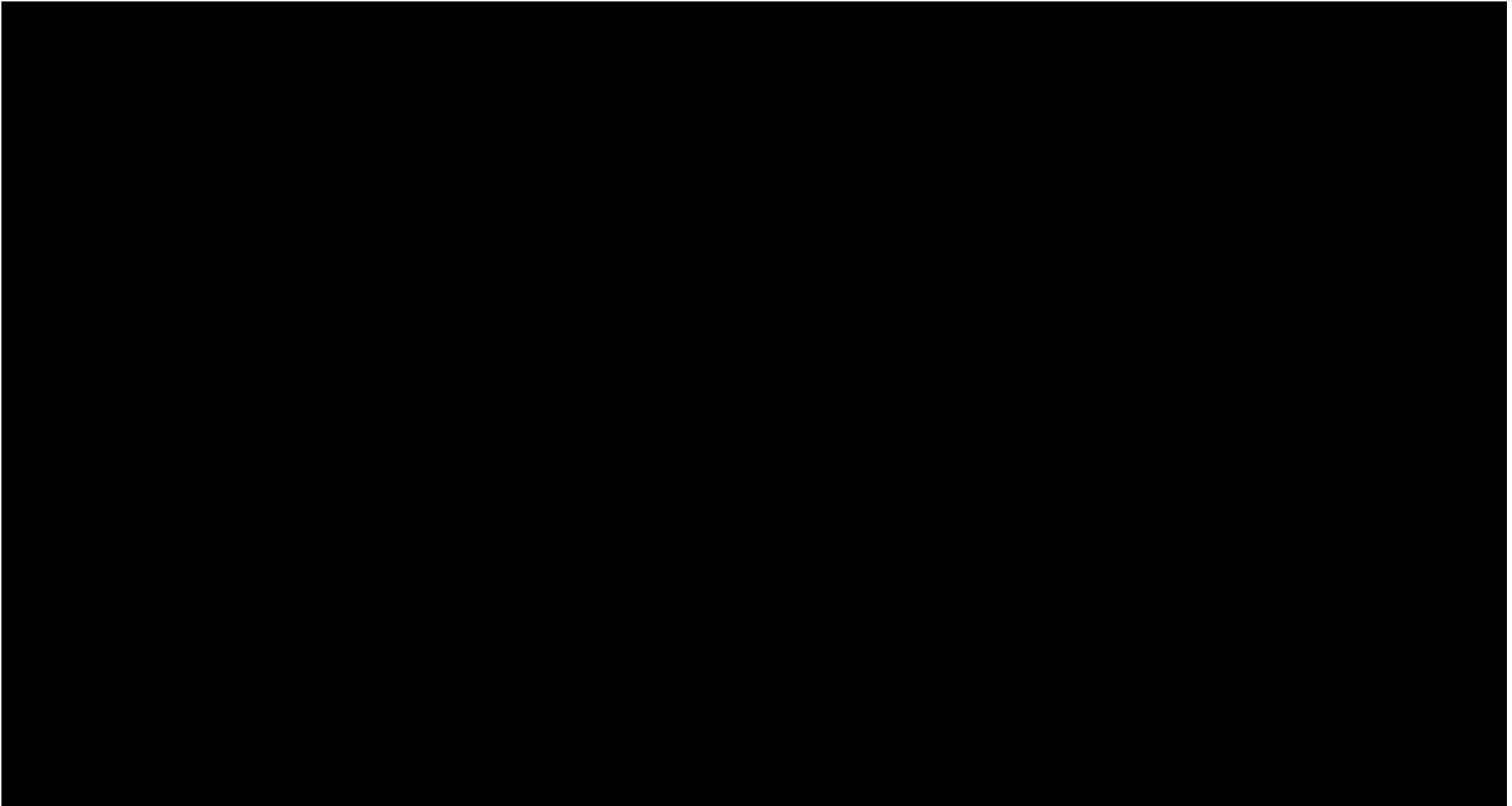






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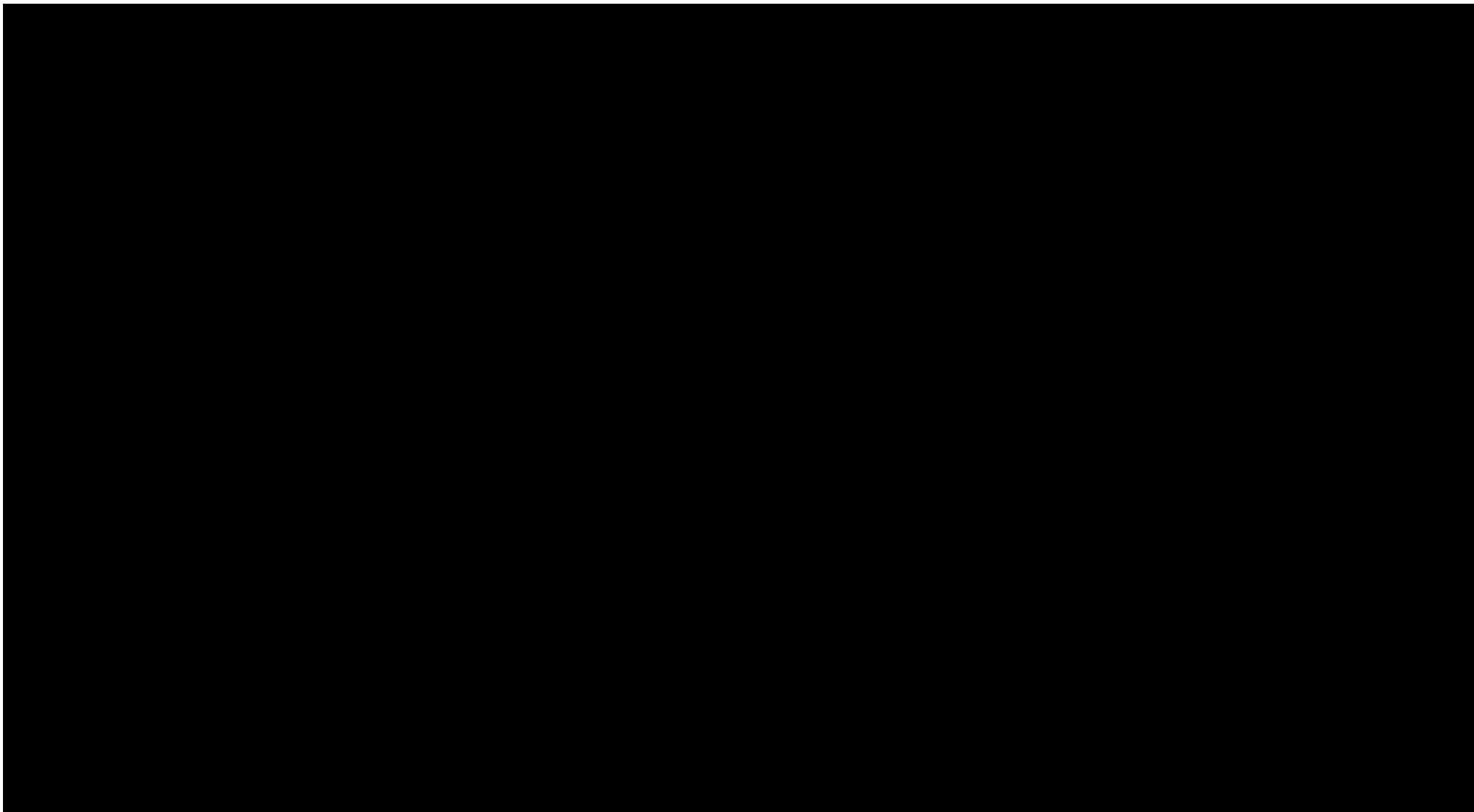
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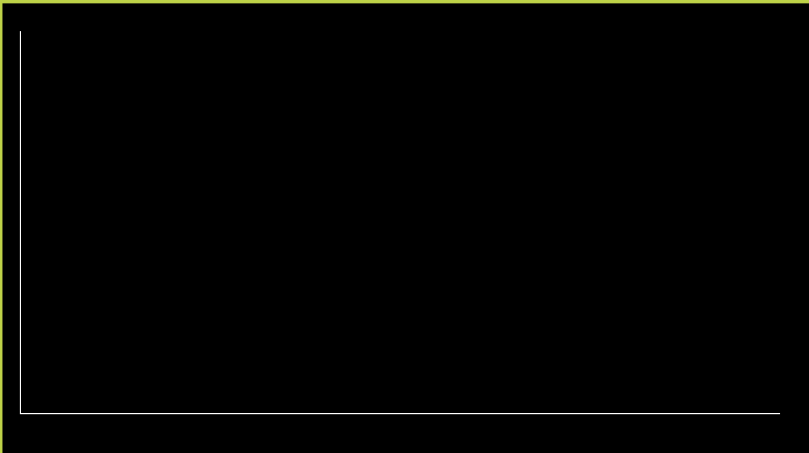




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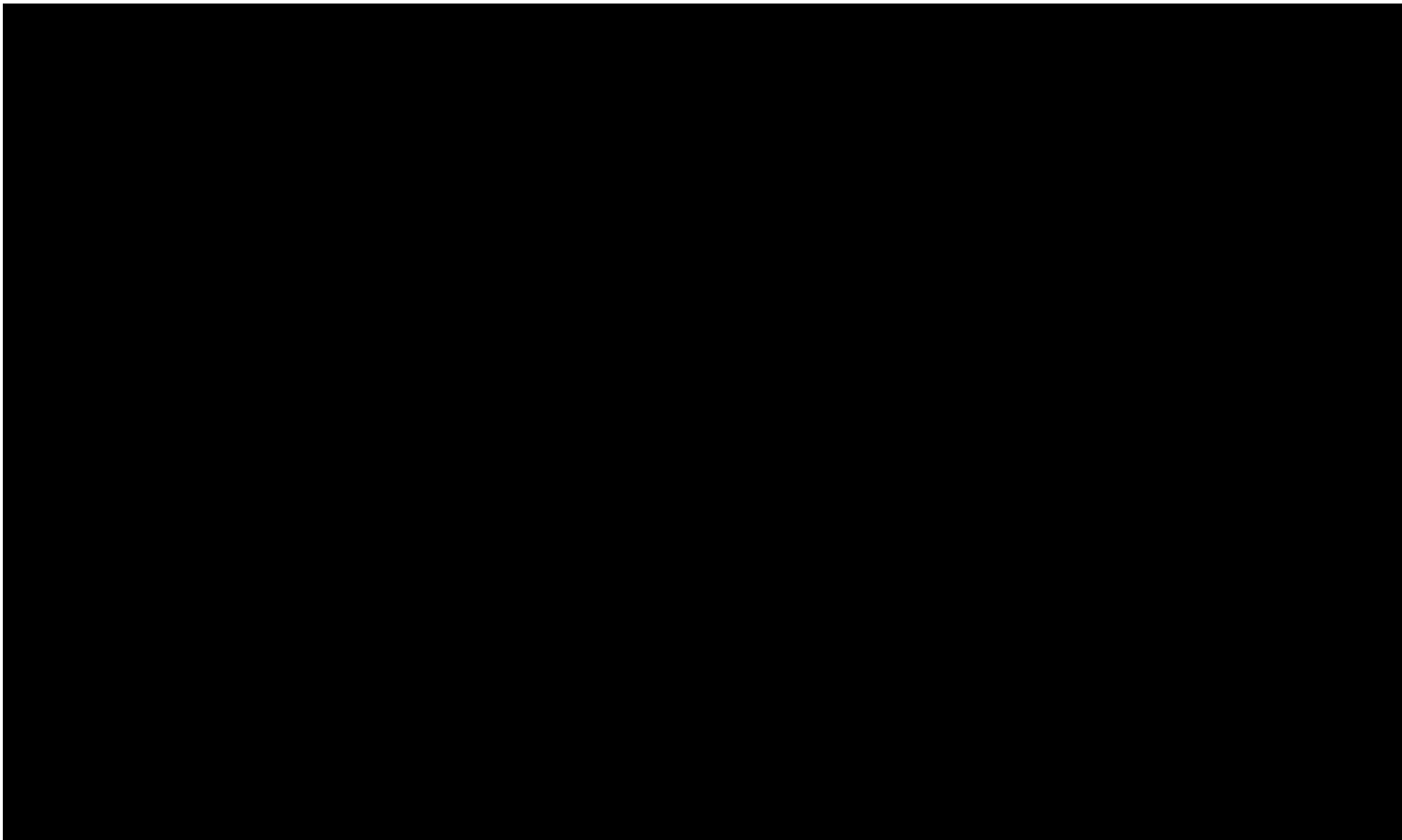
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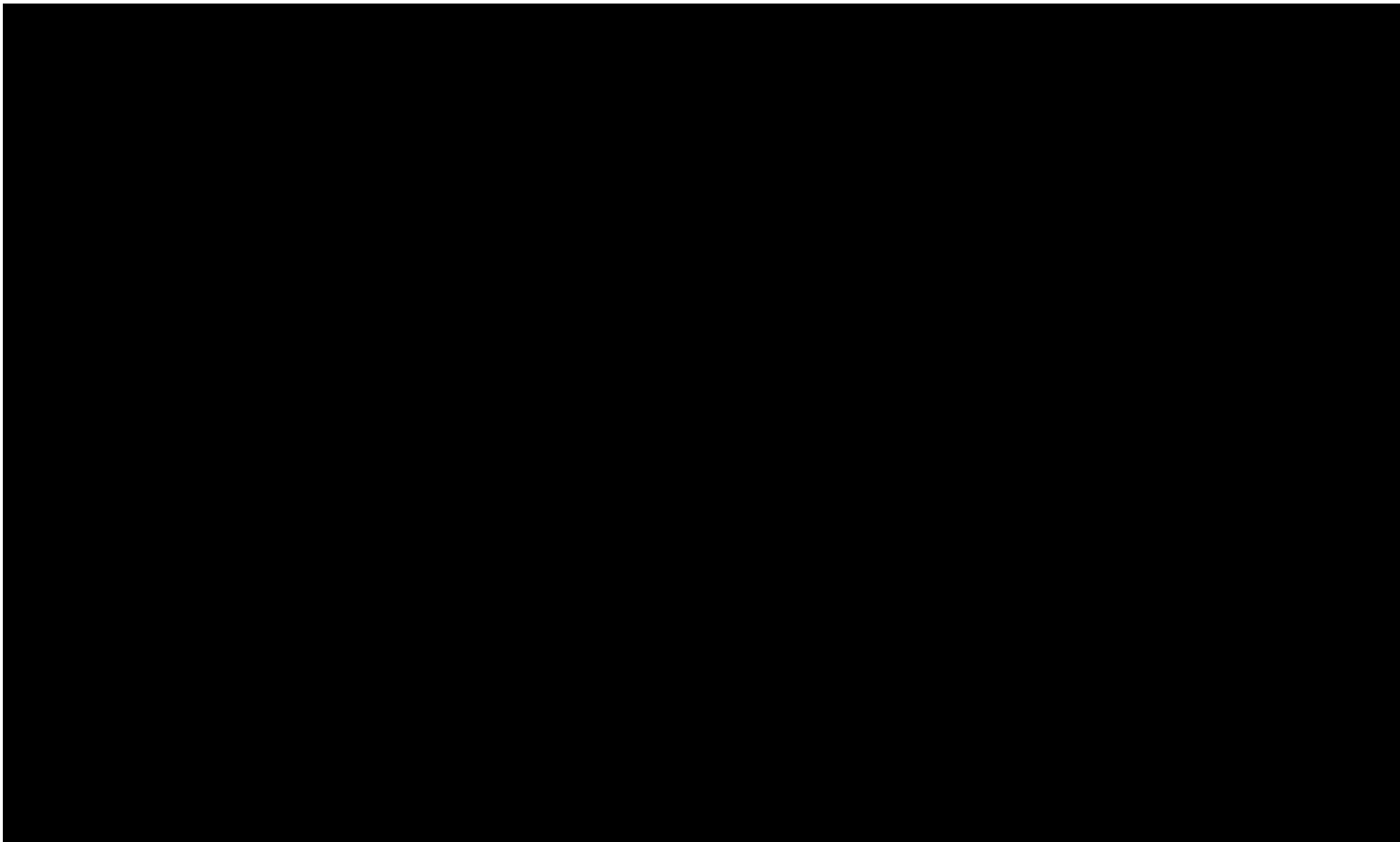
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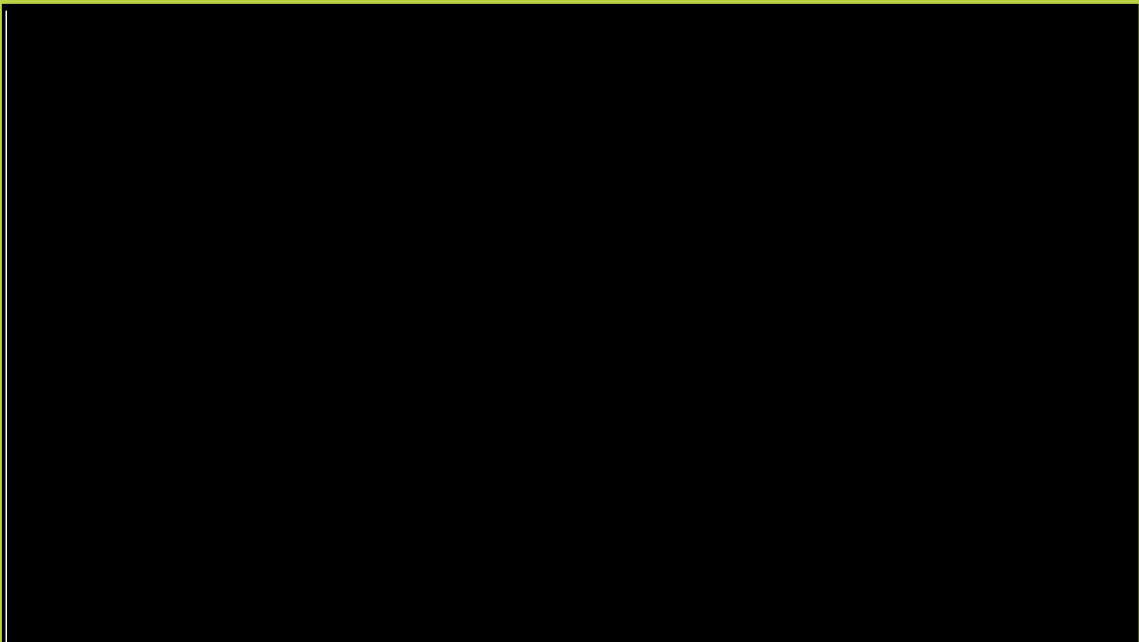
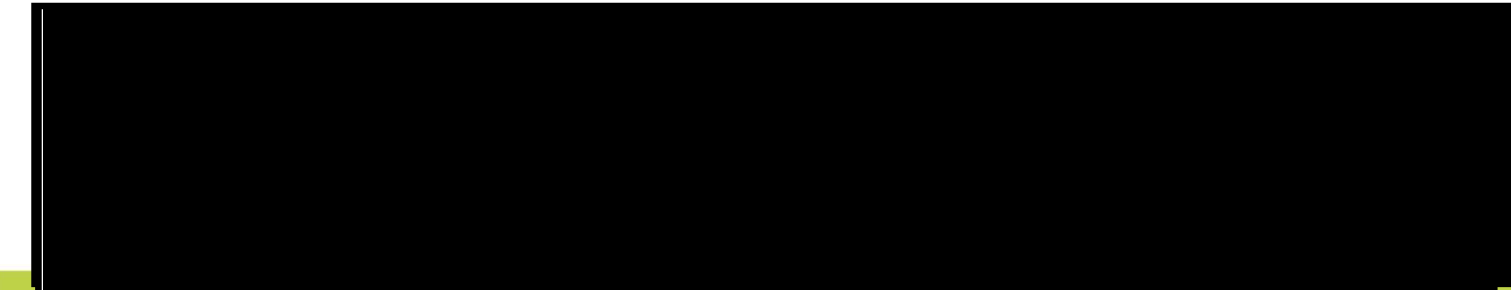




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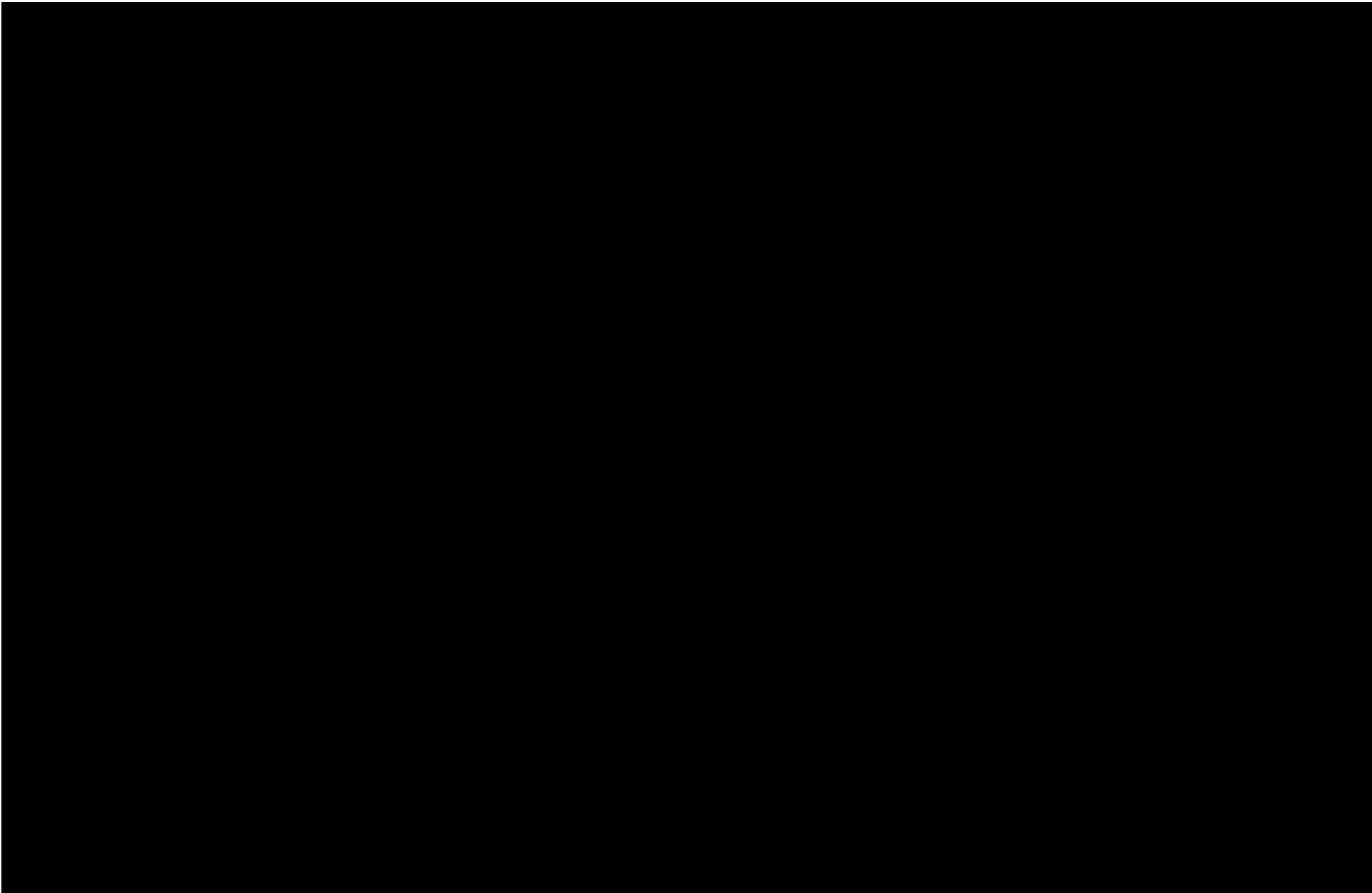
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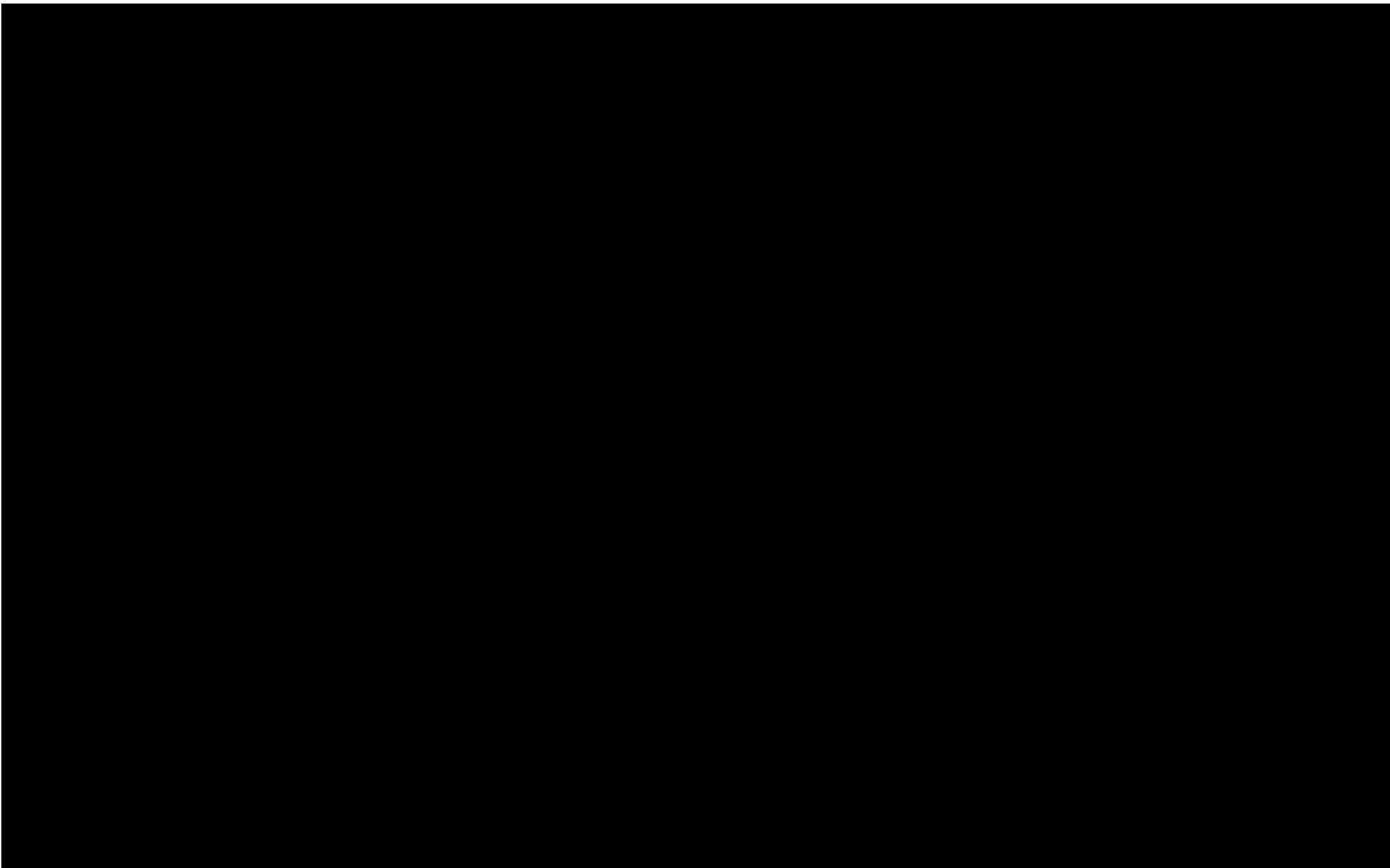
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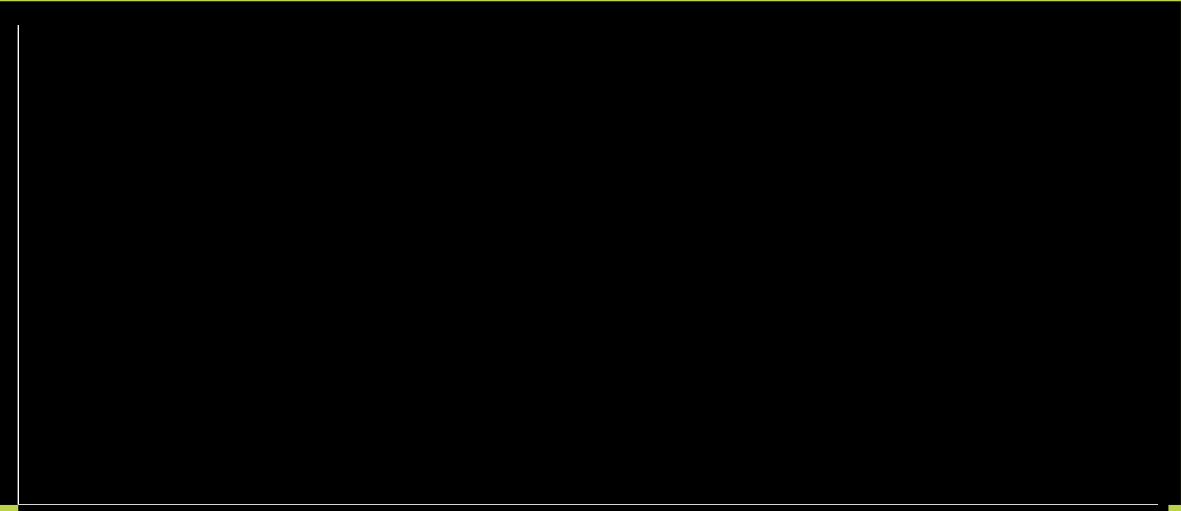




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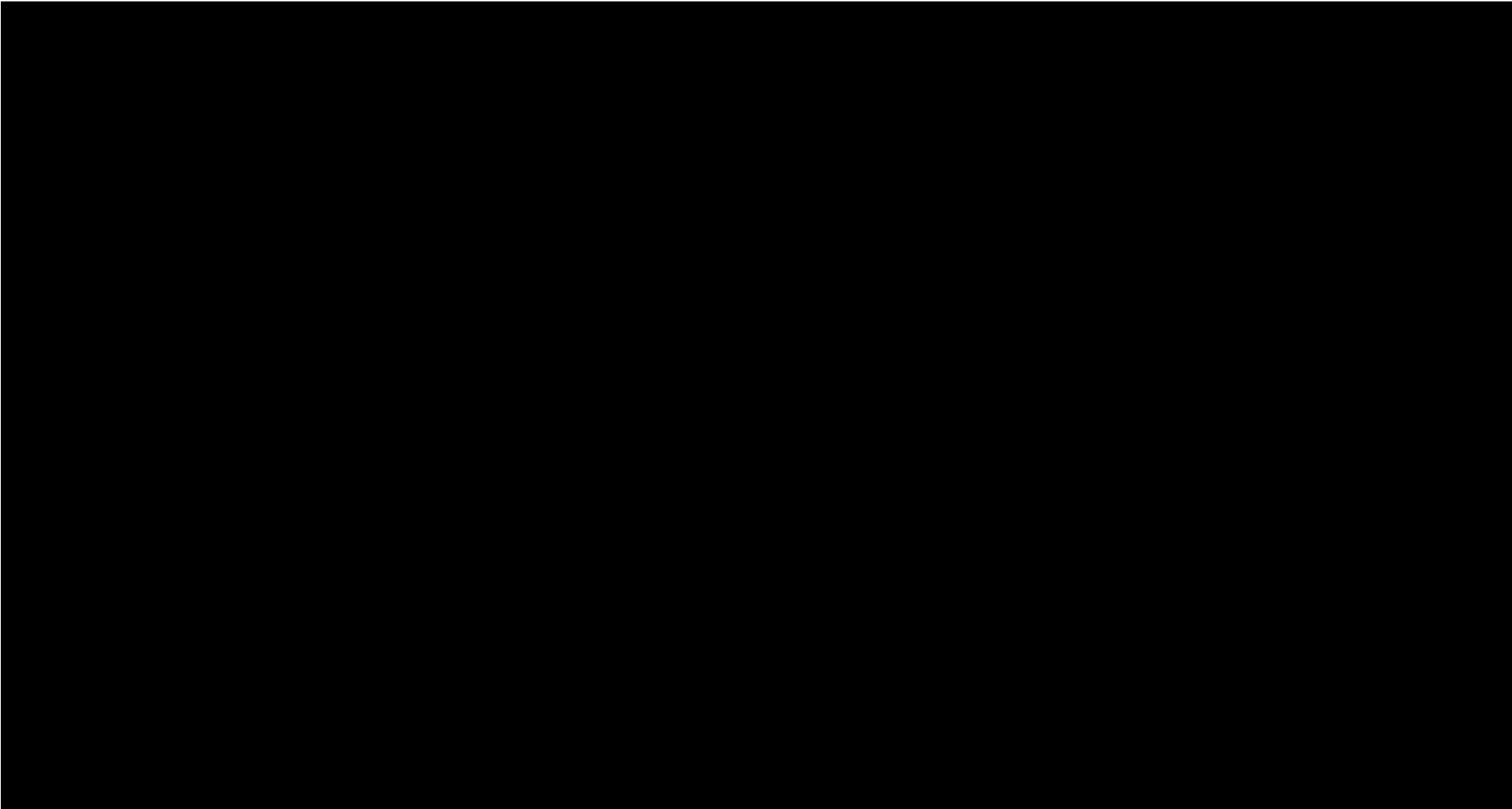
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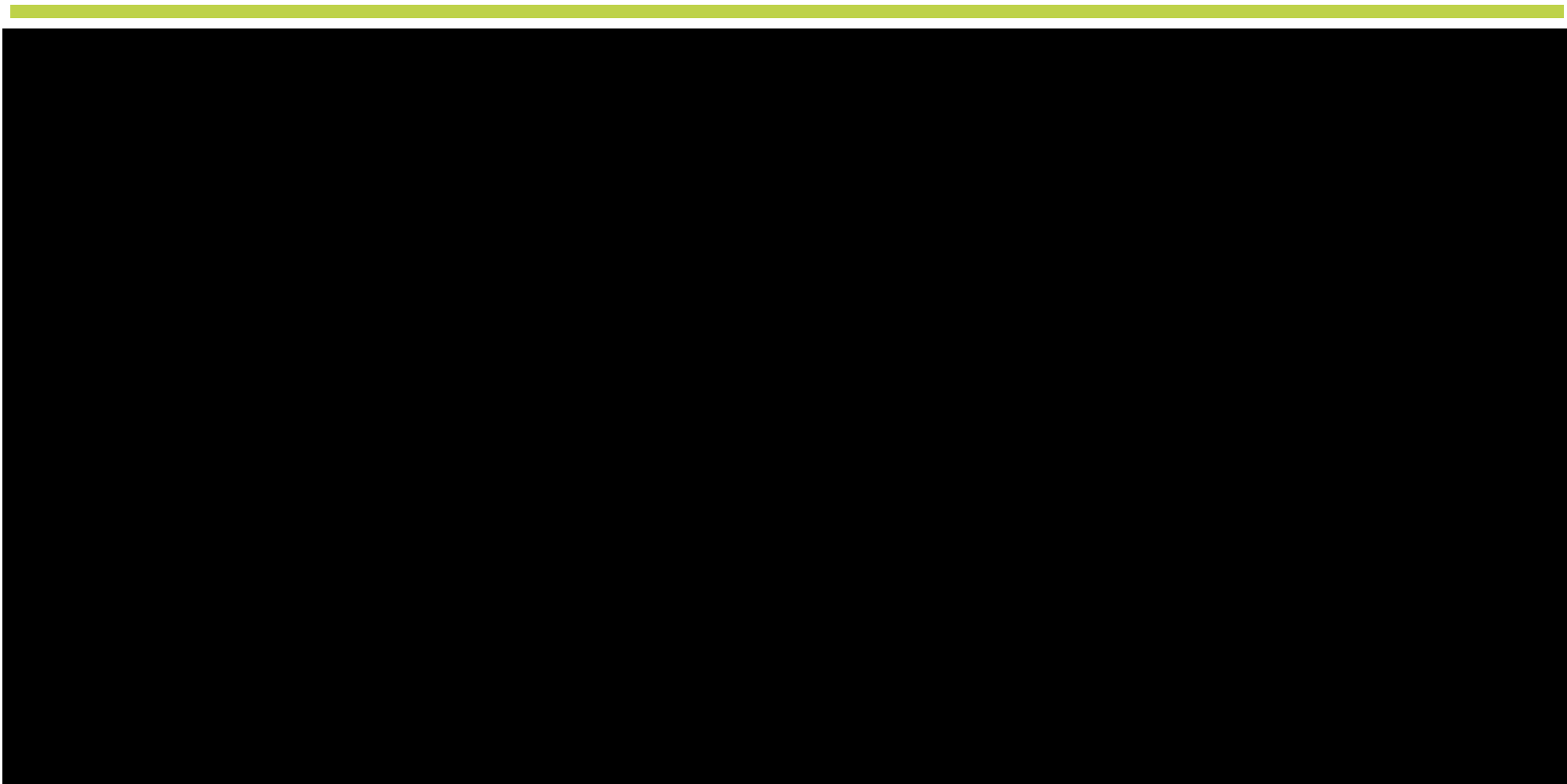
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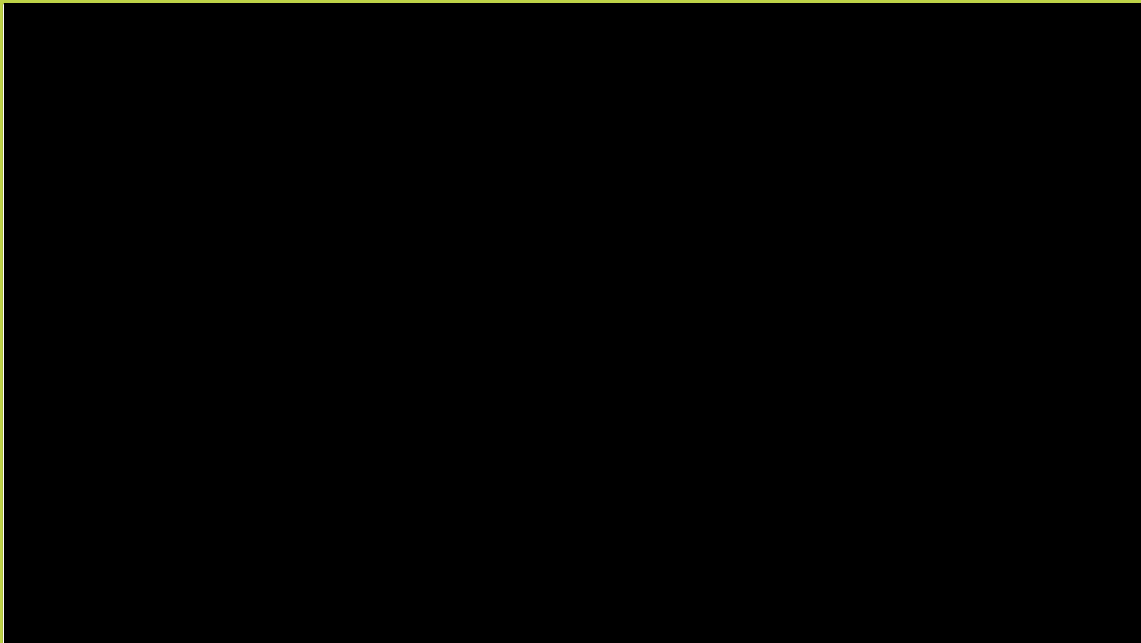
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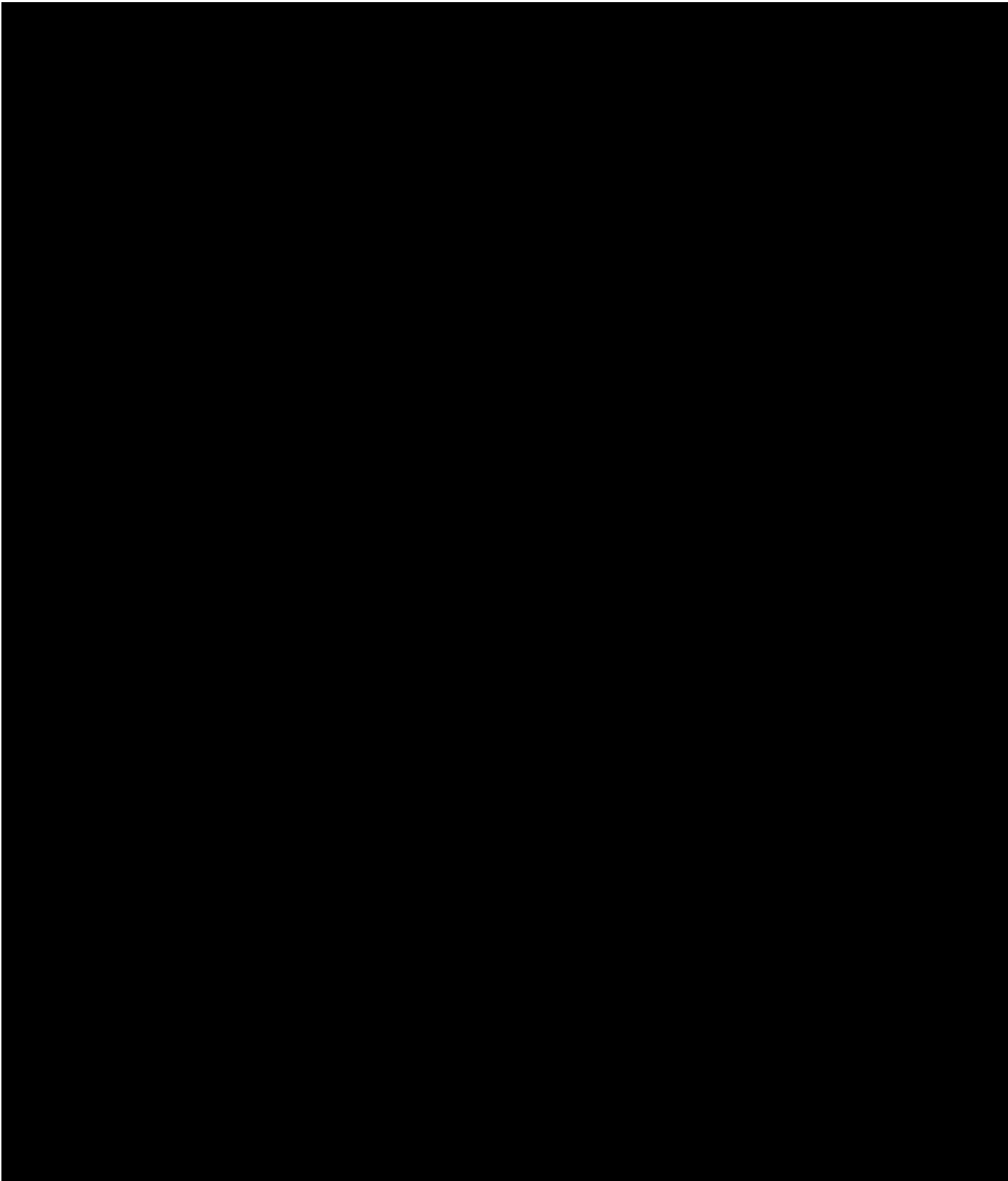
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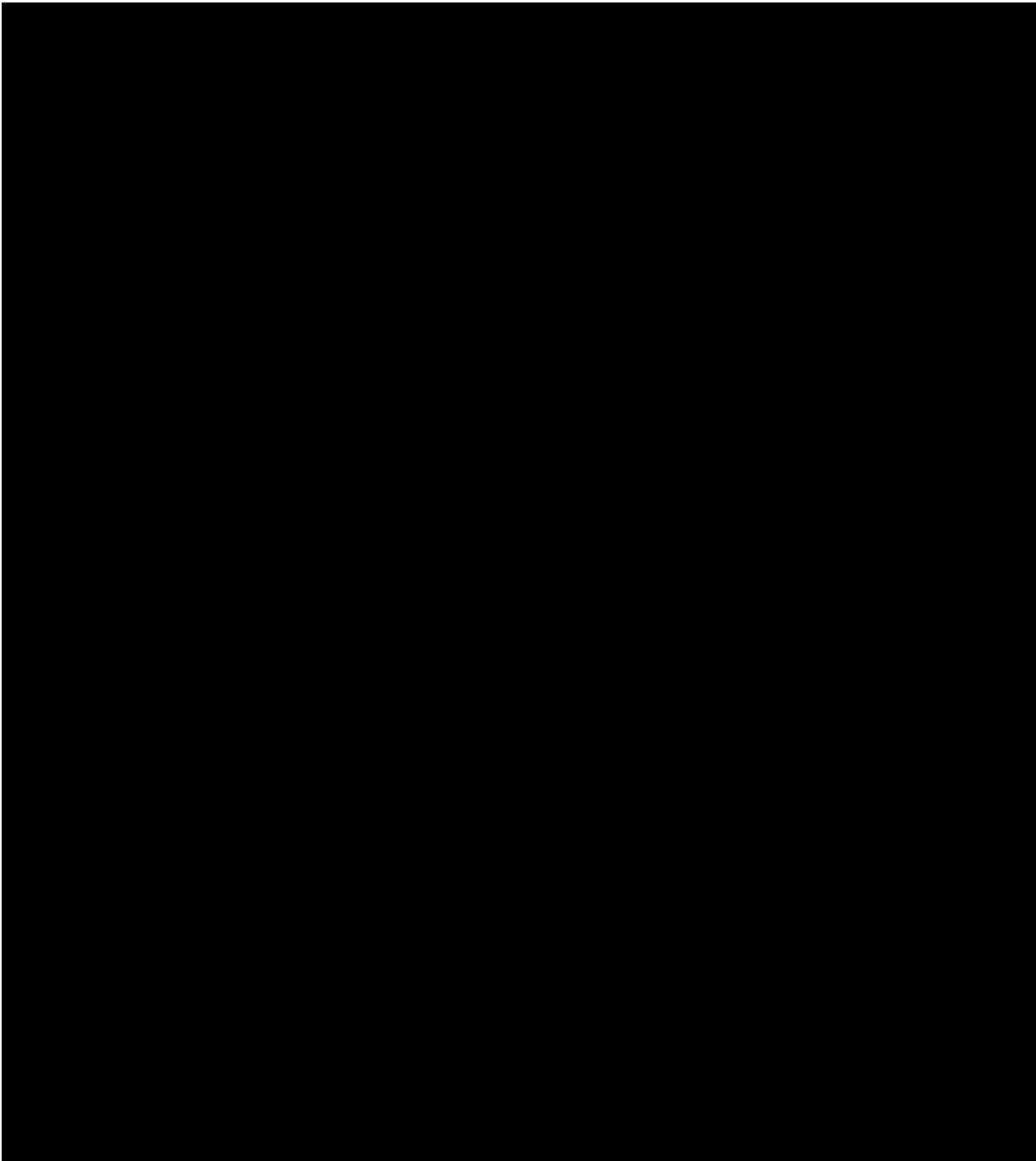
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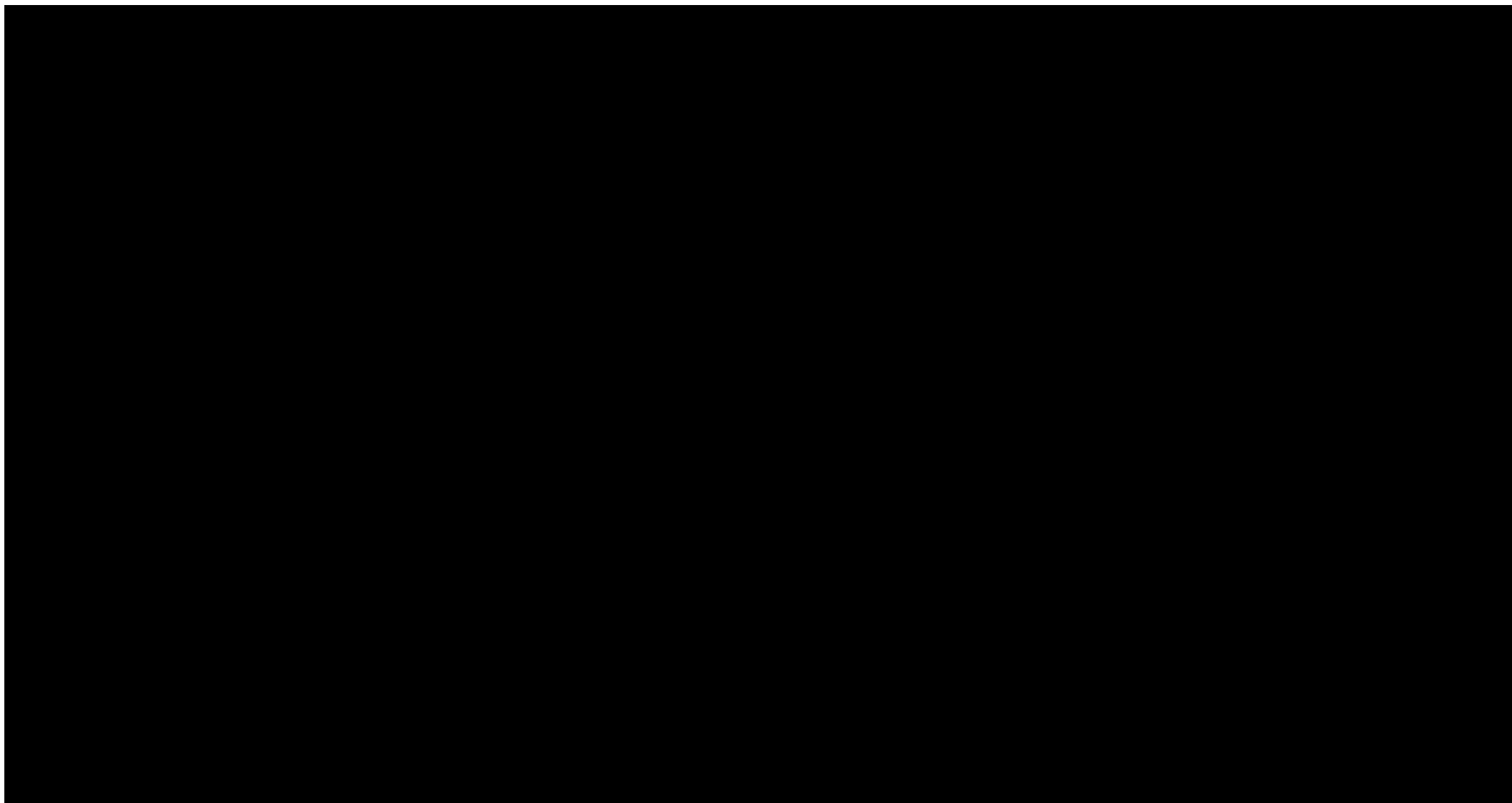
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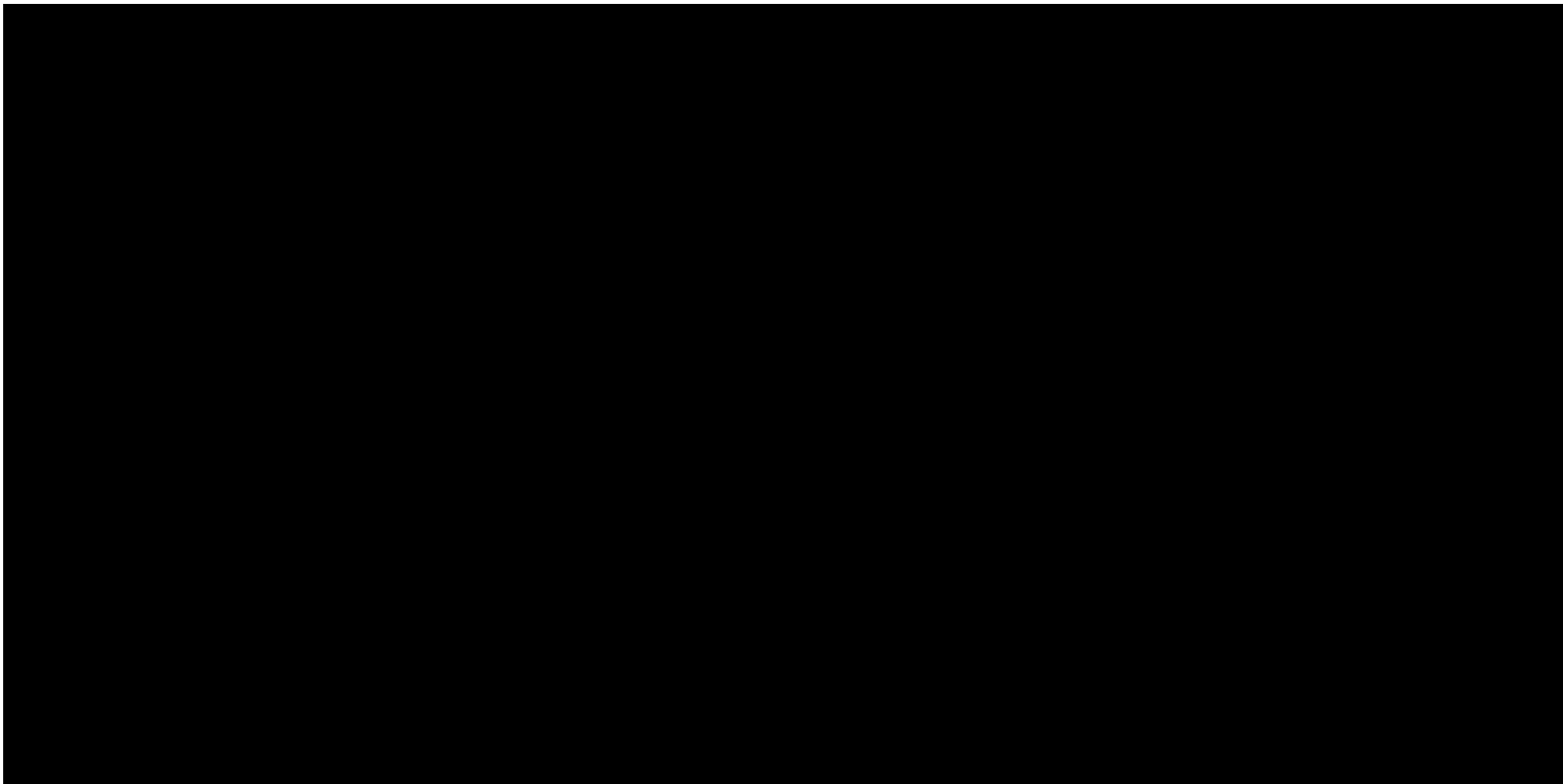
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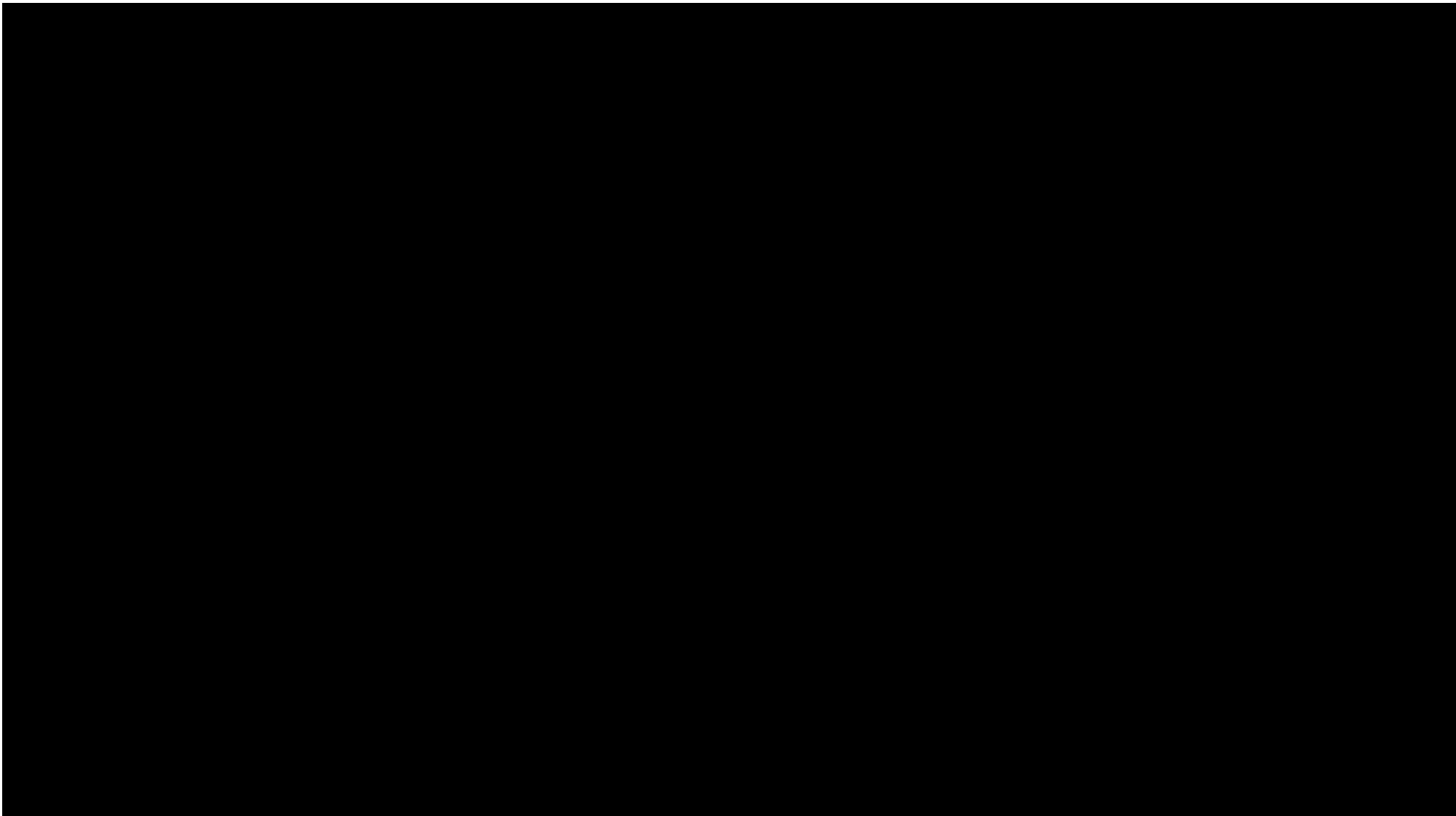
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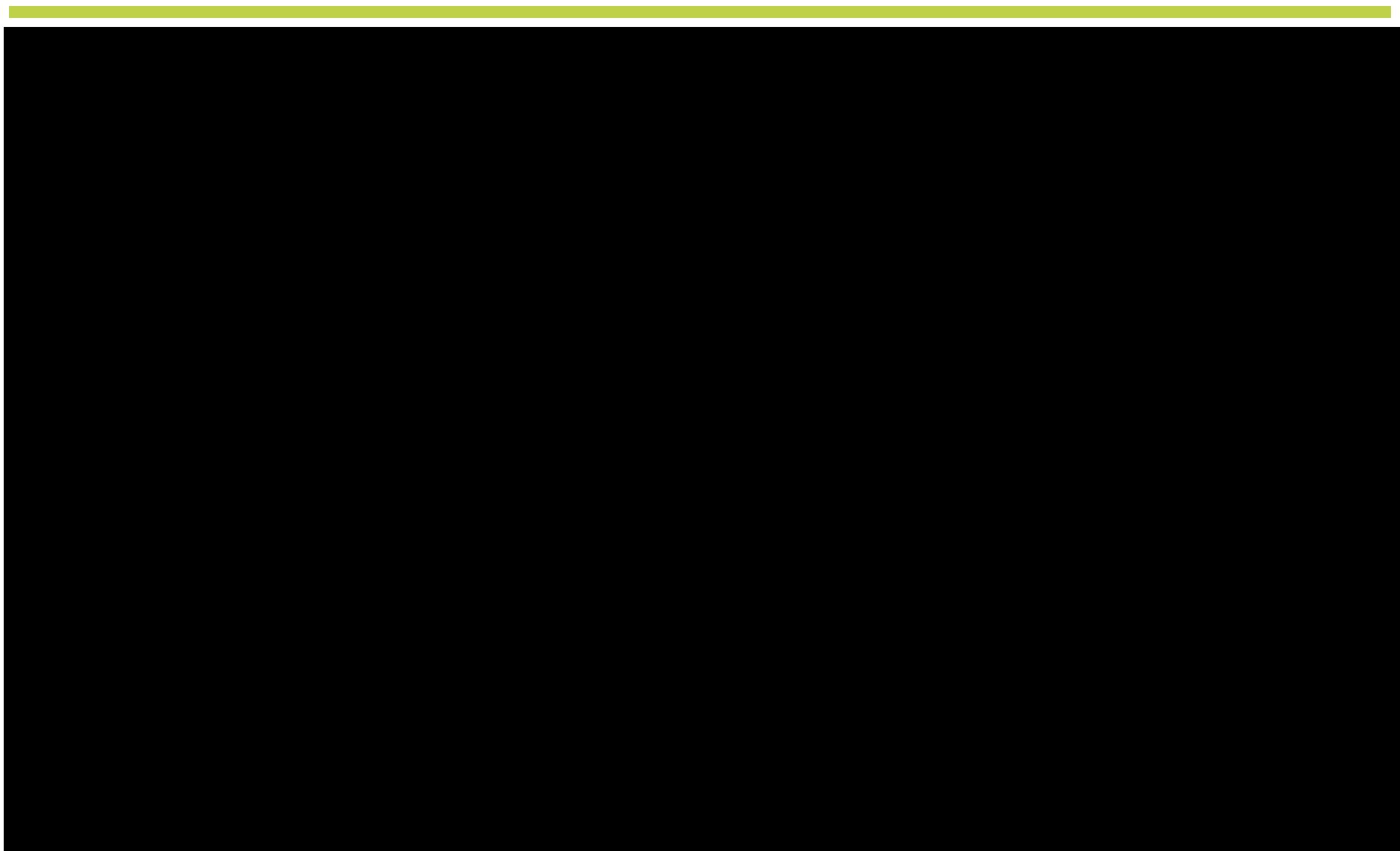
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- A horizontal bar chart consisting of 15 rows. Each row contains a solid black bar. The bars are grouped into five sets of three. In each set, the middle bar is the longest, while the bars at the top and bottom of the set are shorter and of equal length. The overall length of the bars varies across the five groups, with the second and fourth groups from the top having the longest bars.

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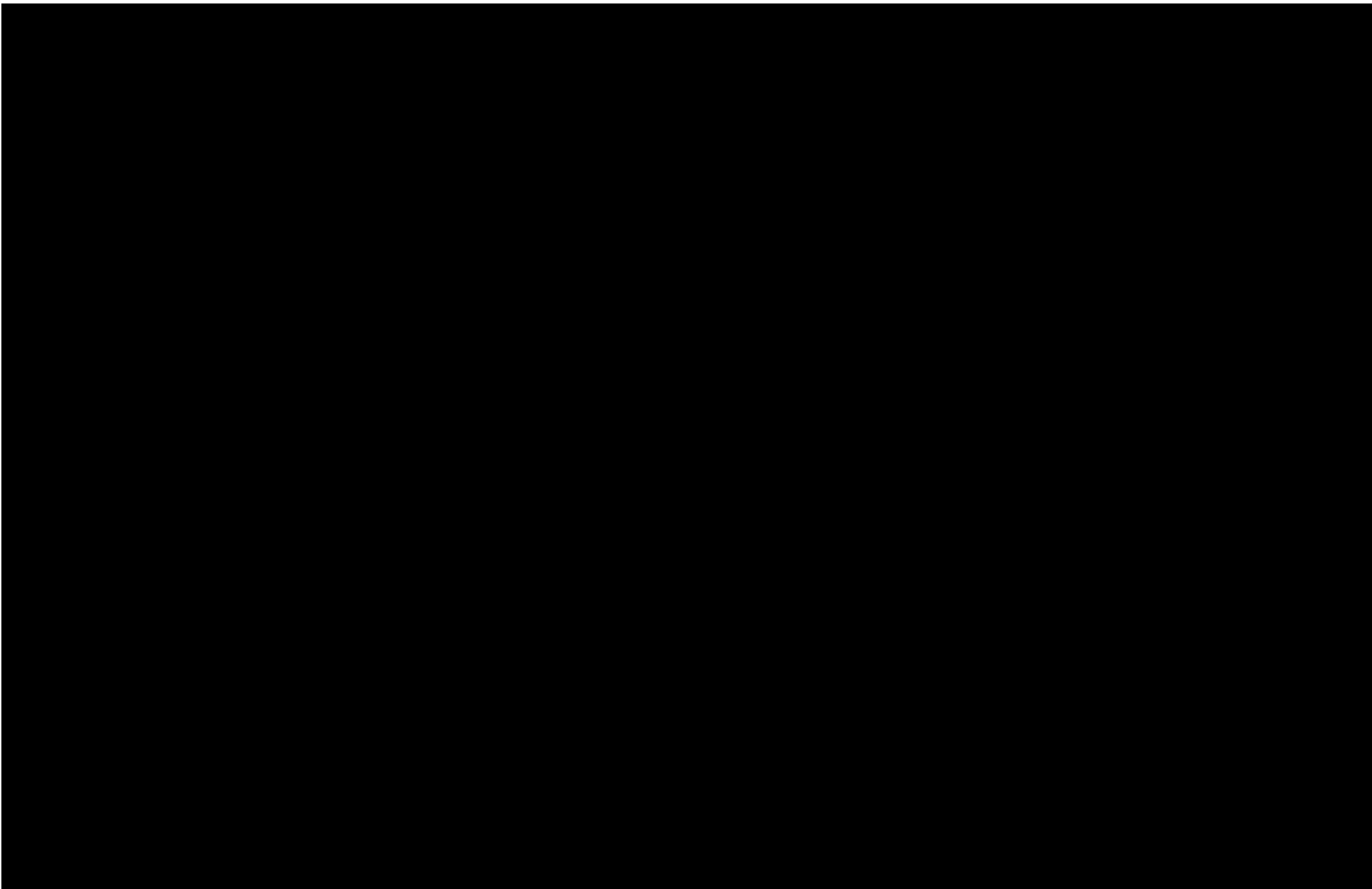
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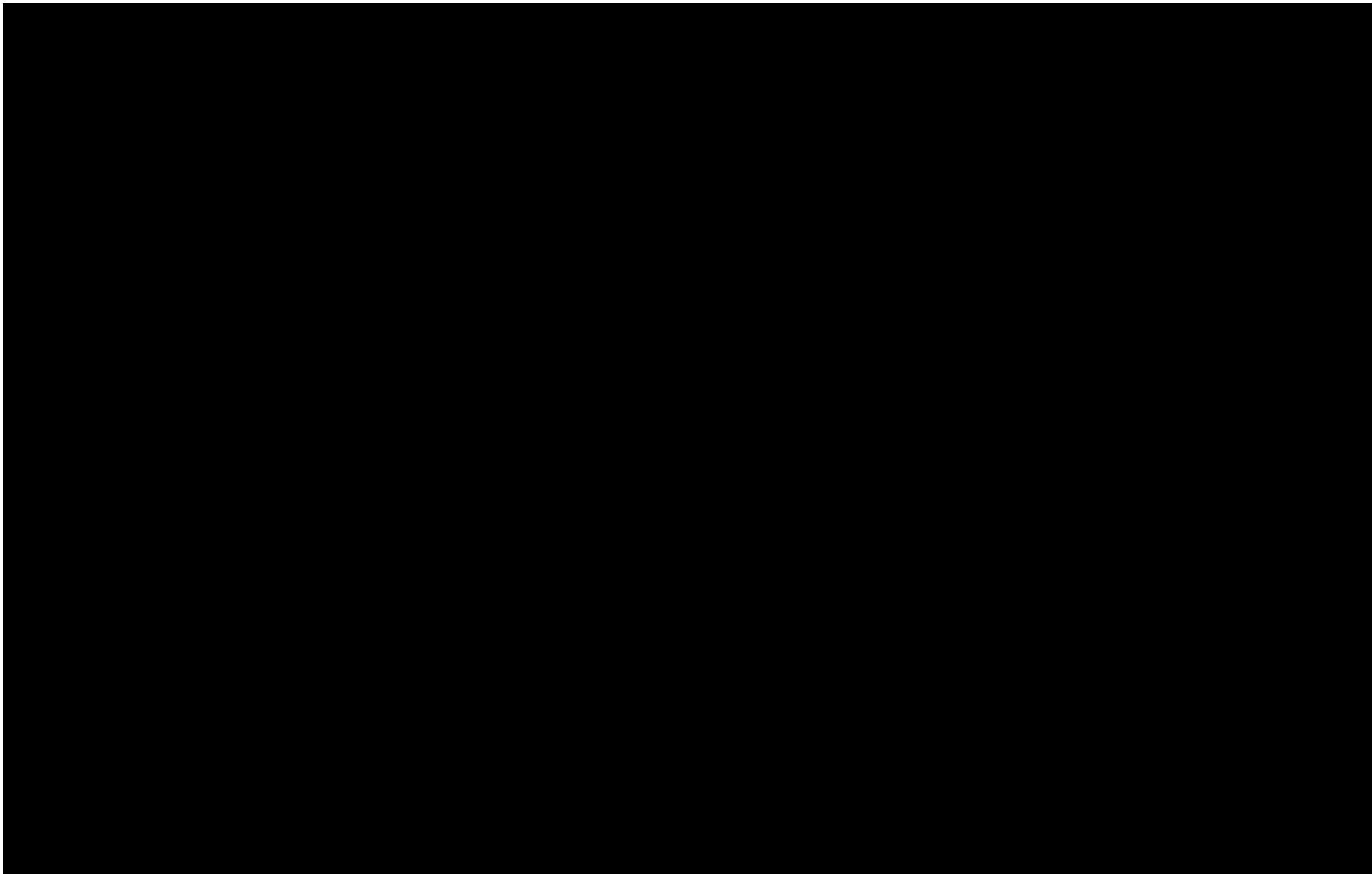
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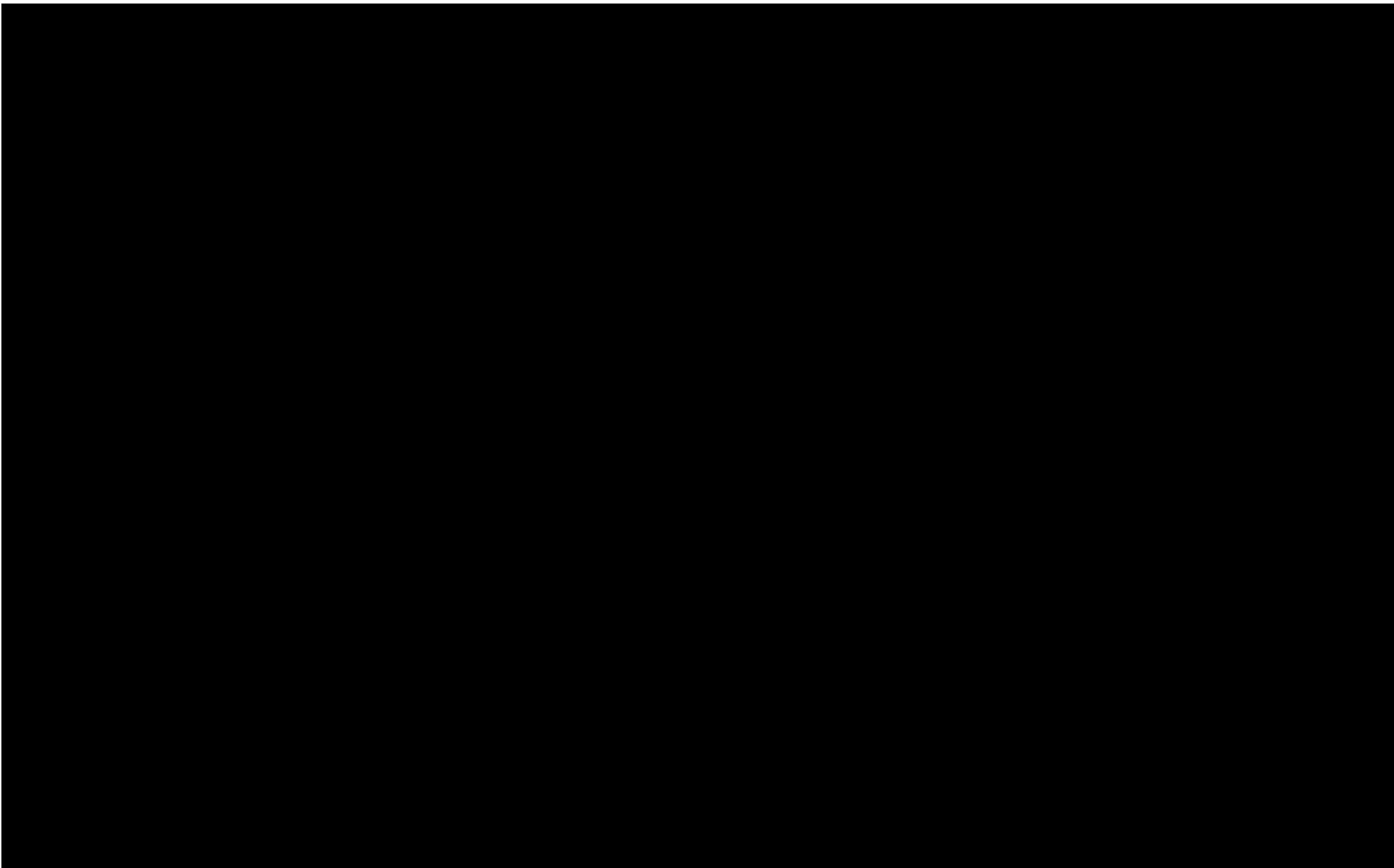
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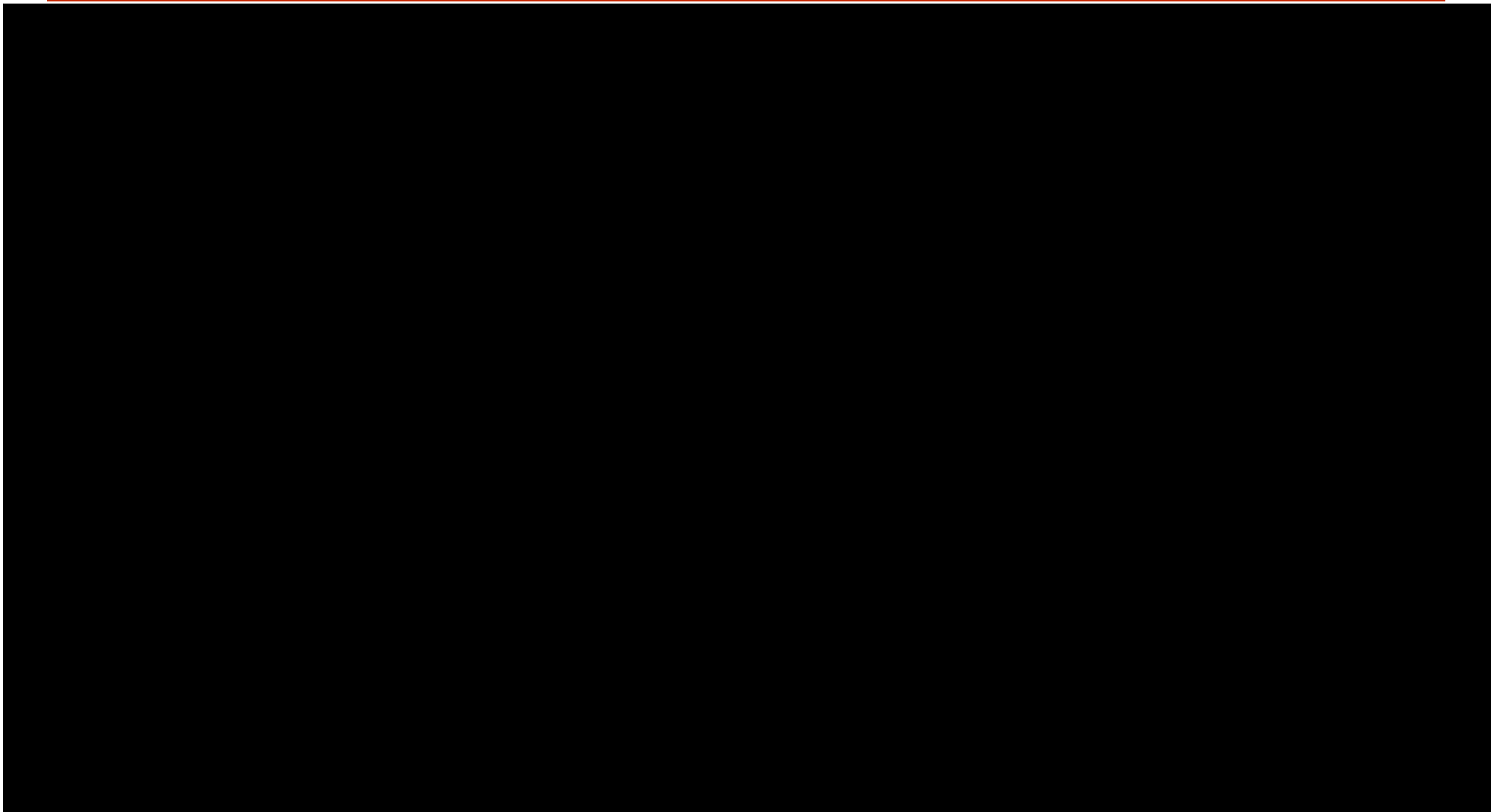
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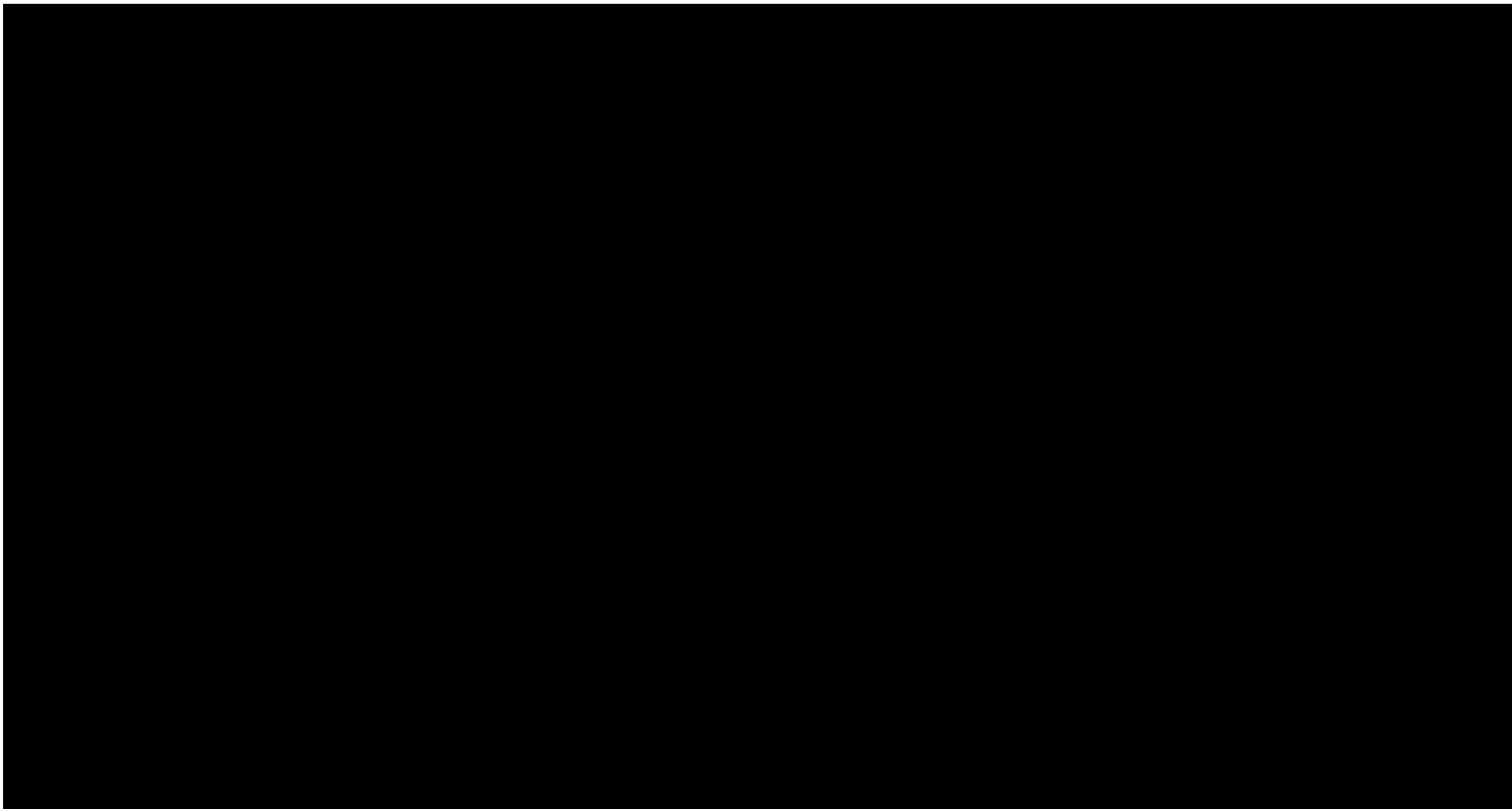
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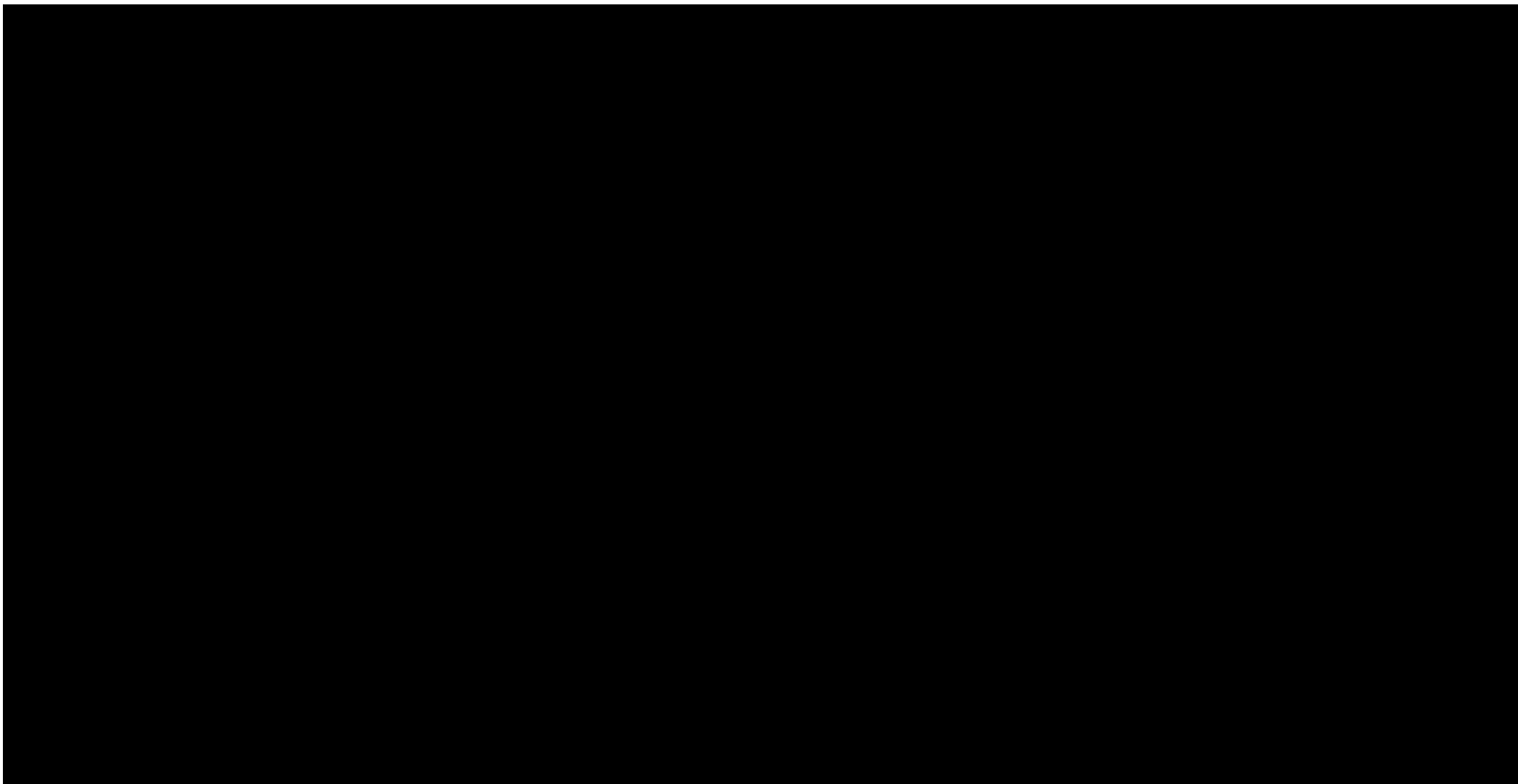




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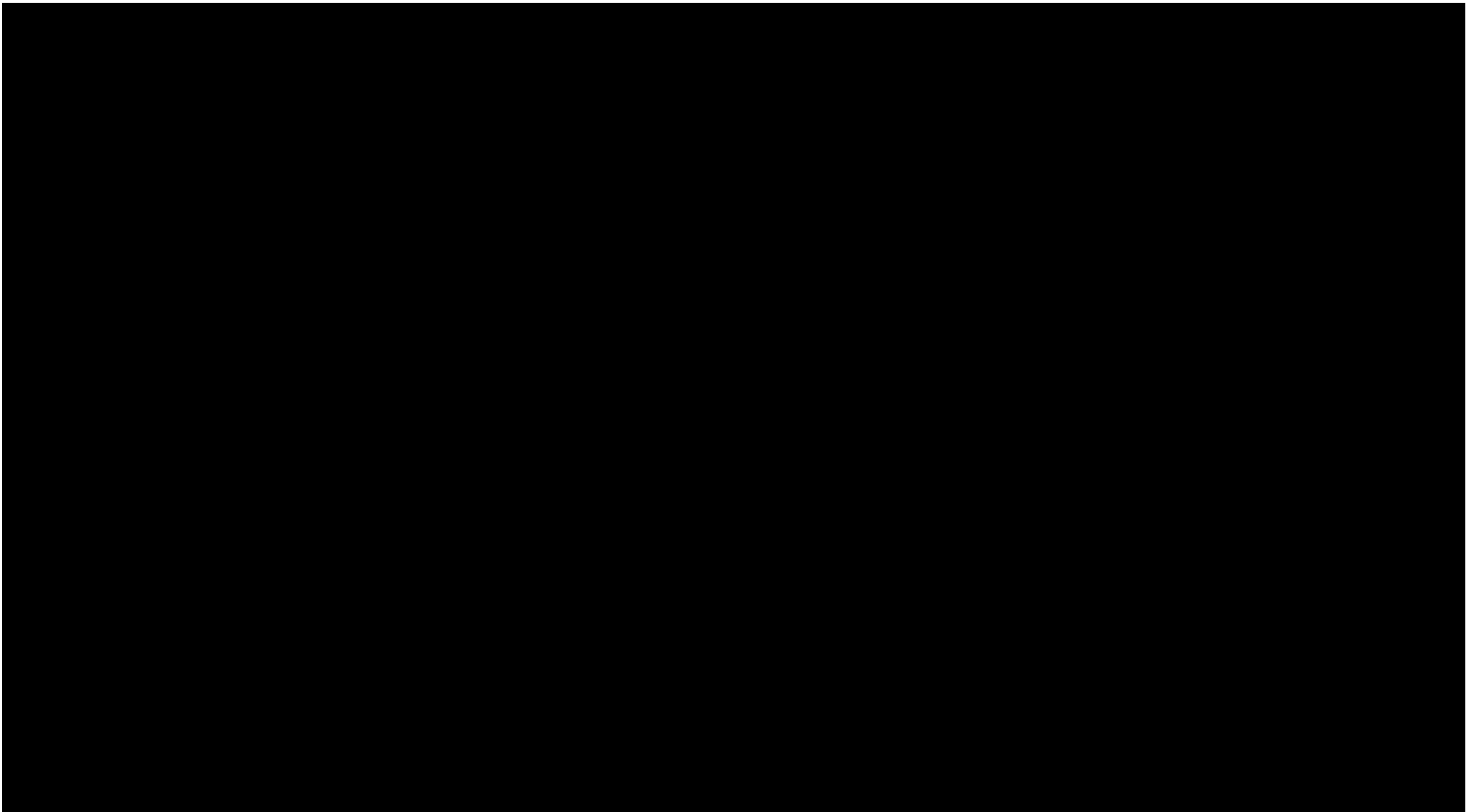
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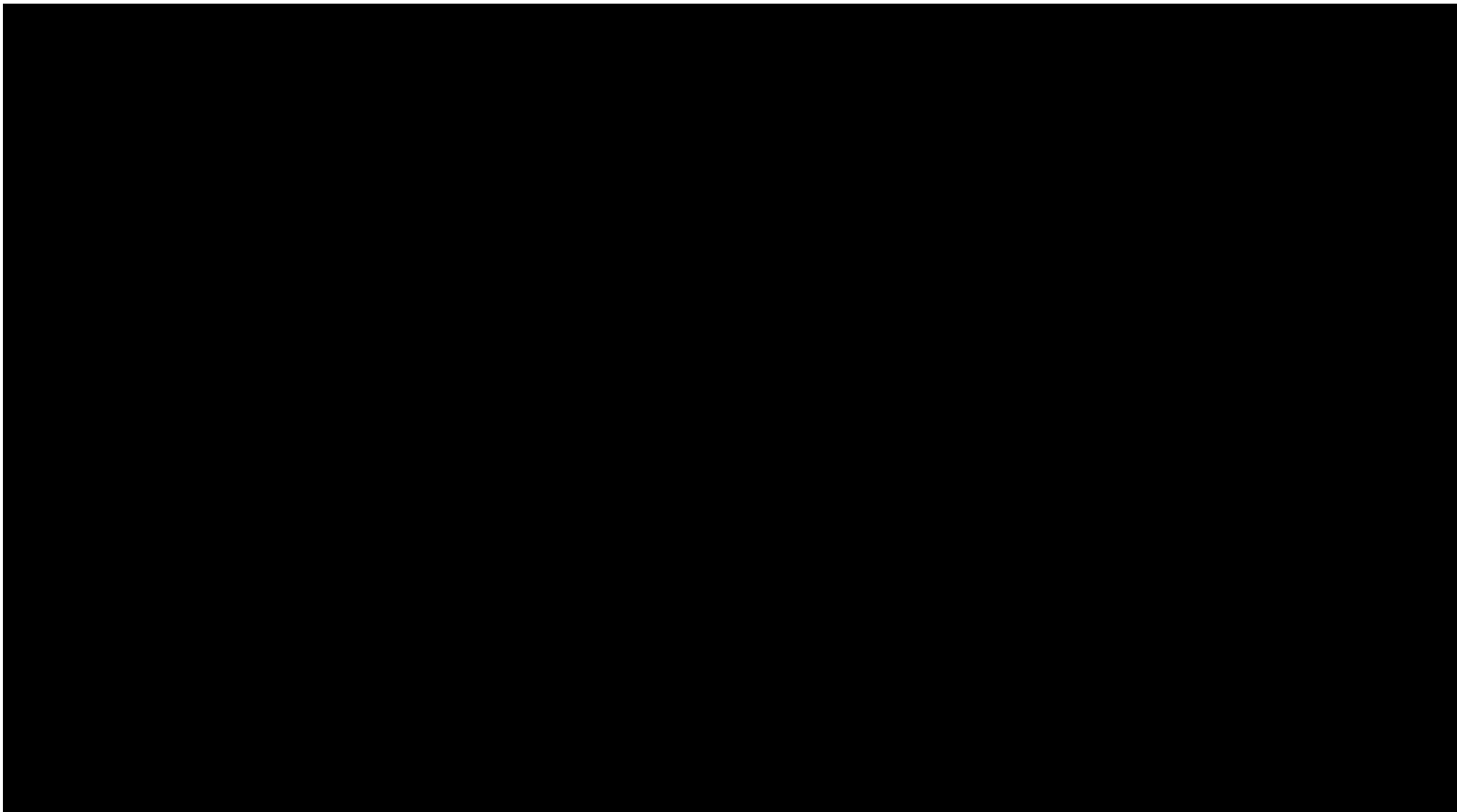
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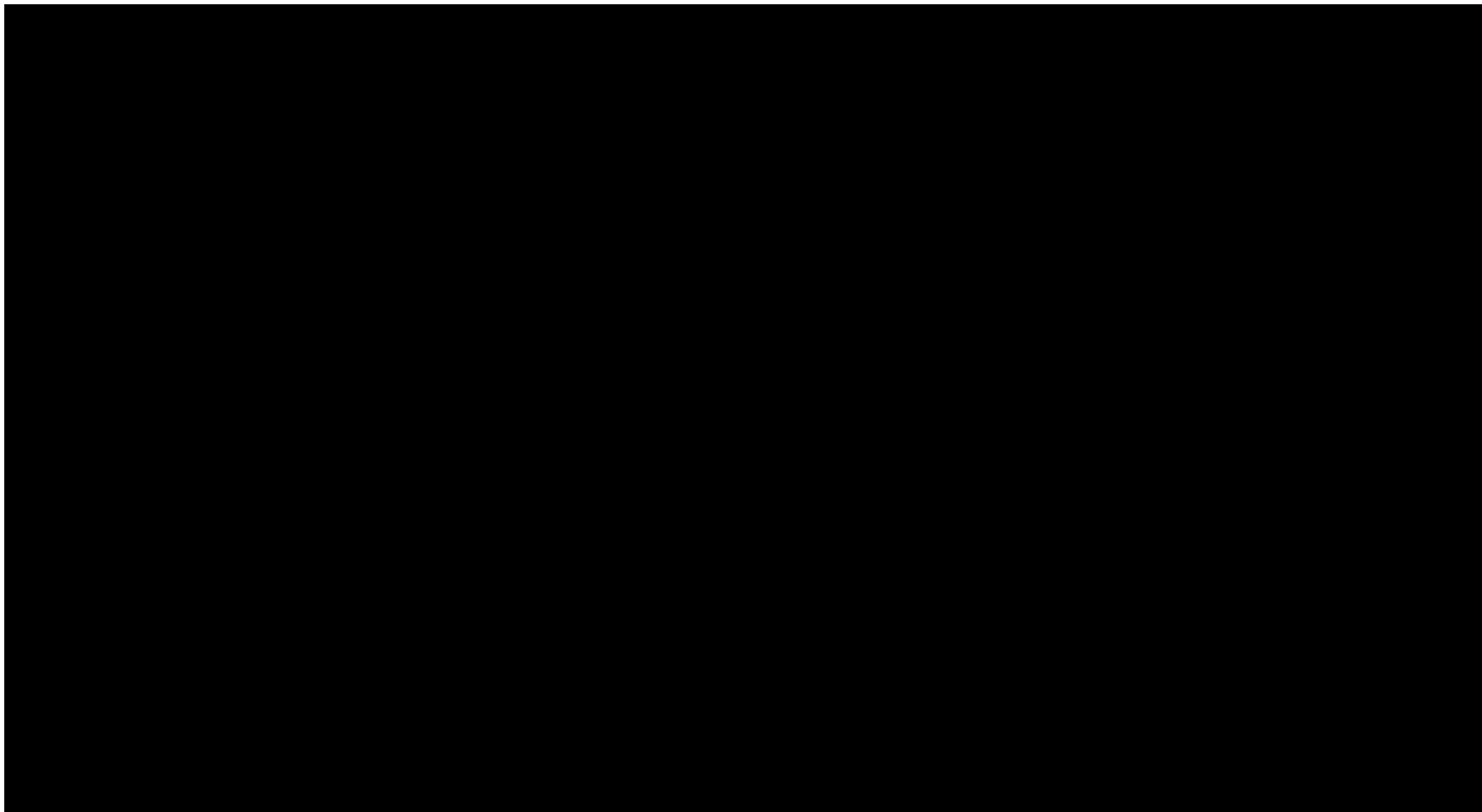
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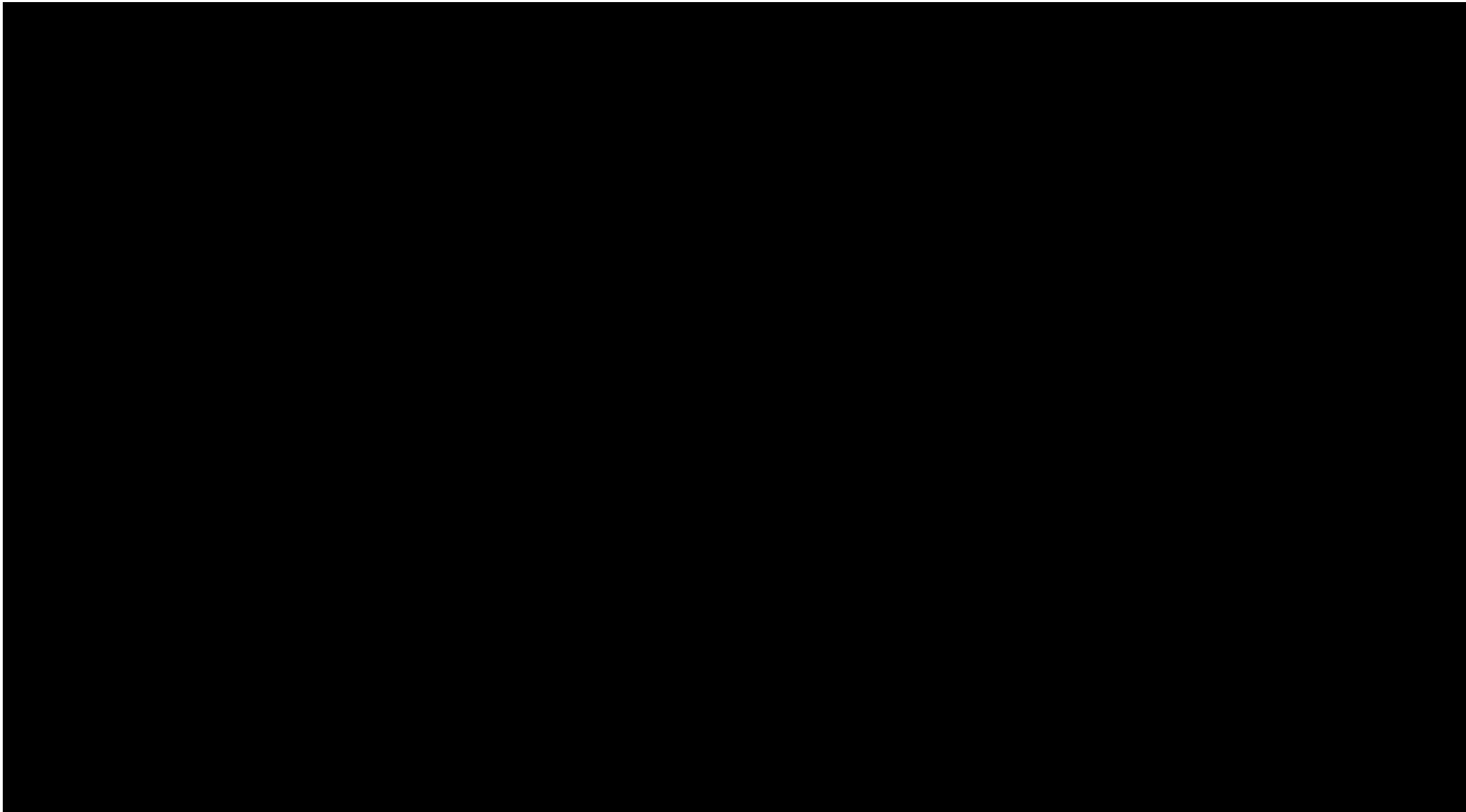


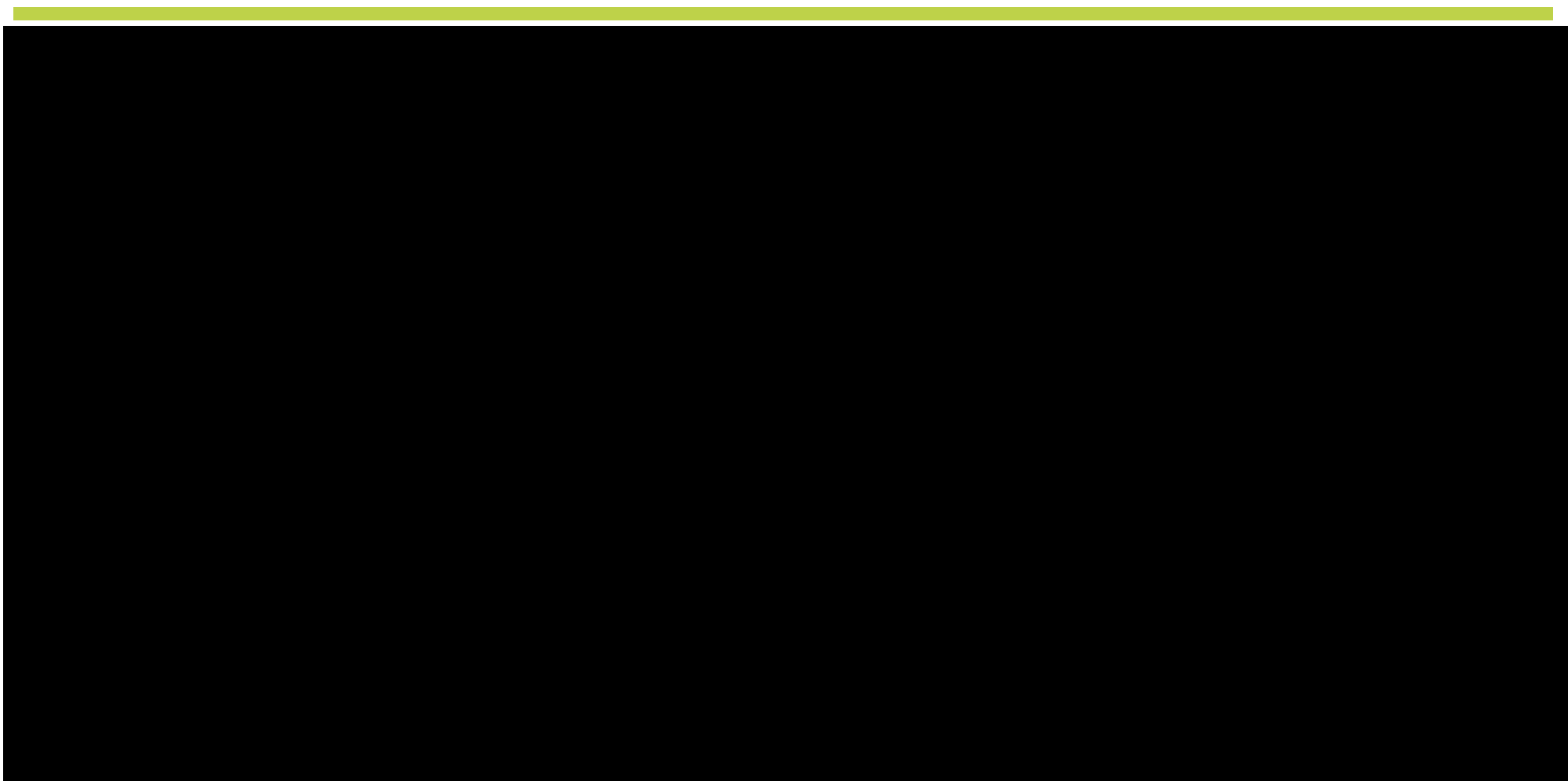
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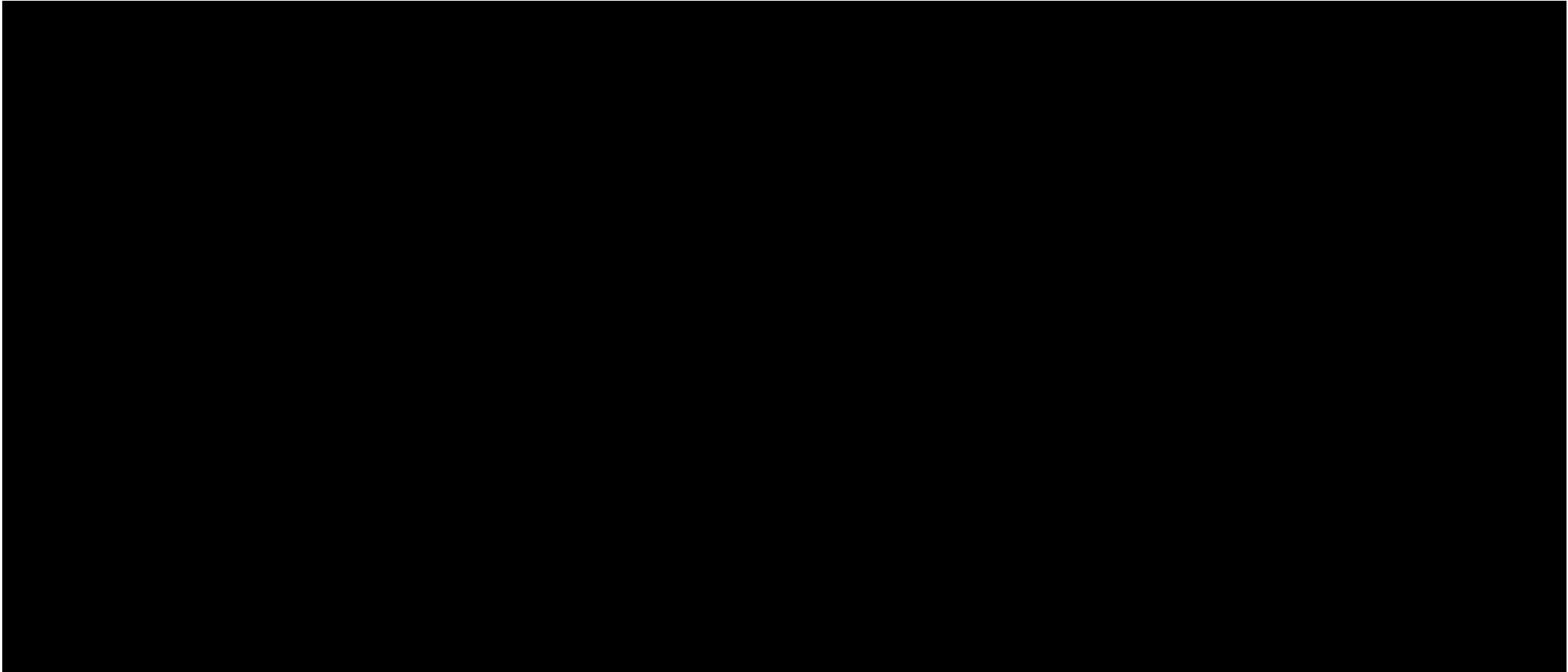
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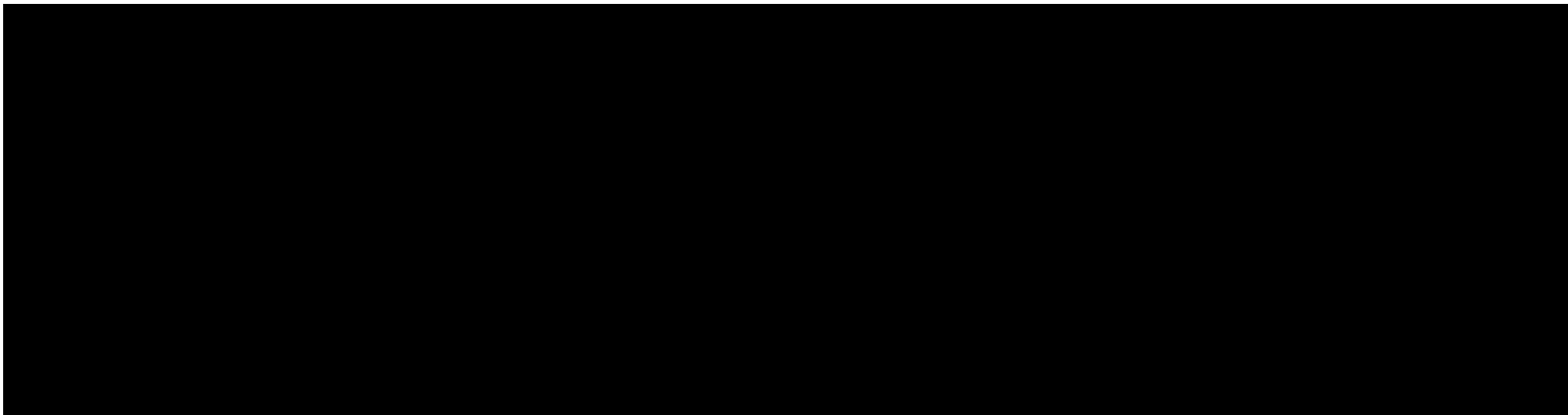
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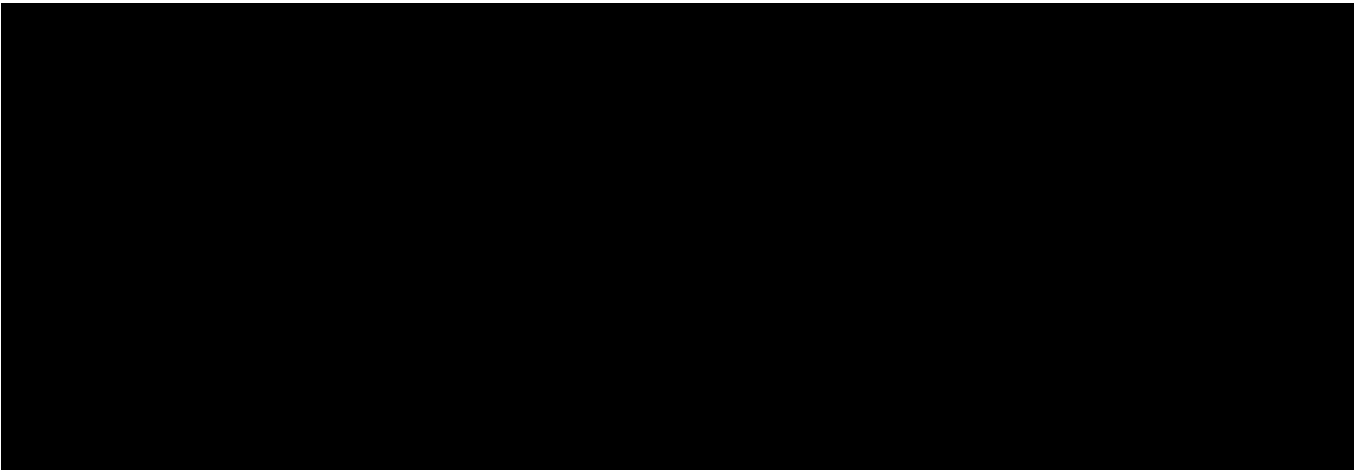
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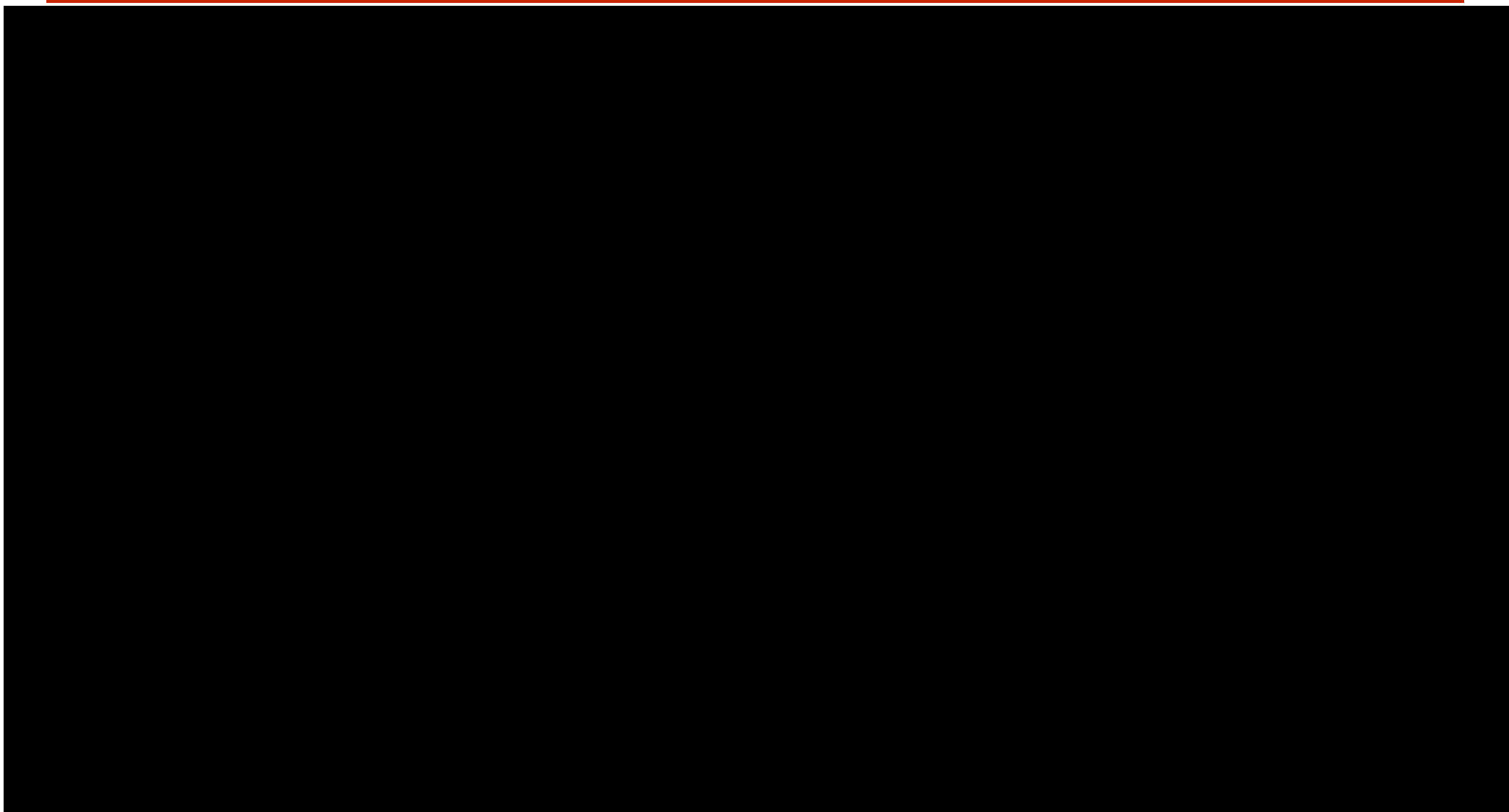
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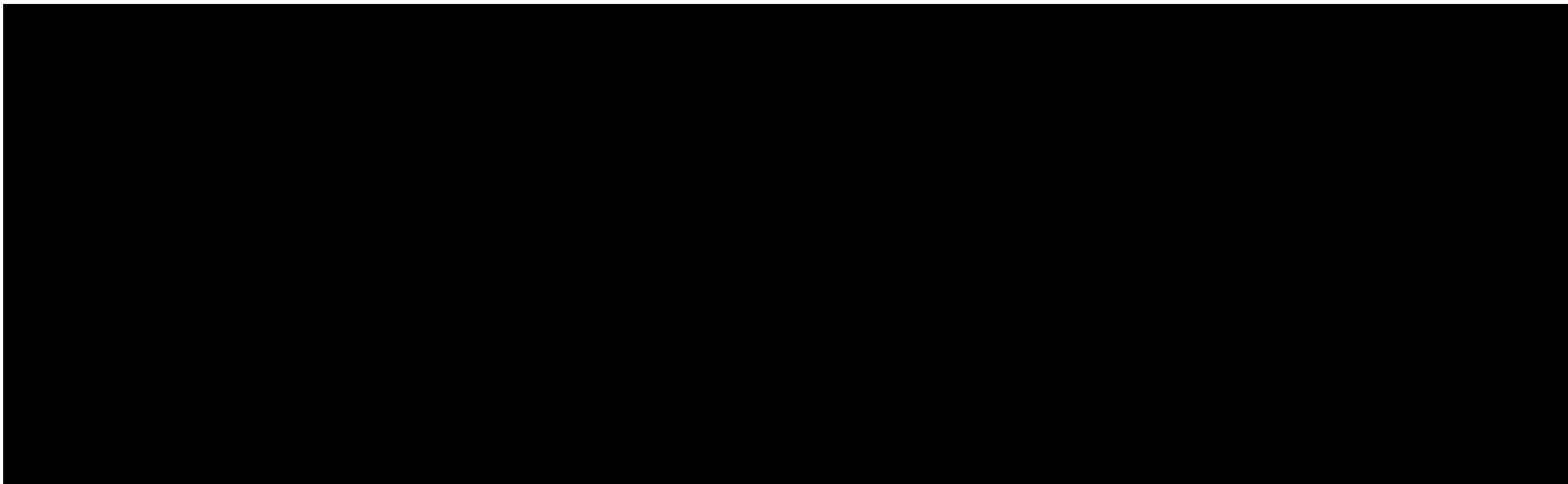
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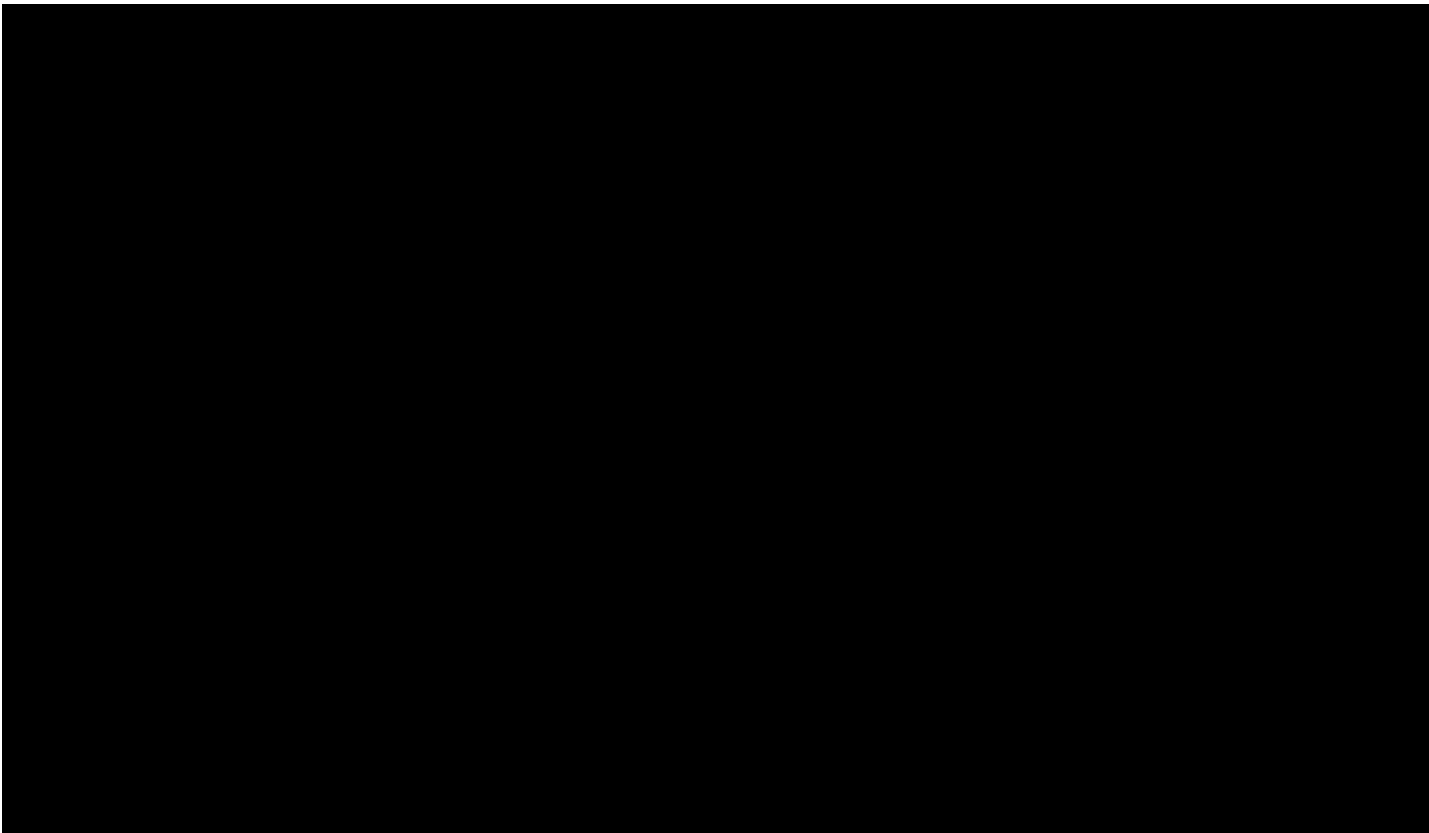


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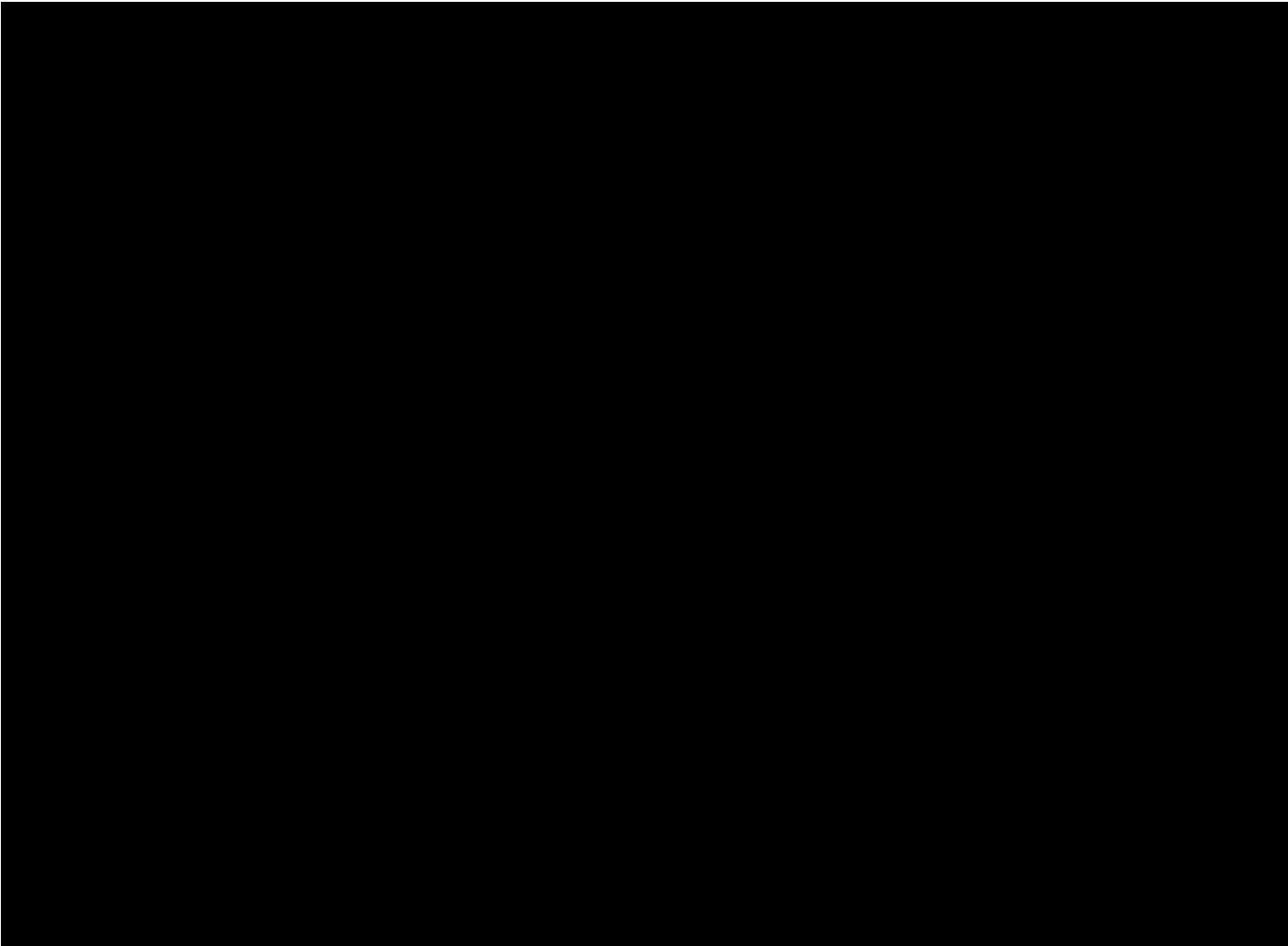
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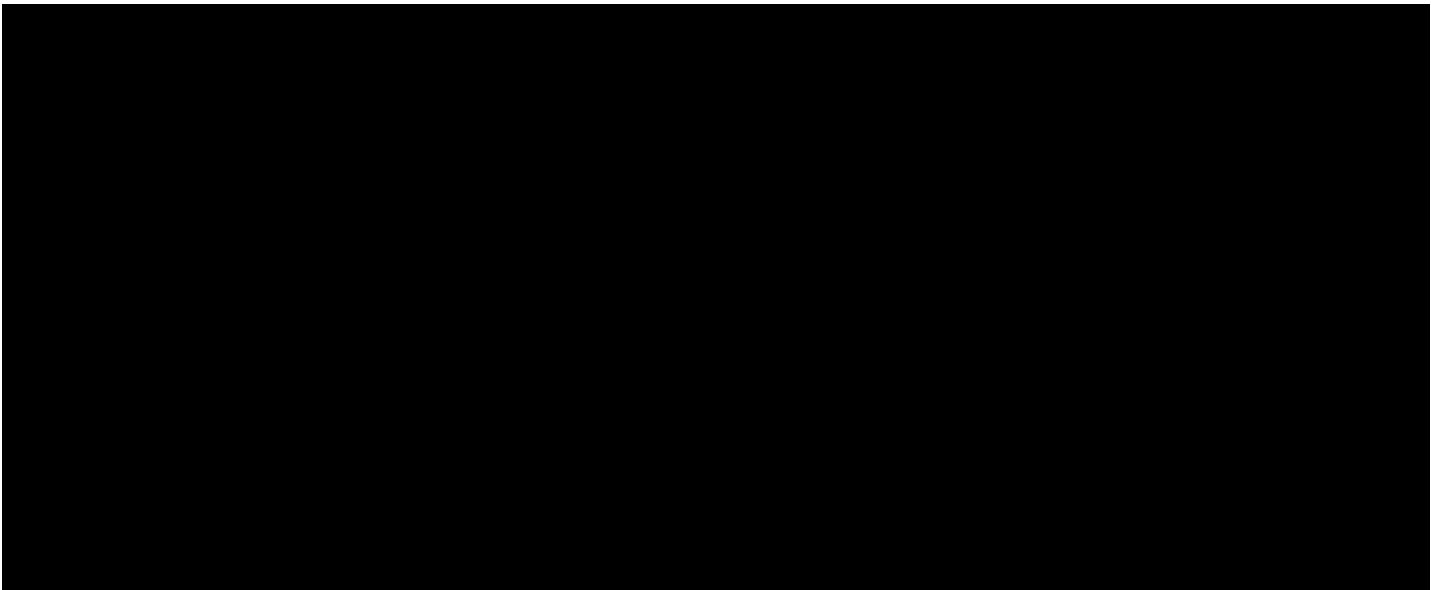
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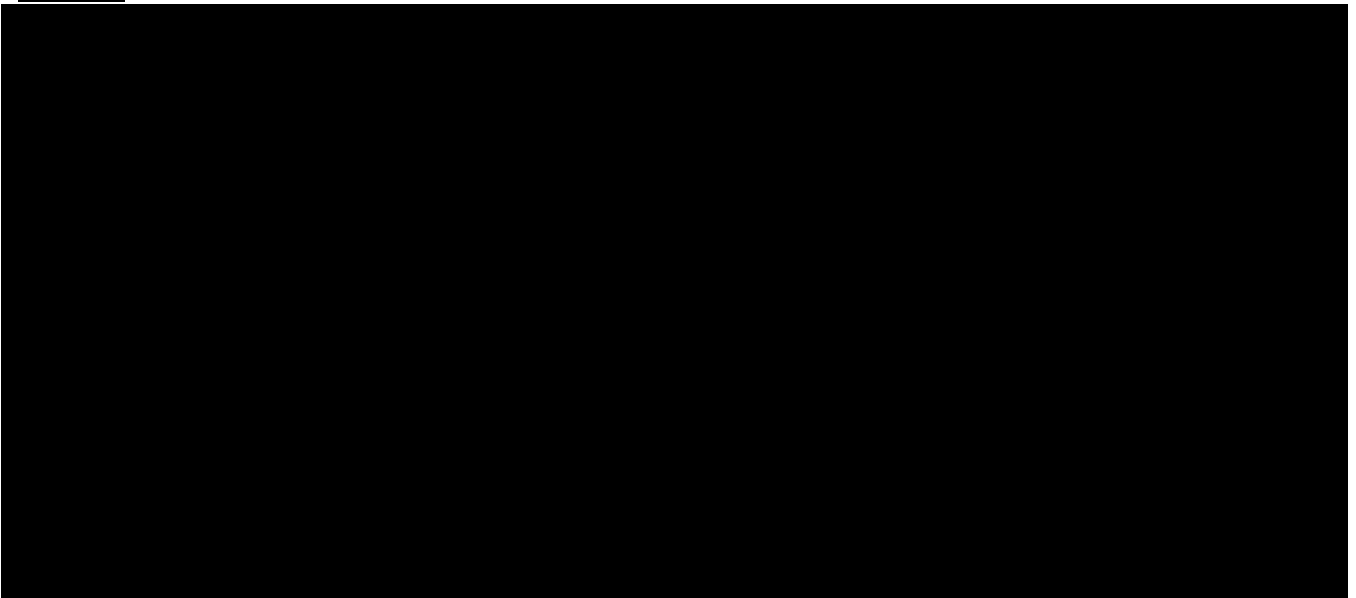


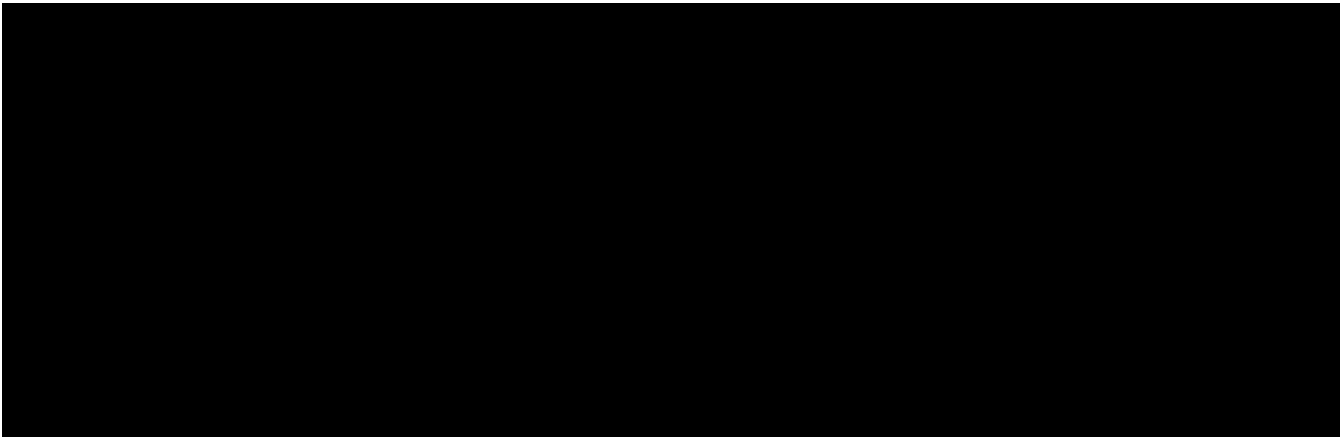
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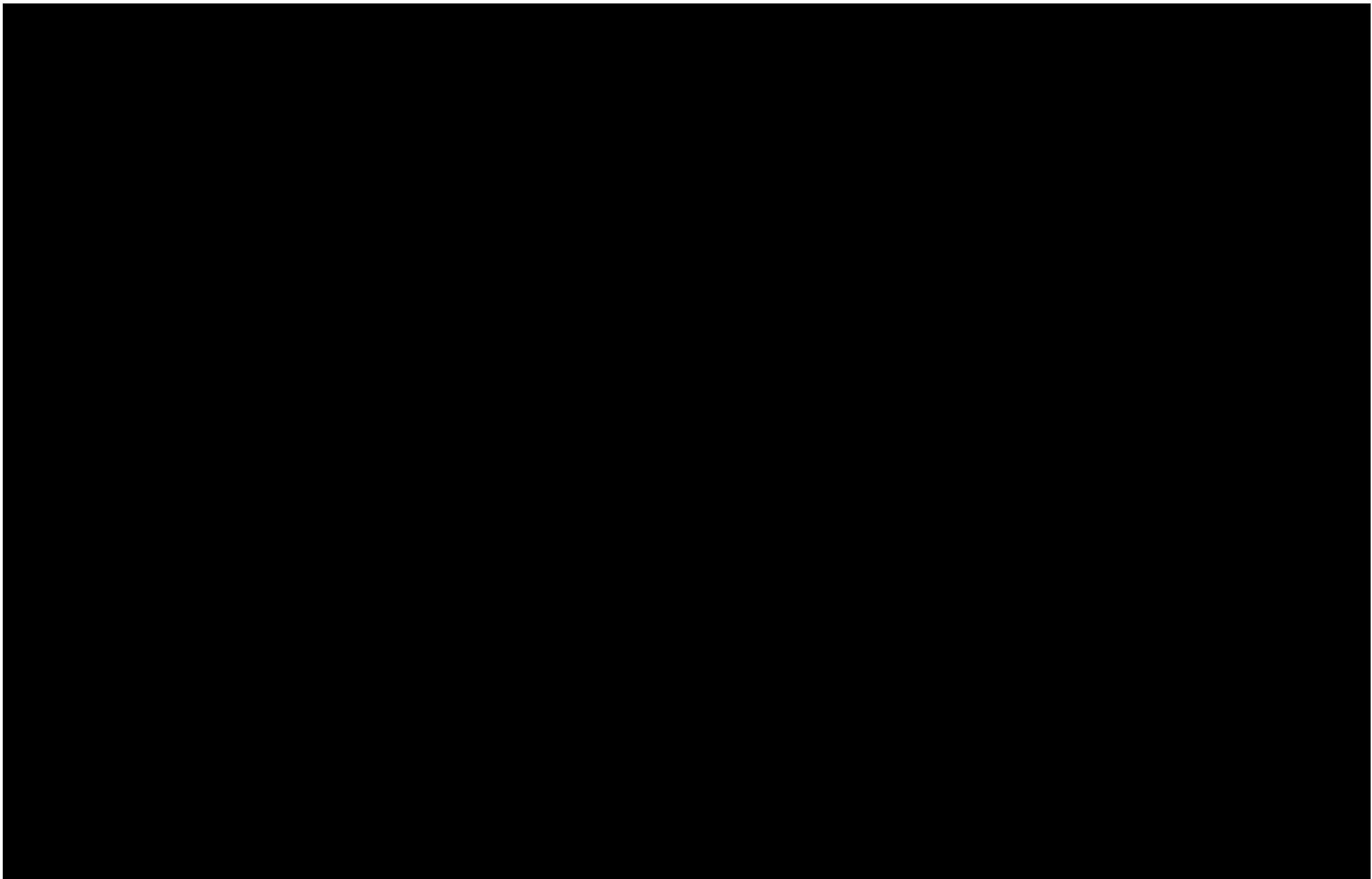
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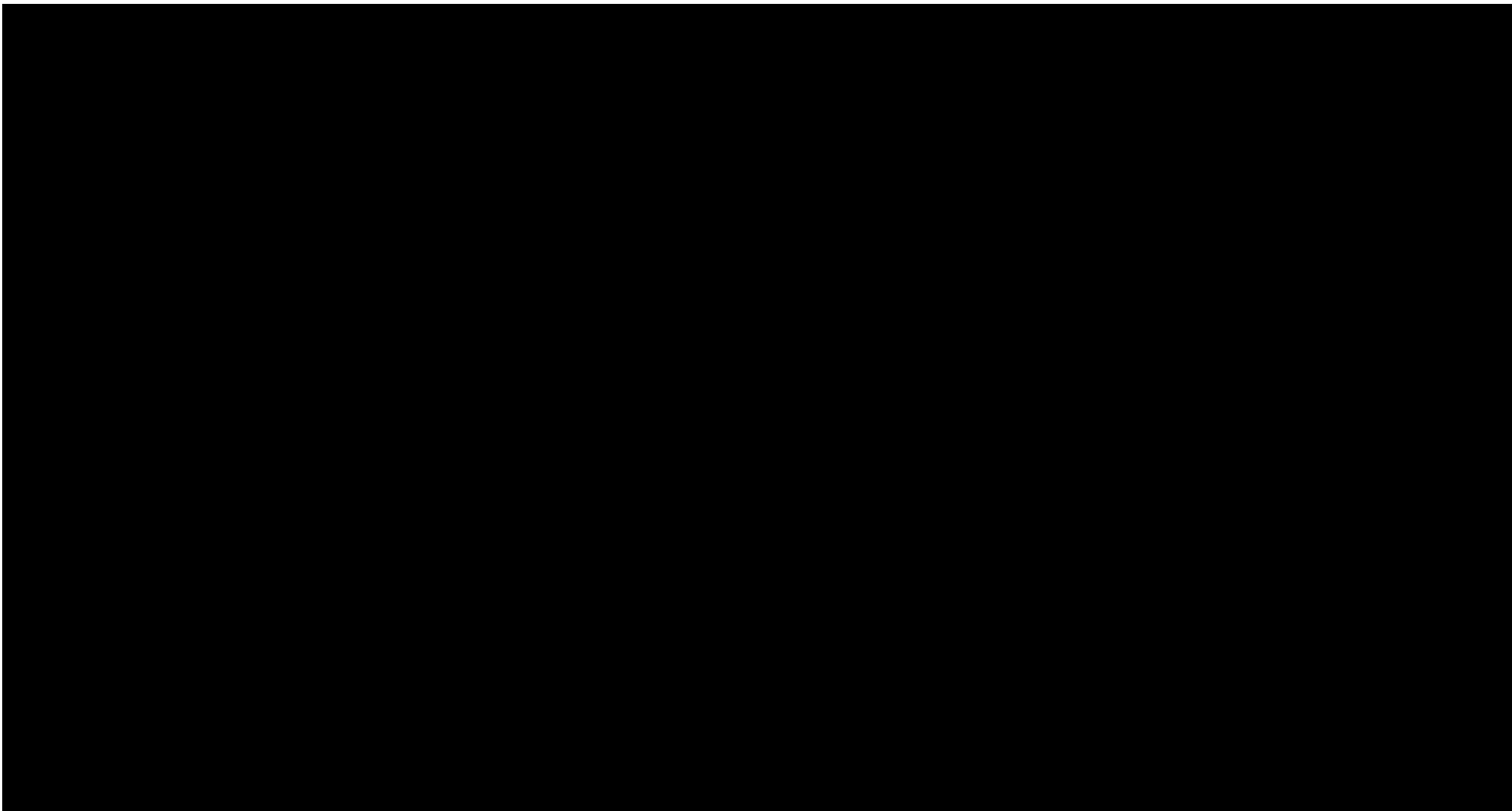
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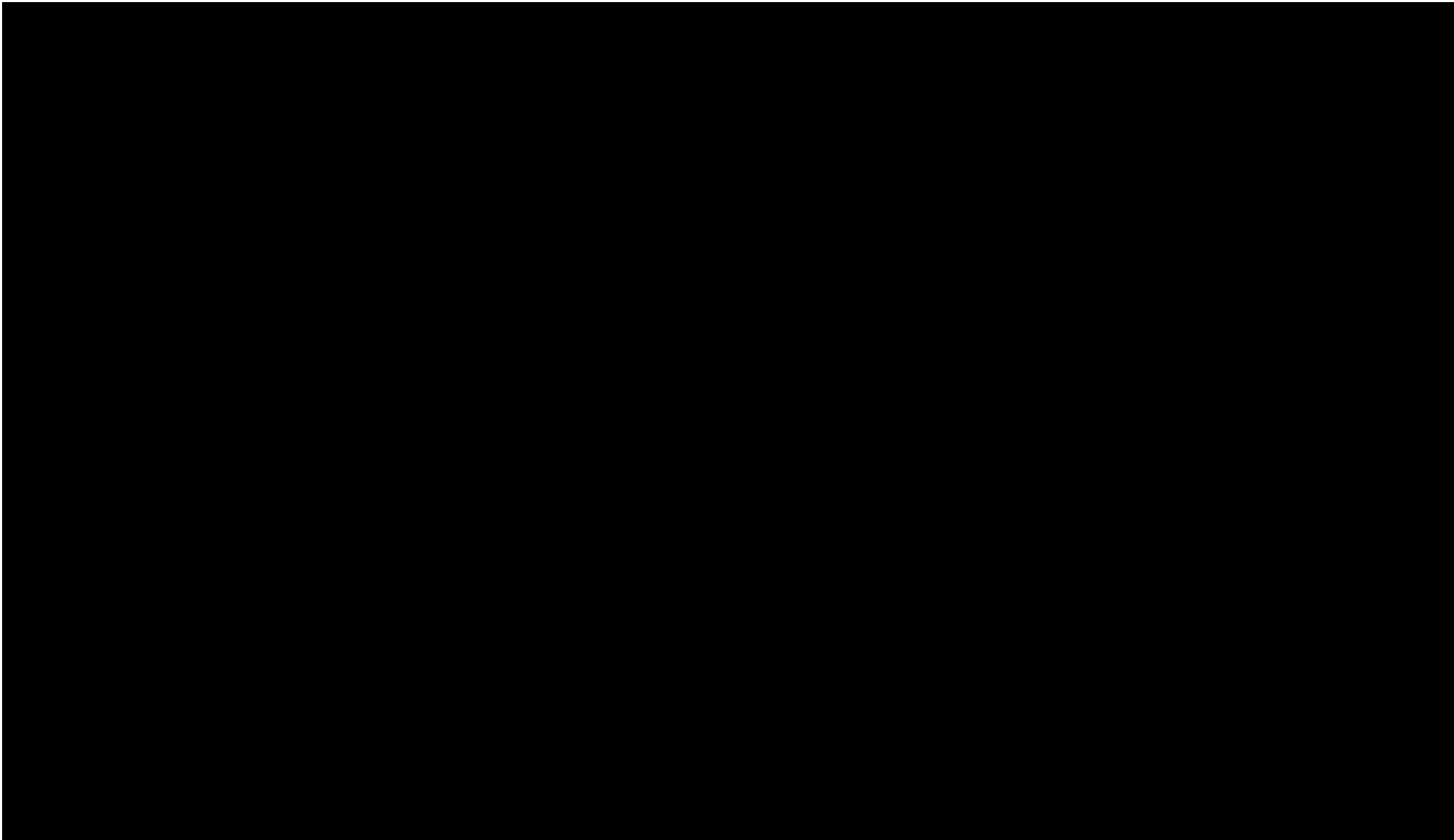
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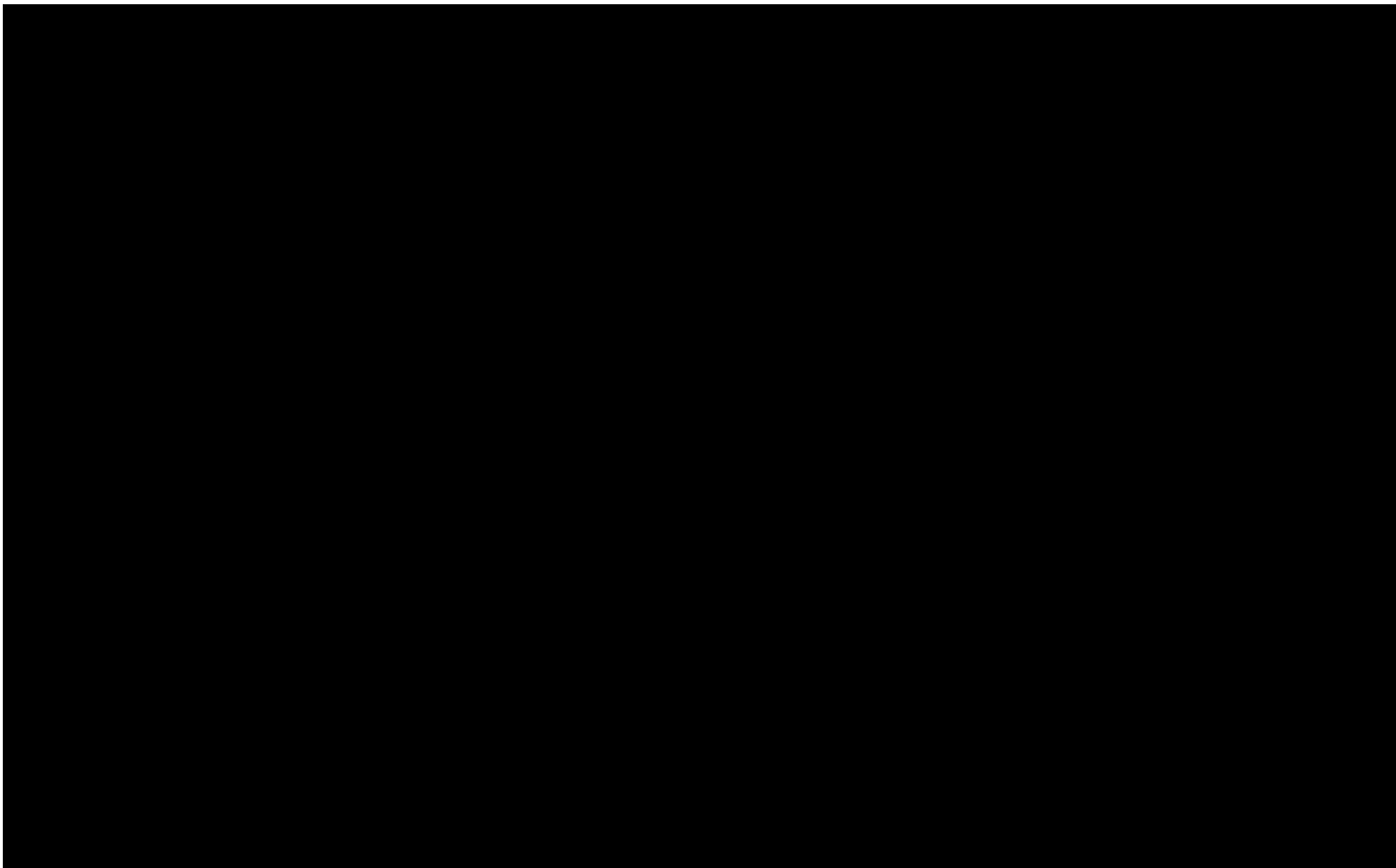
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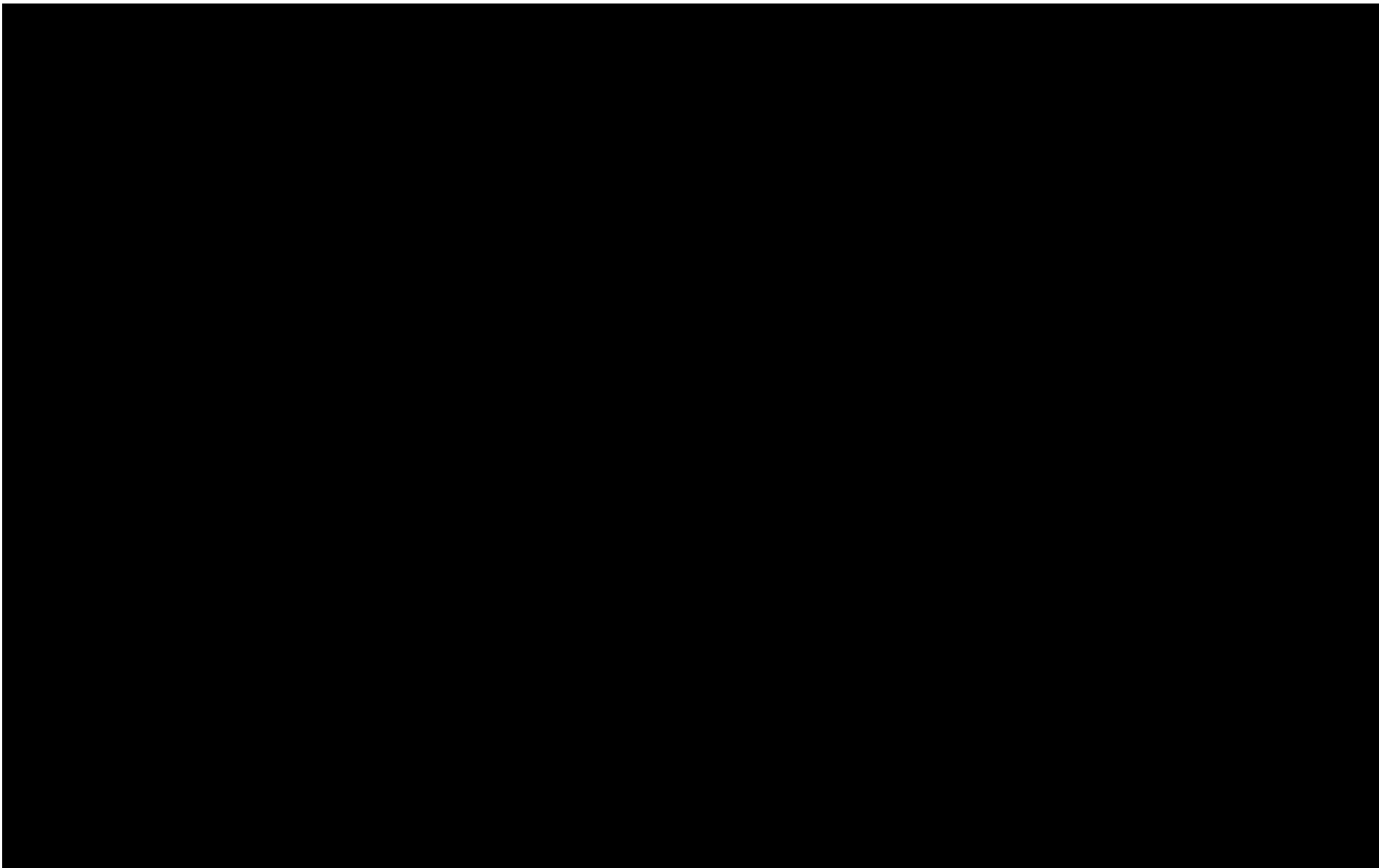
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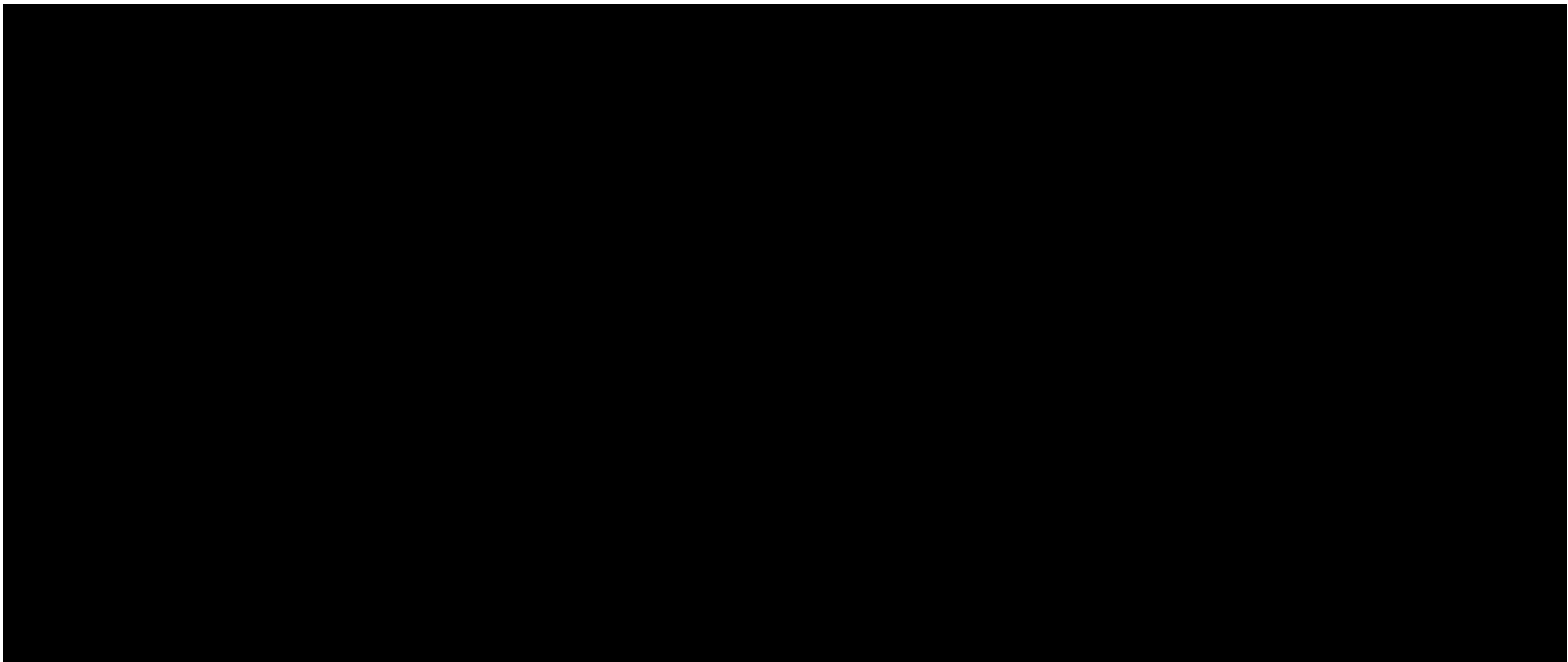
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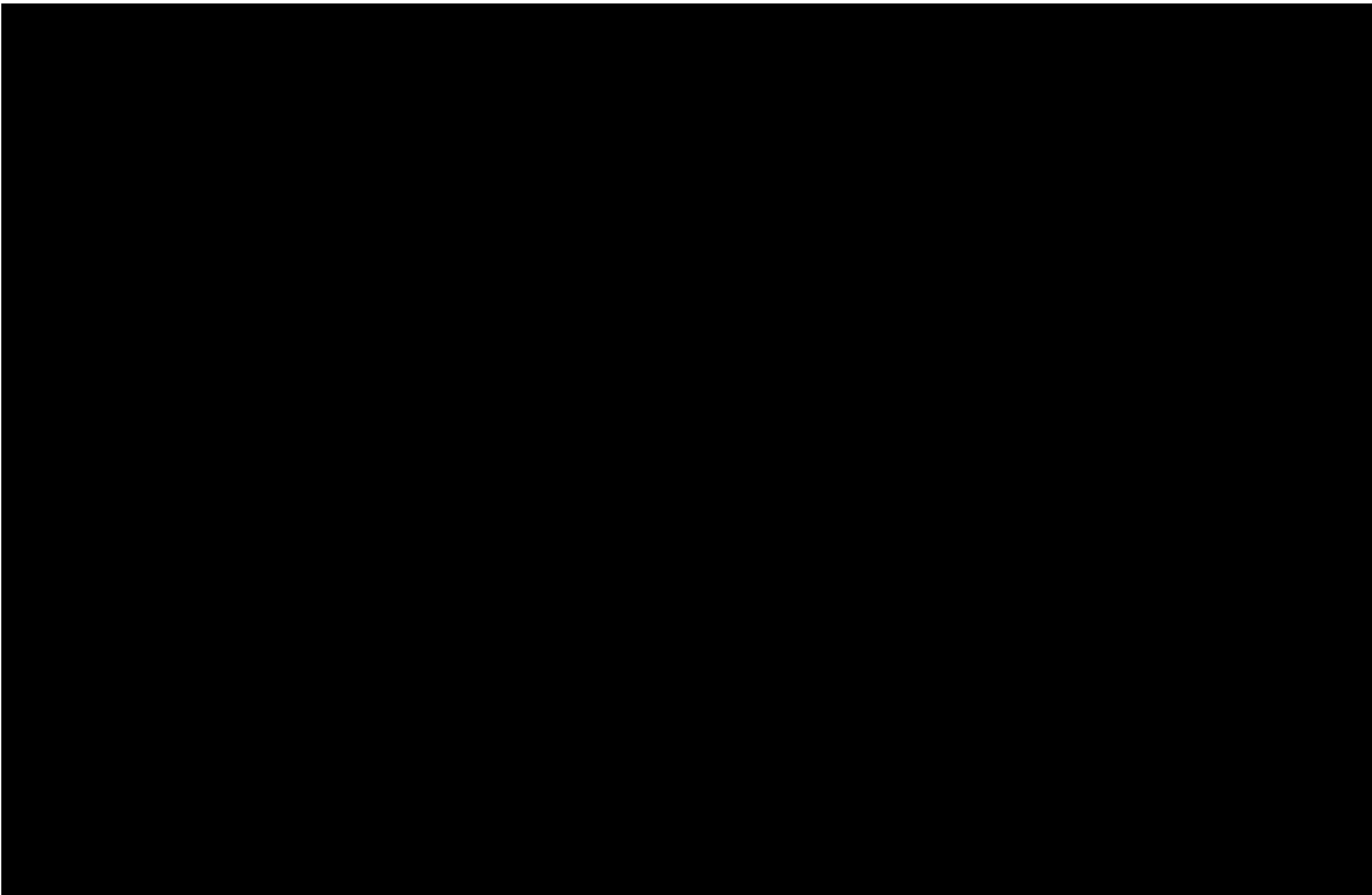
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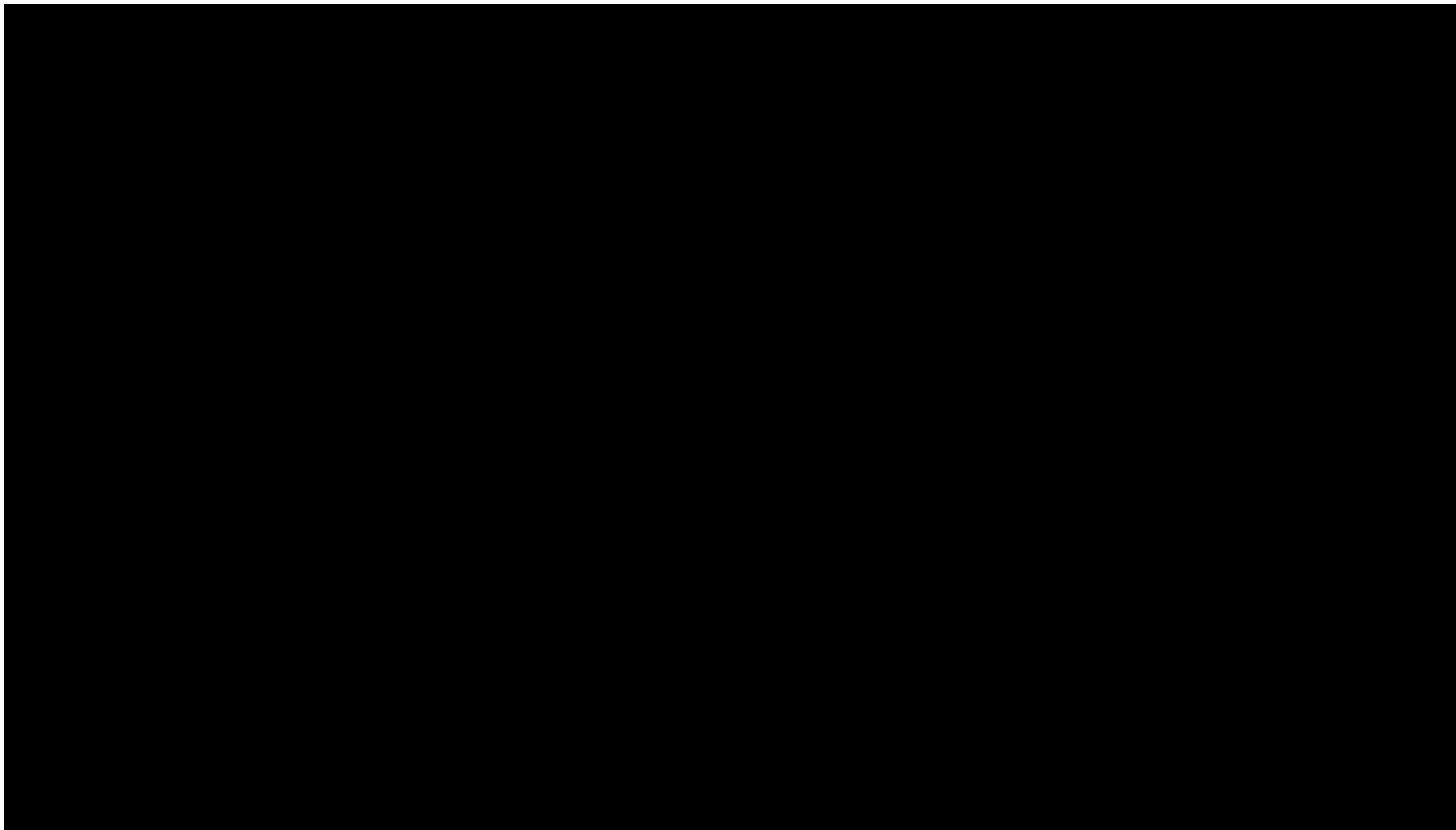
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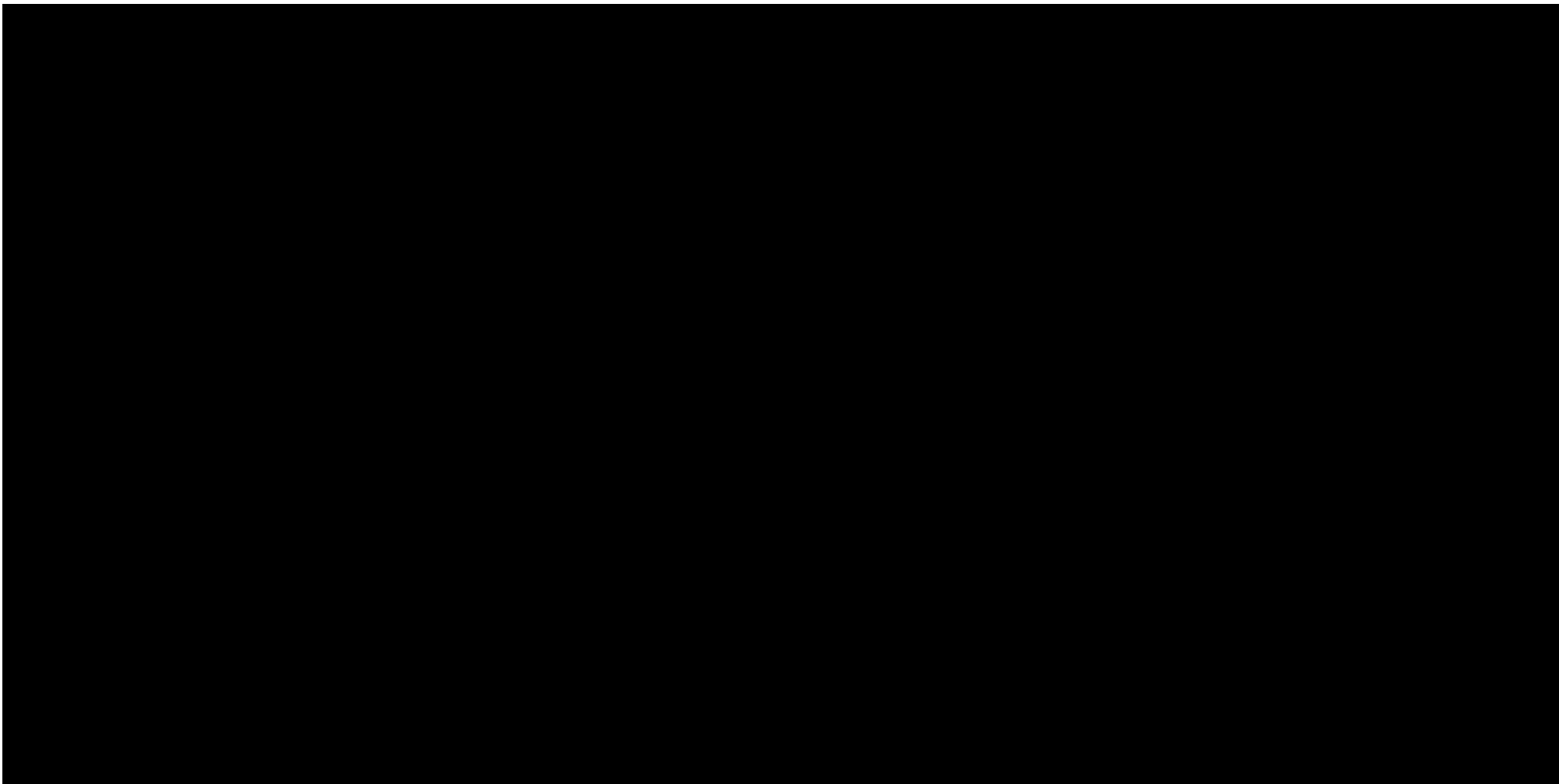
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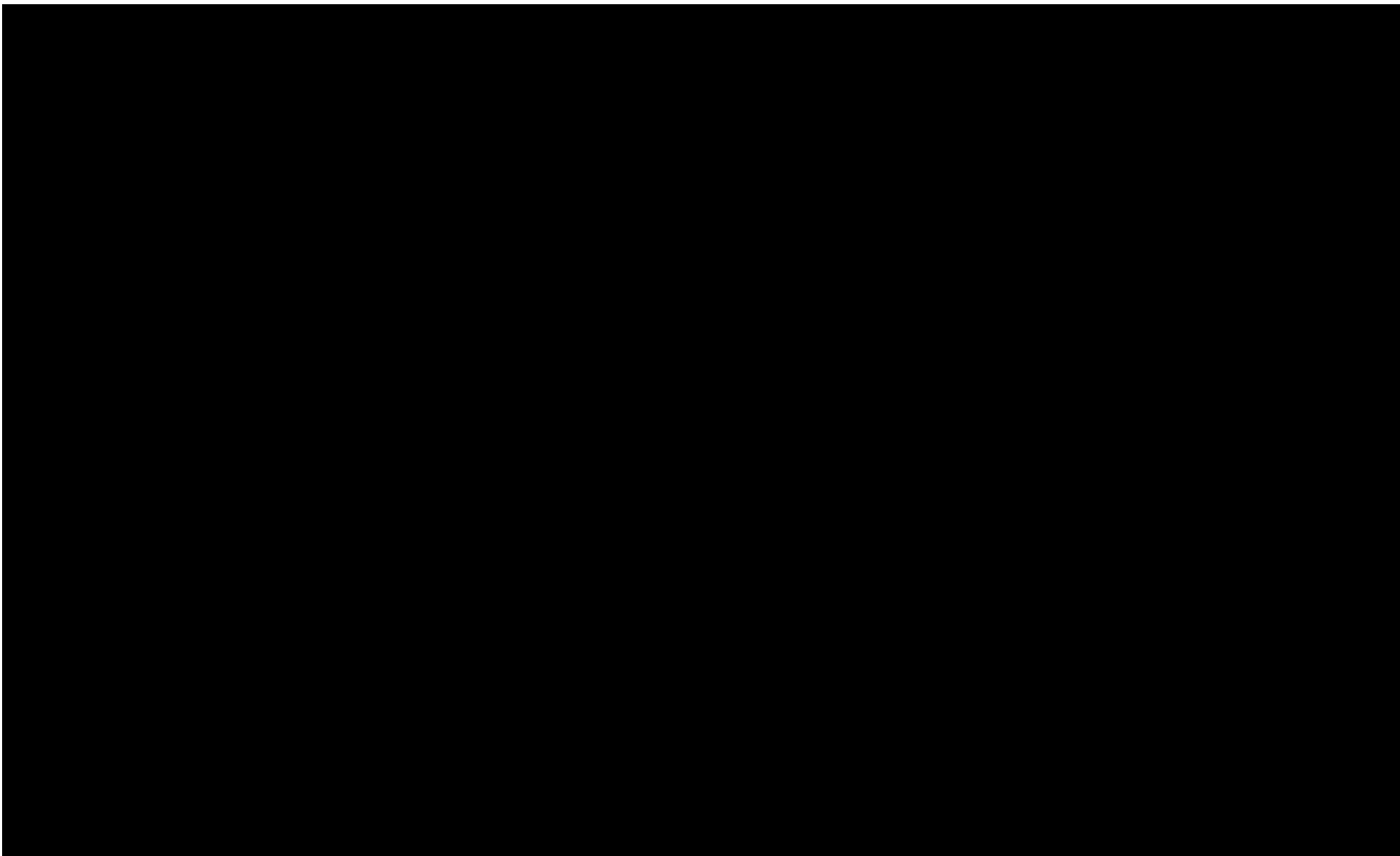


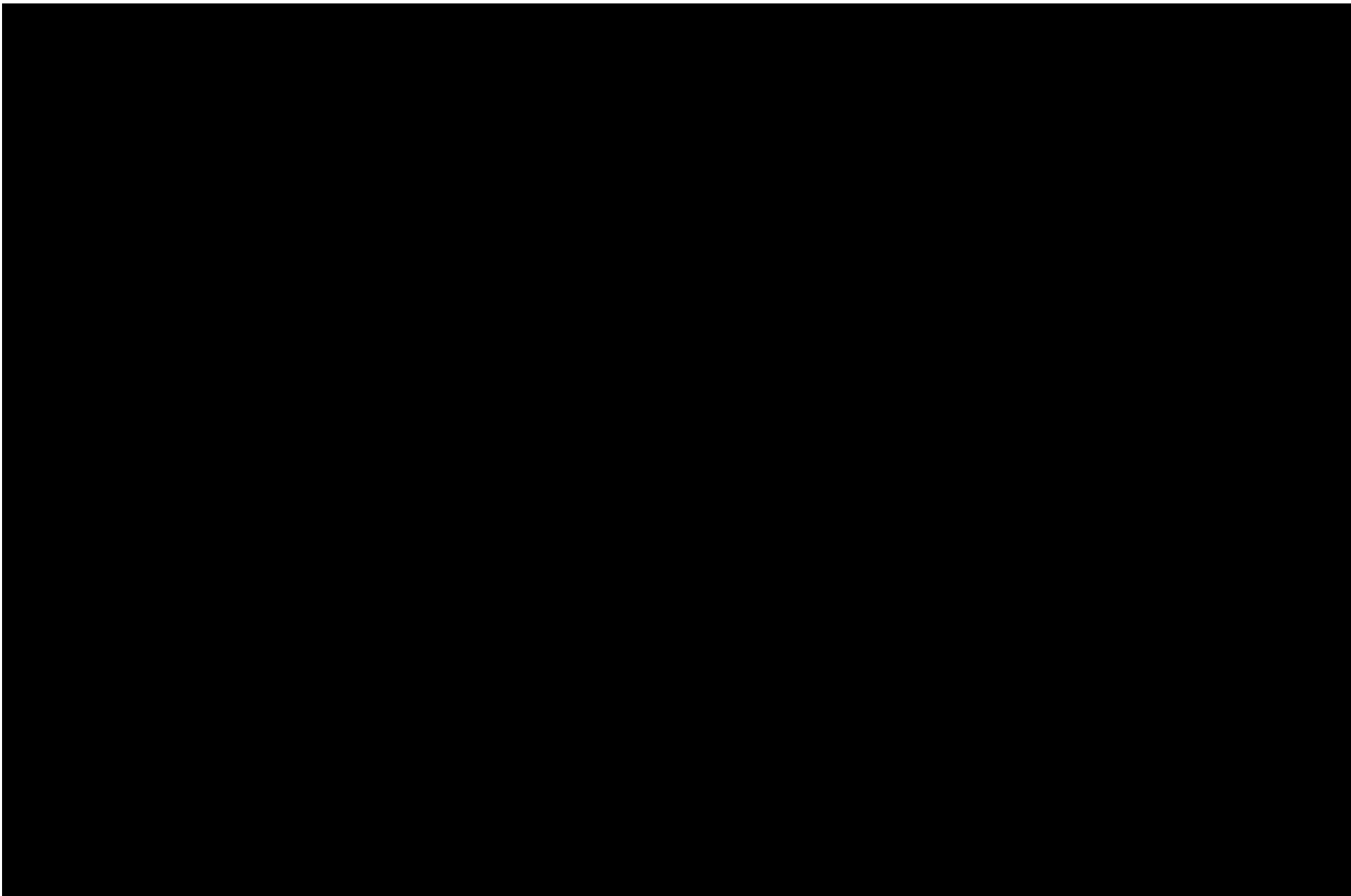
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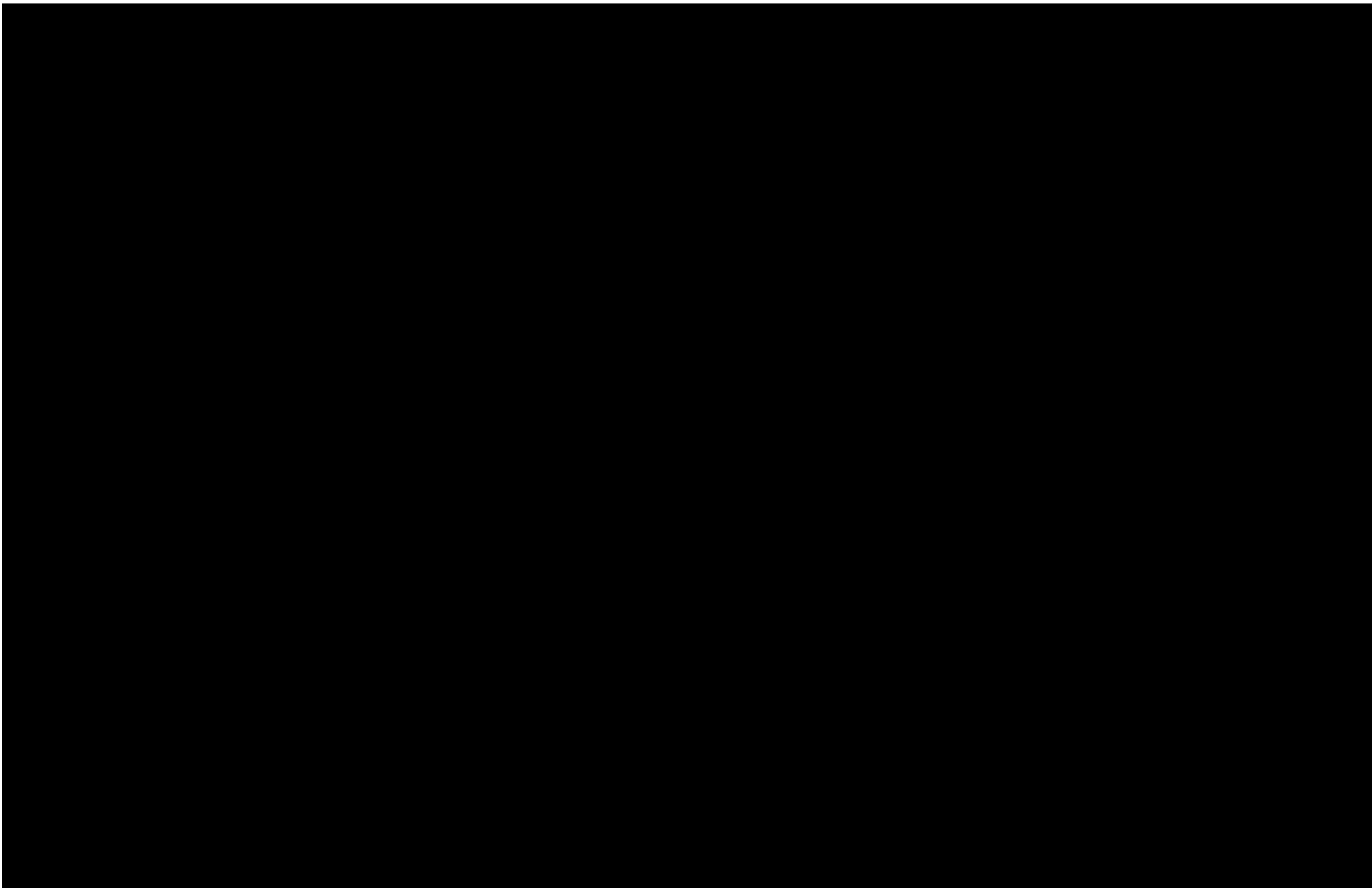
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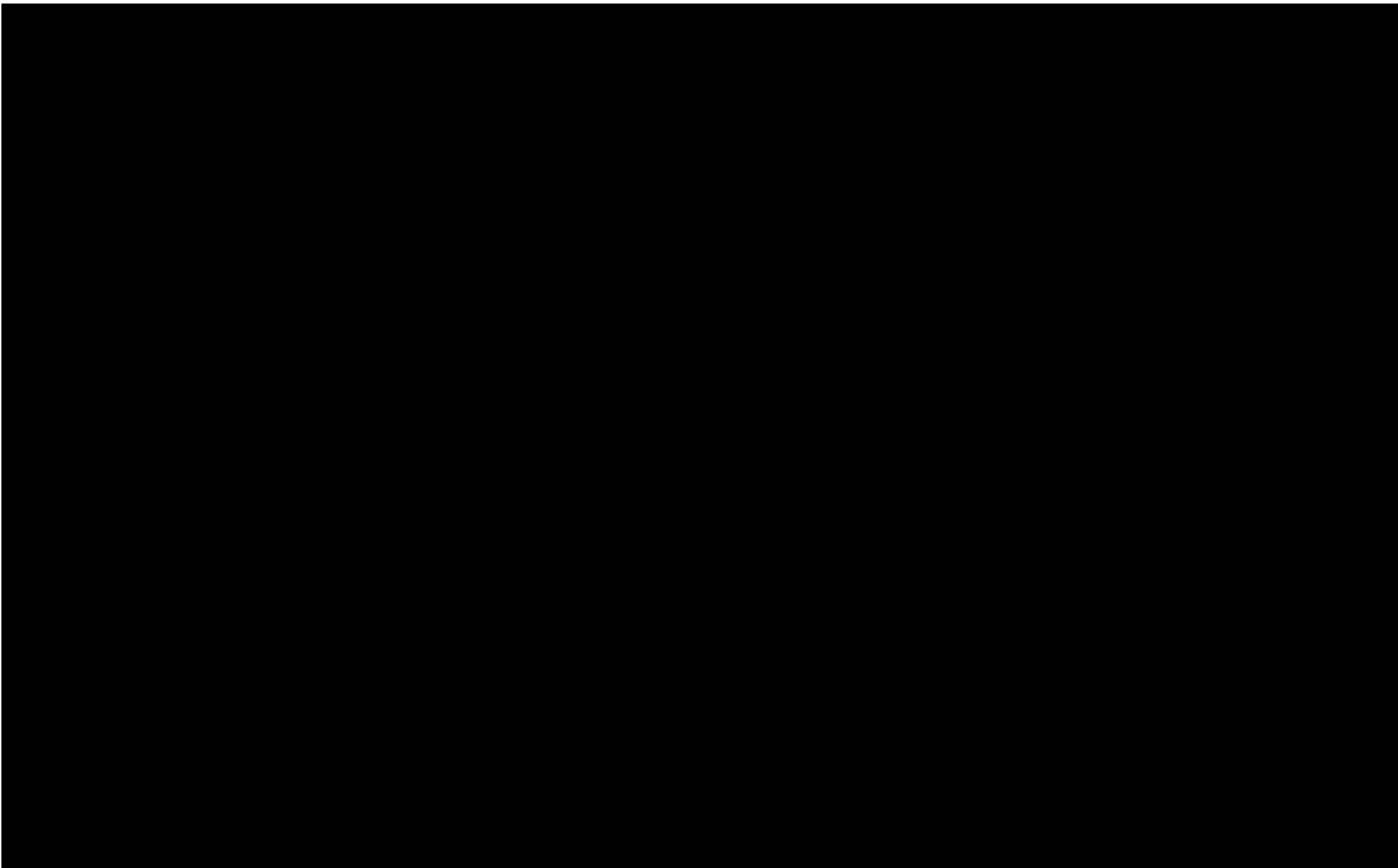
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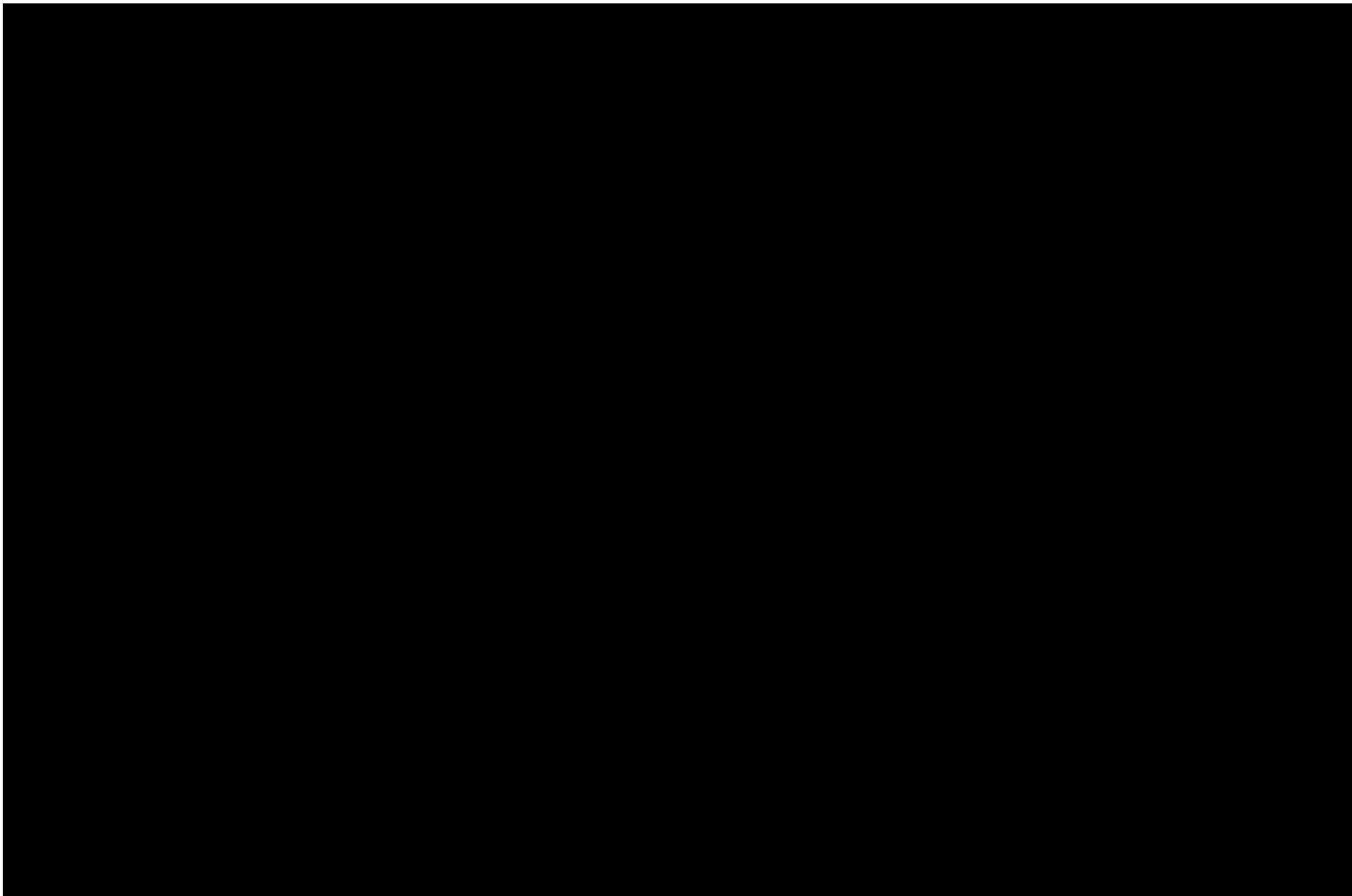


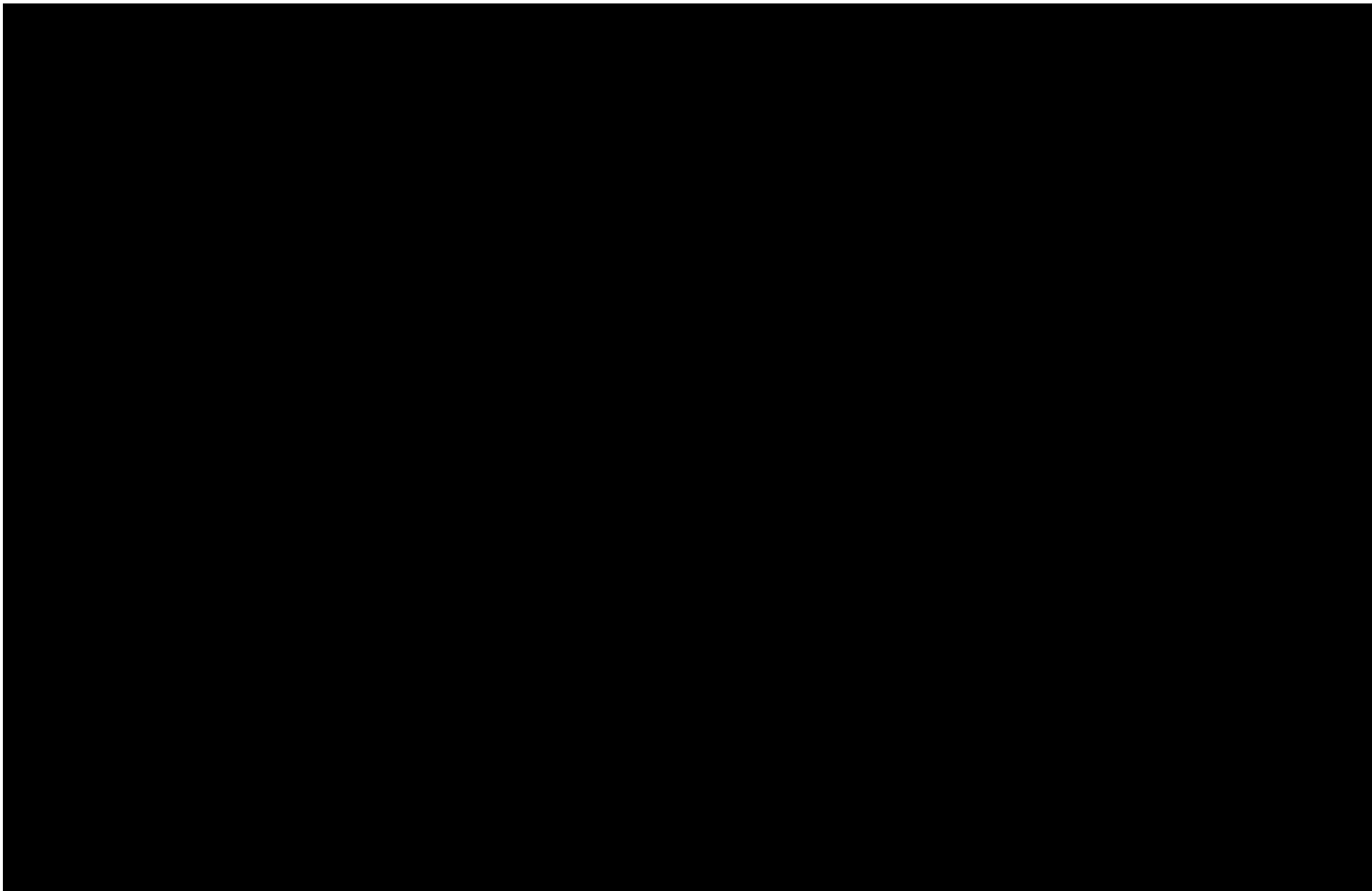


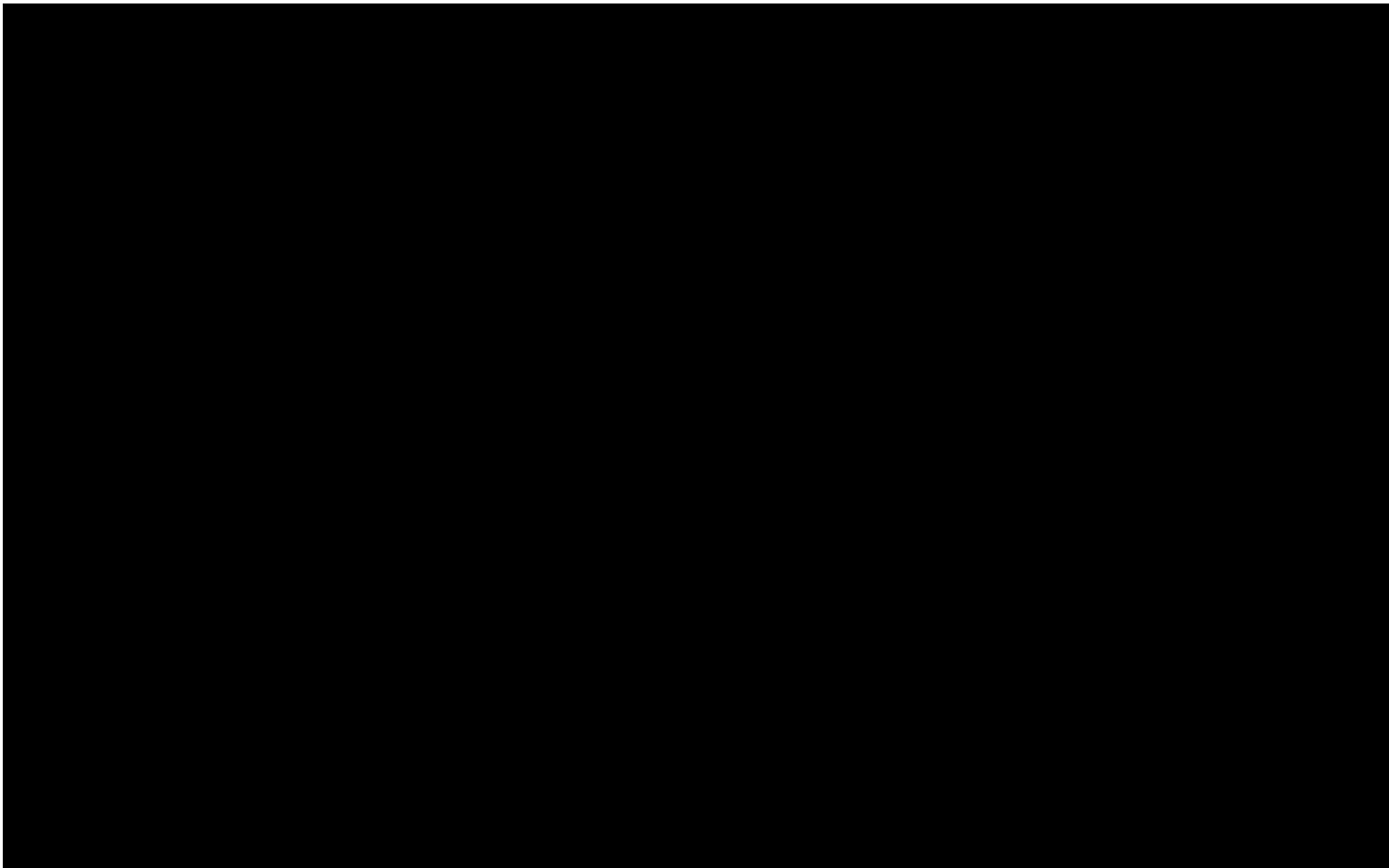


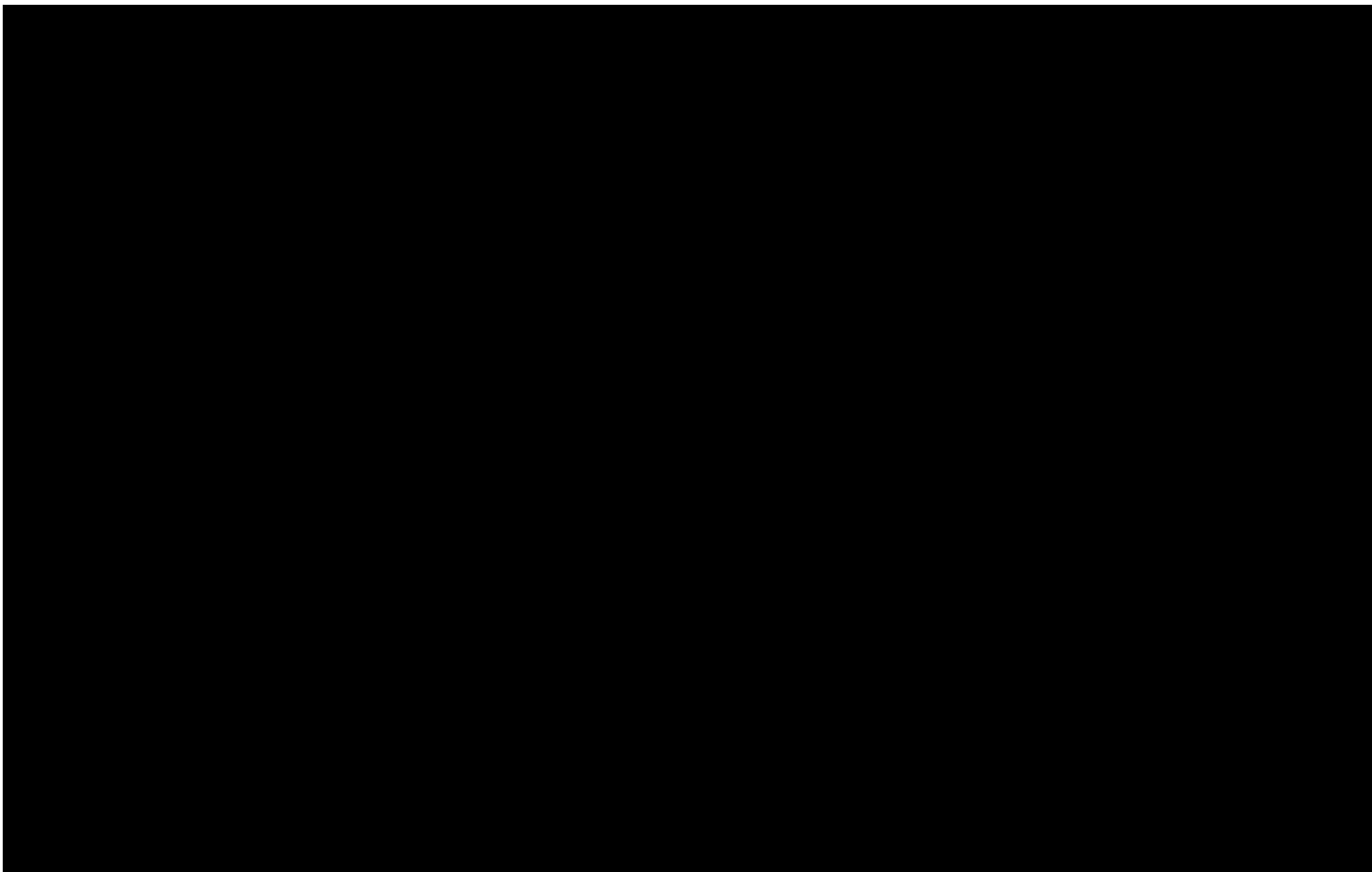


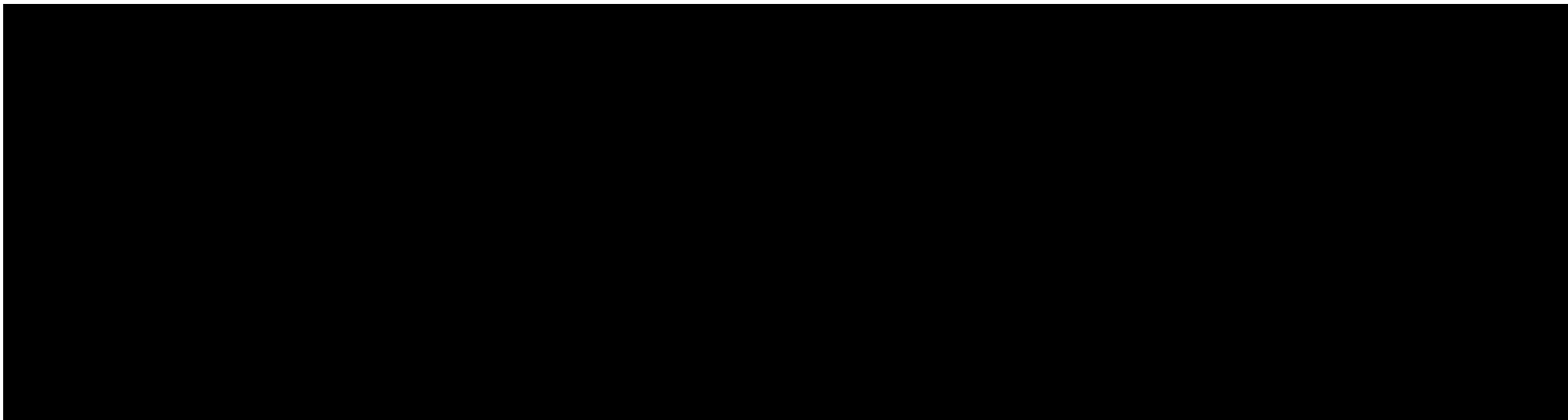


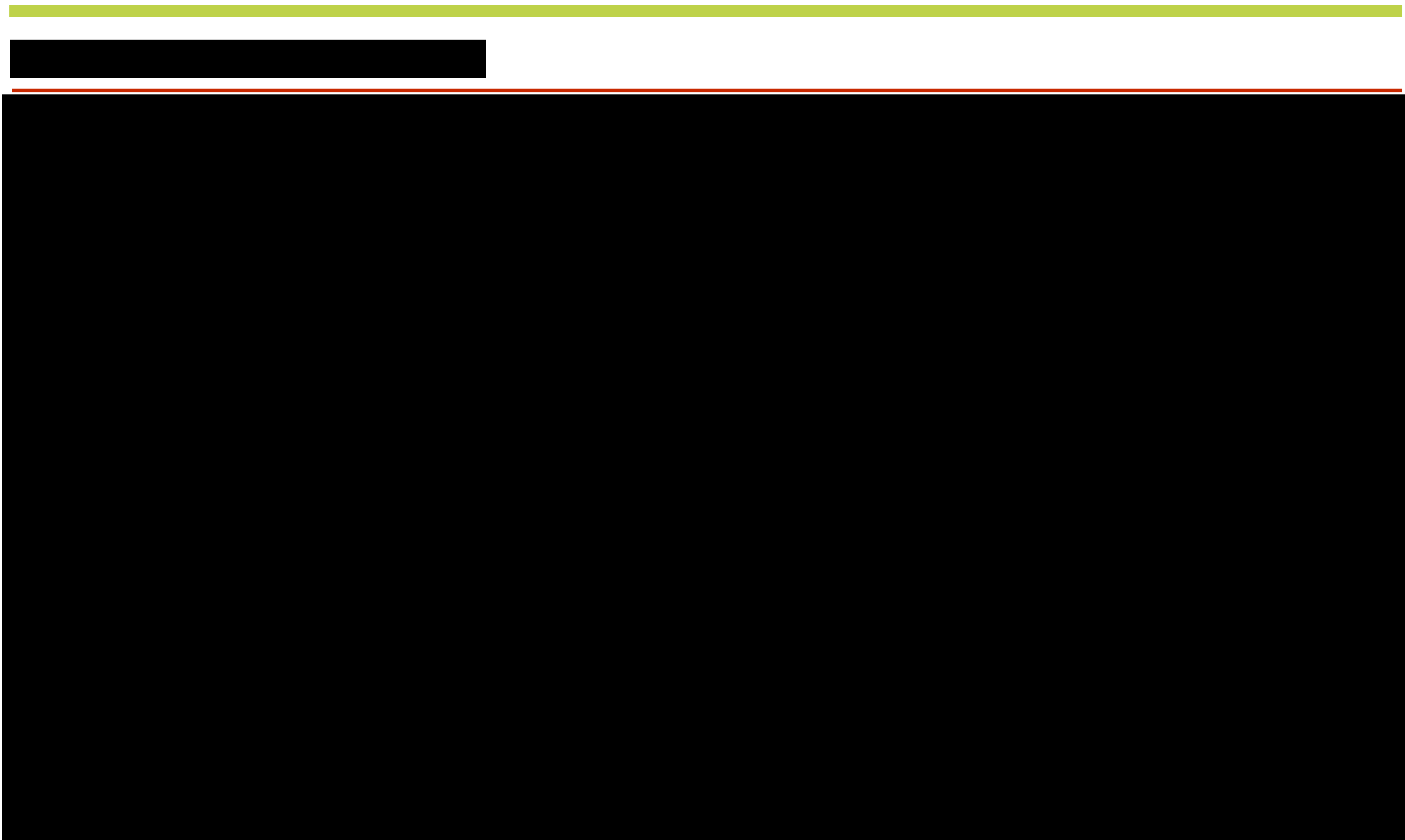


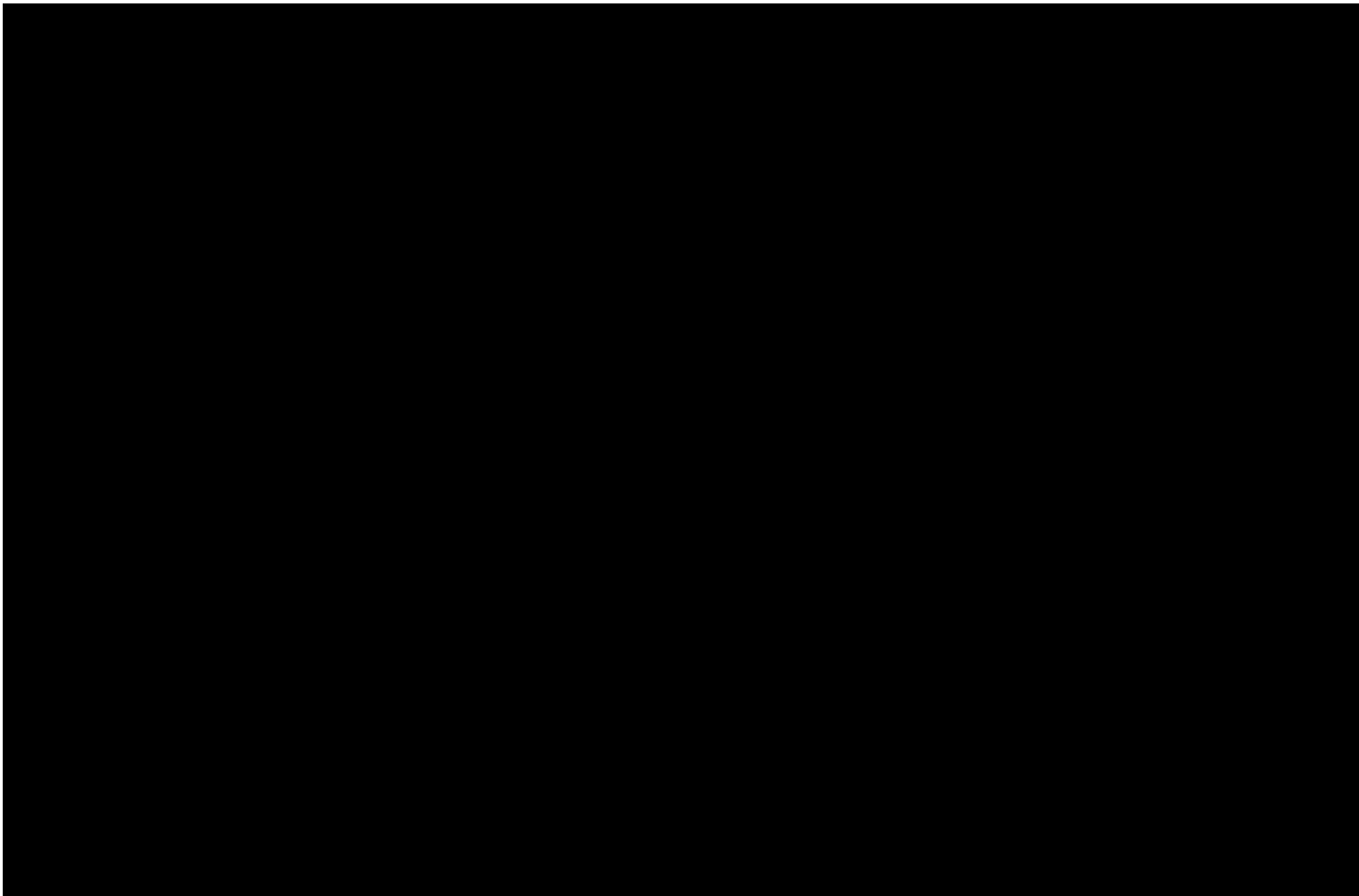




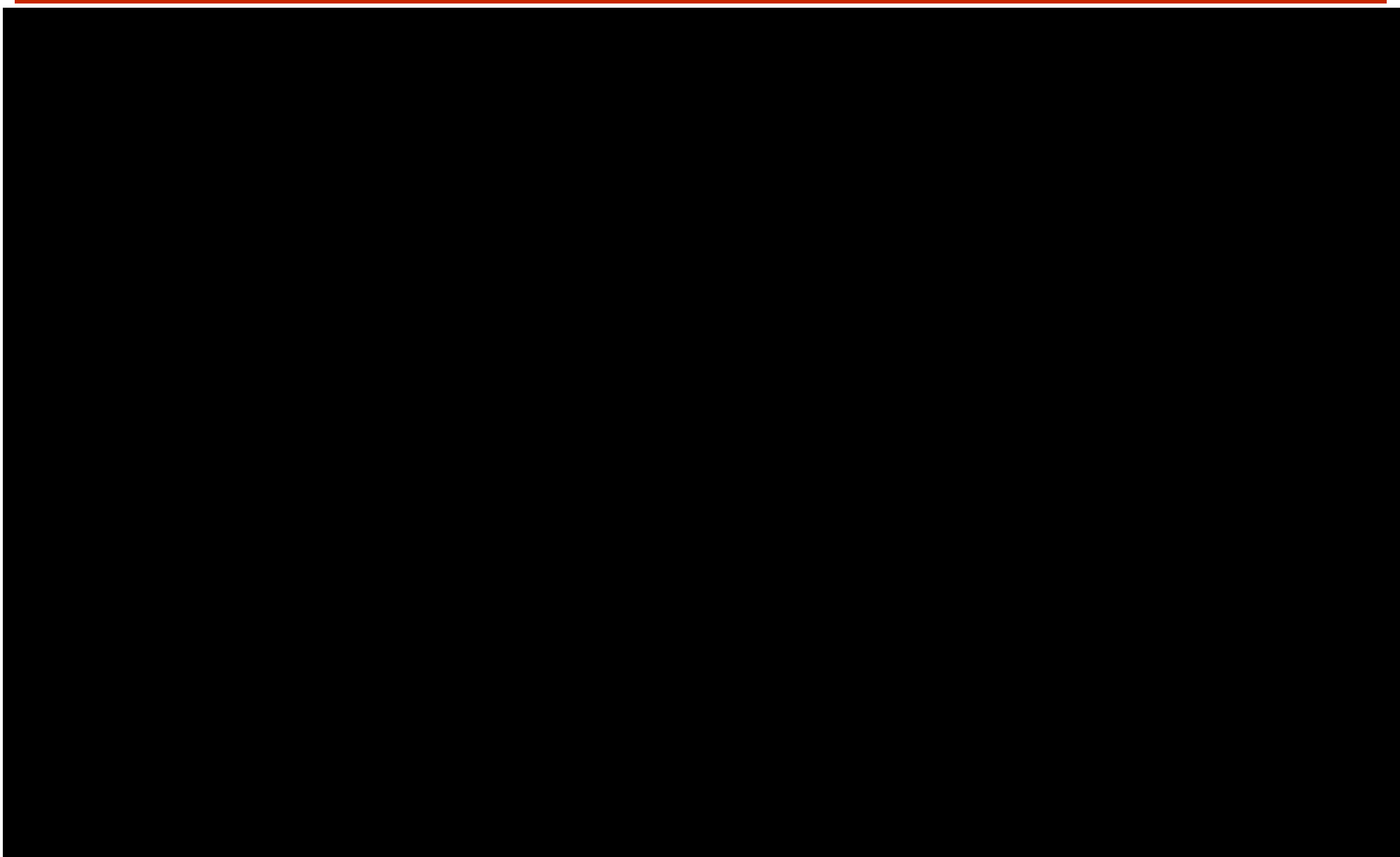


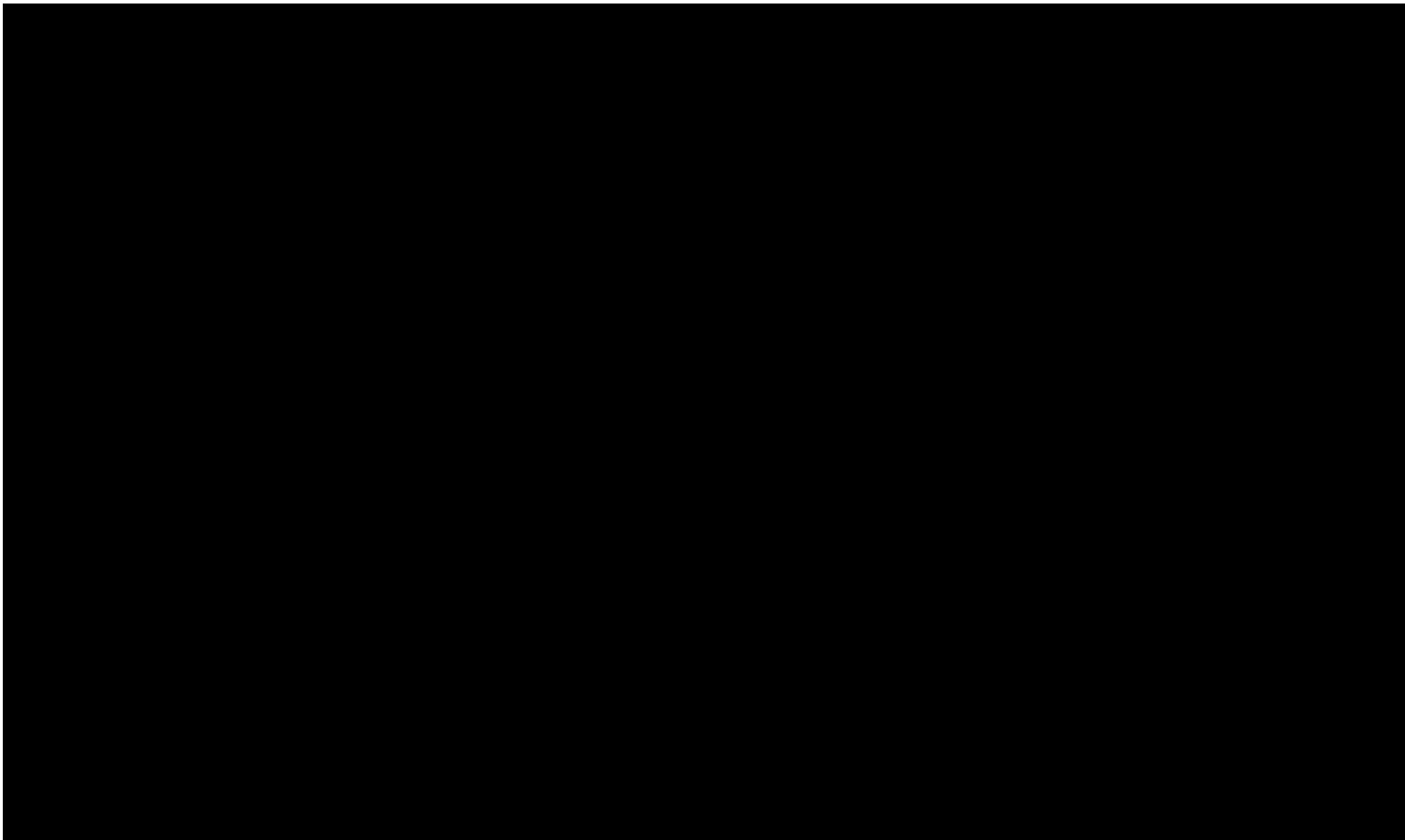


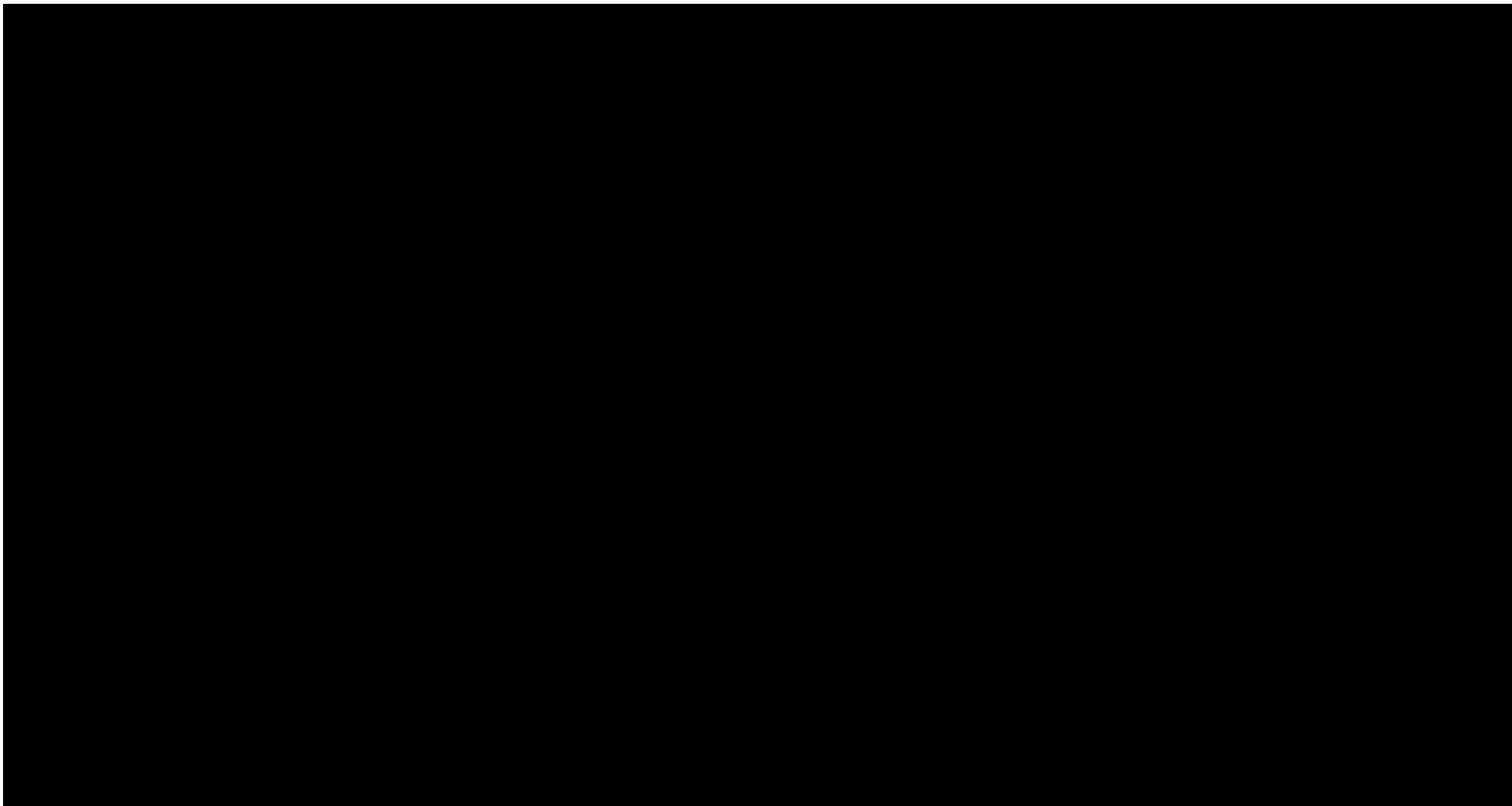


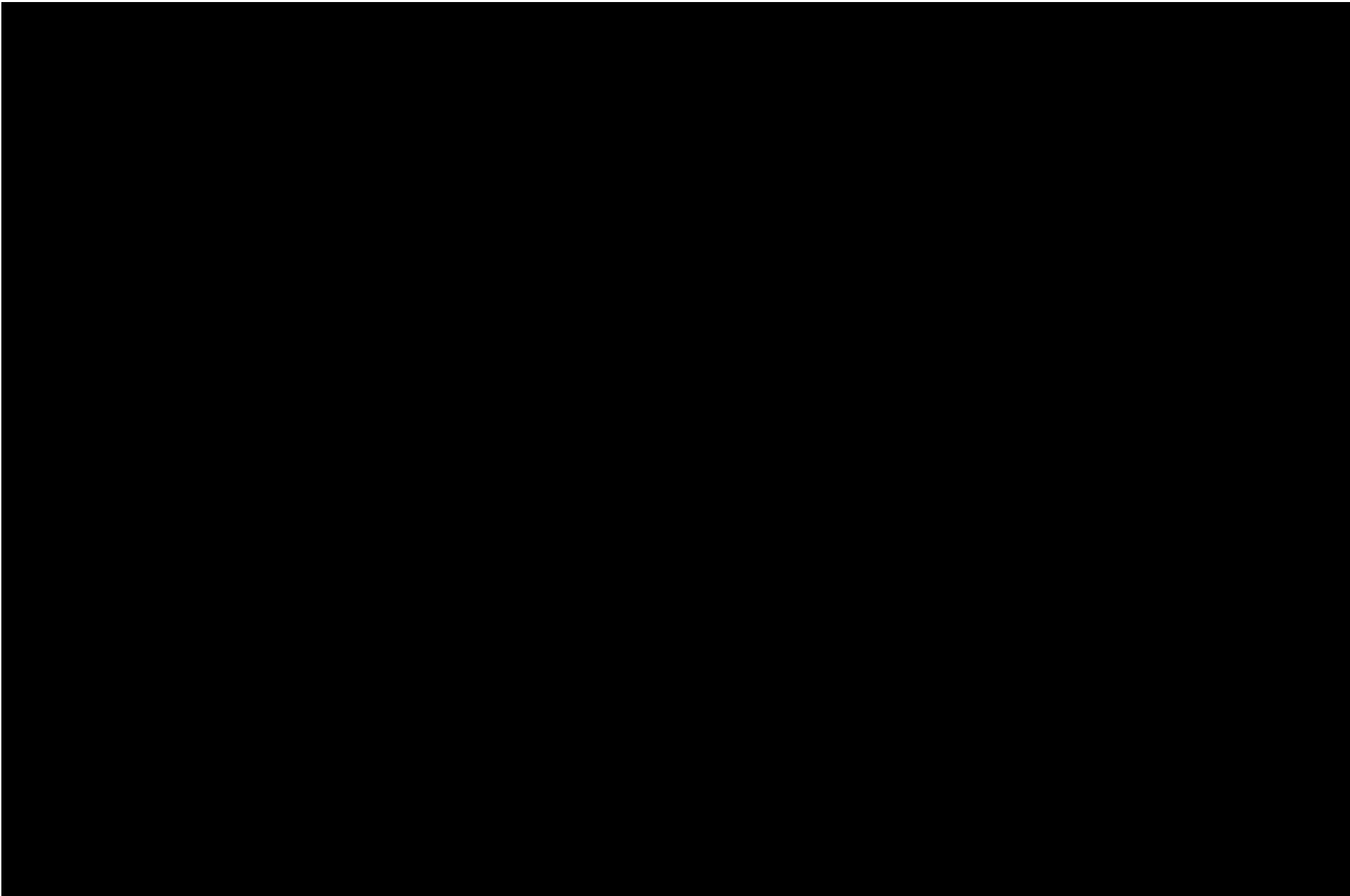


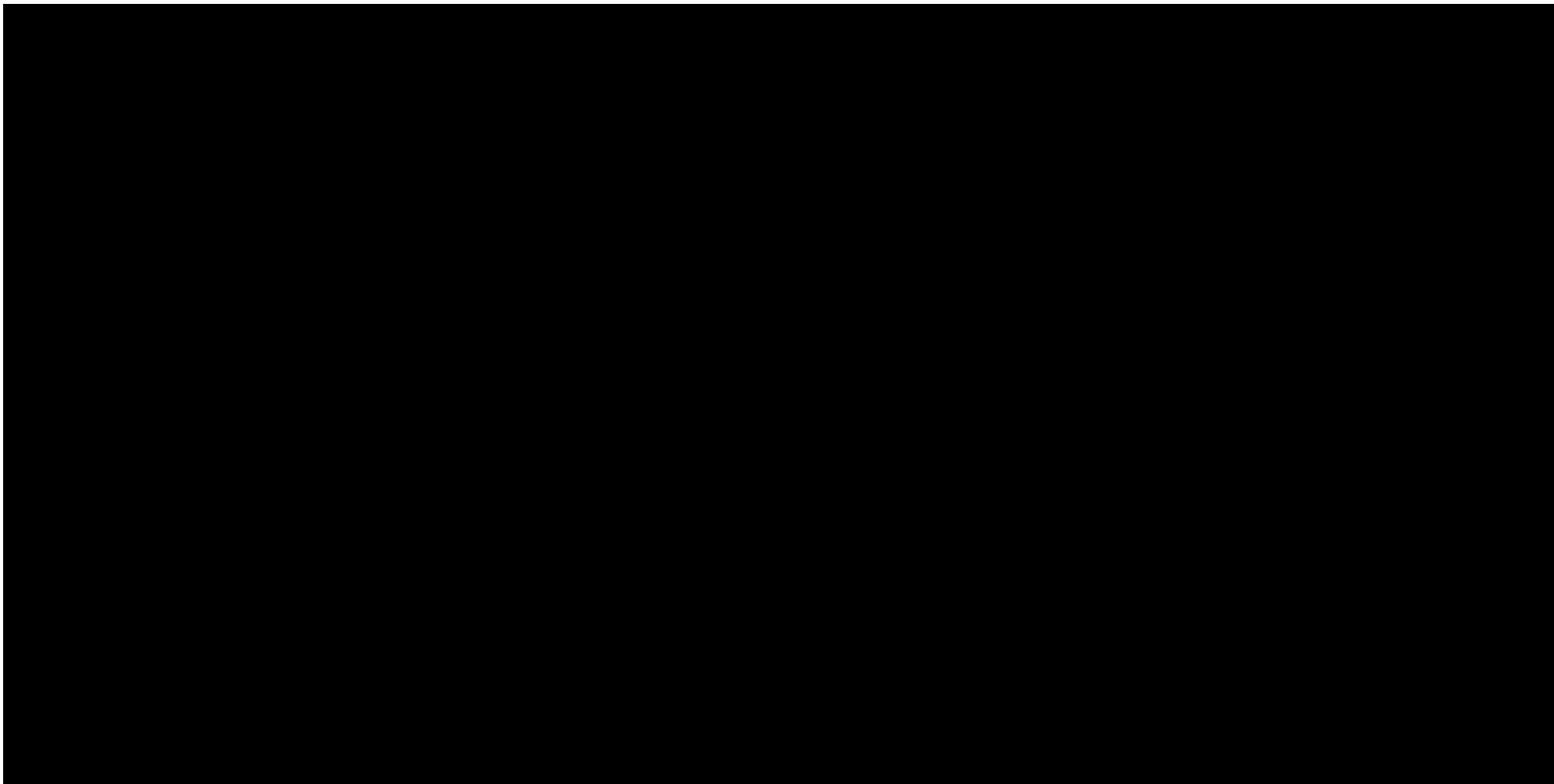








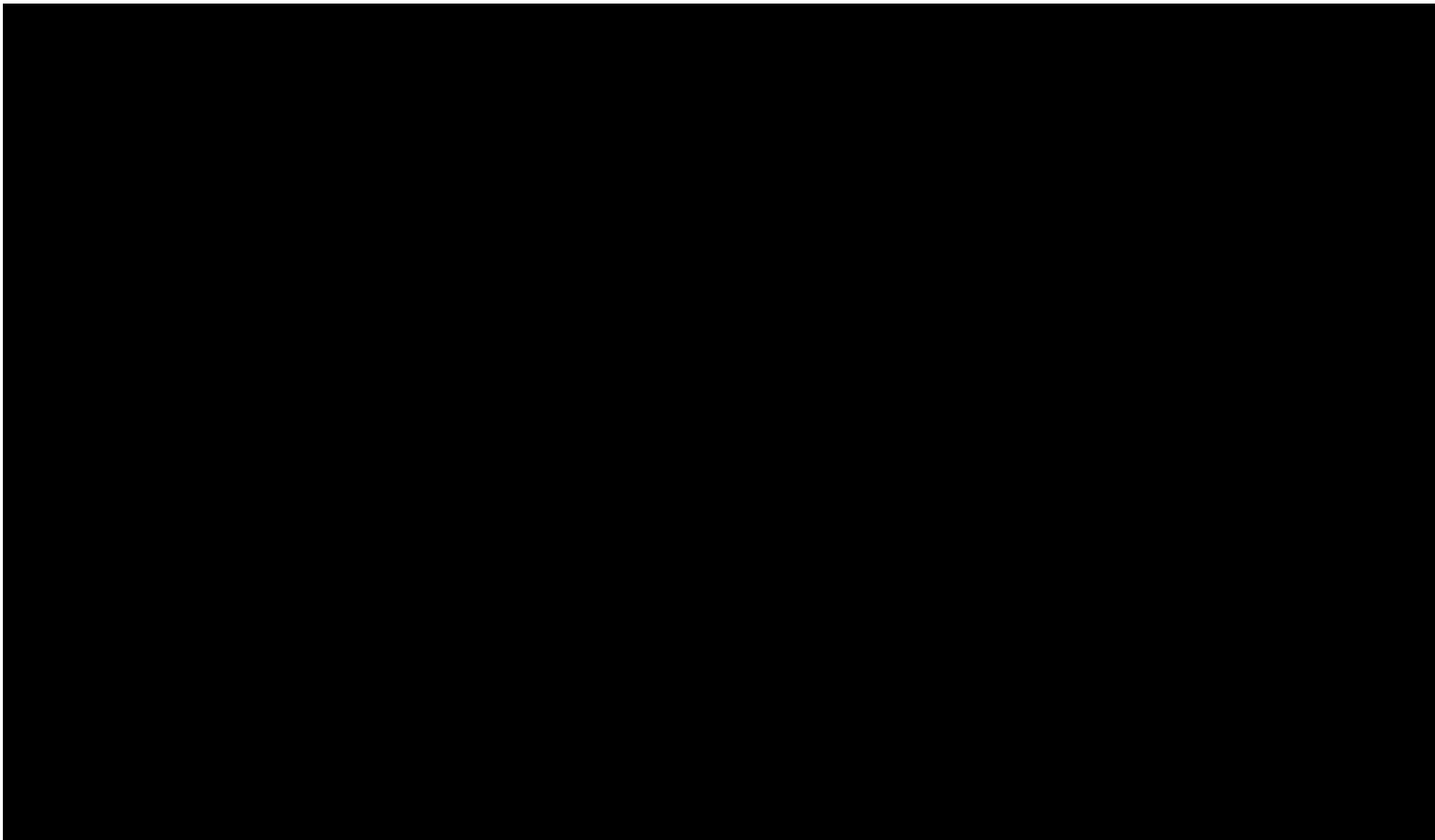


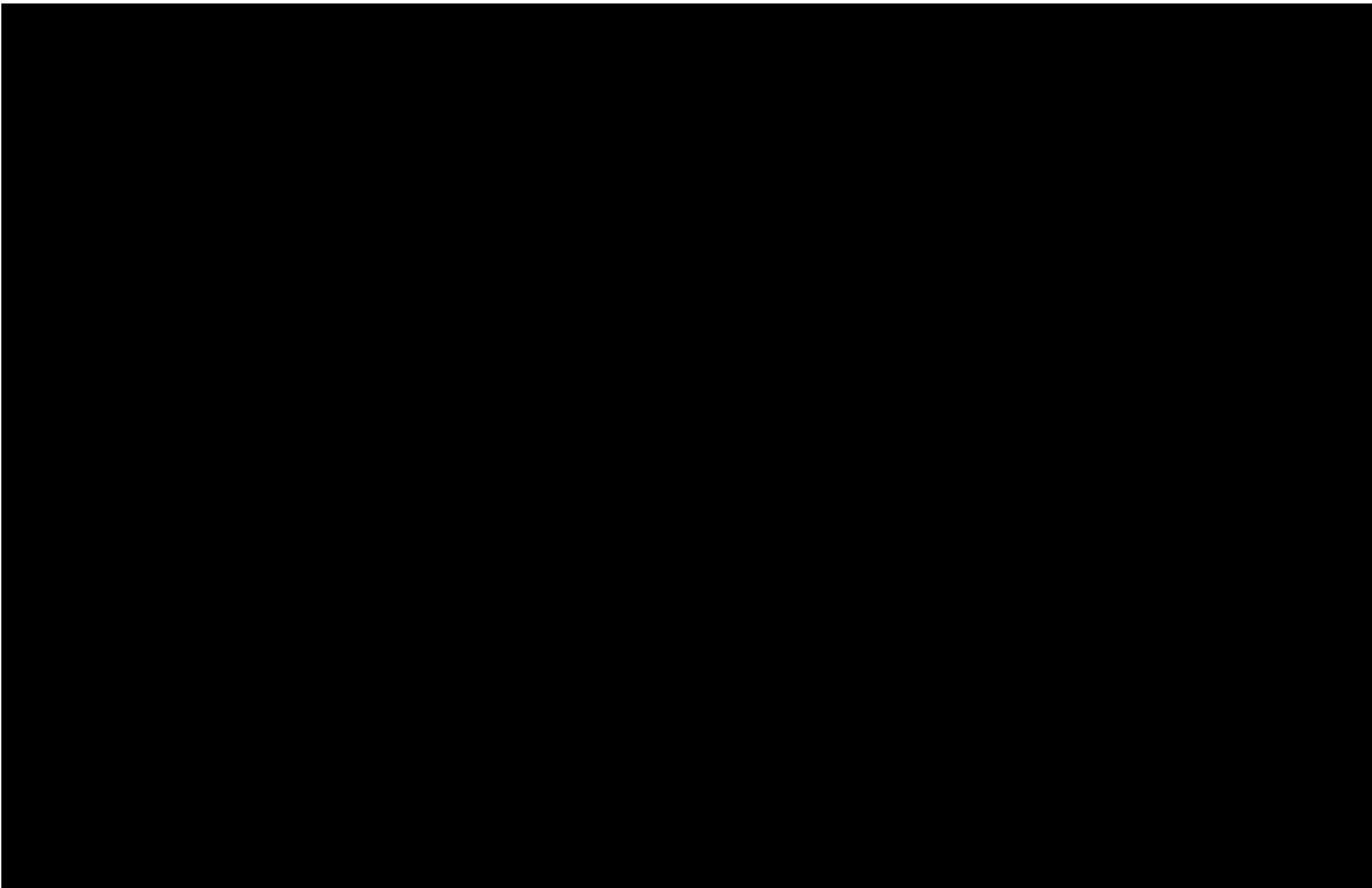


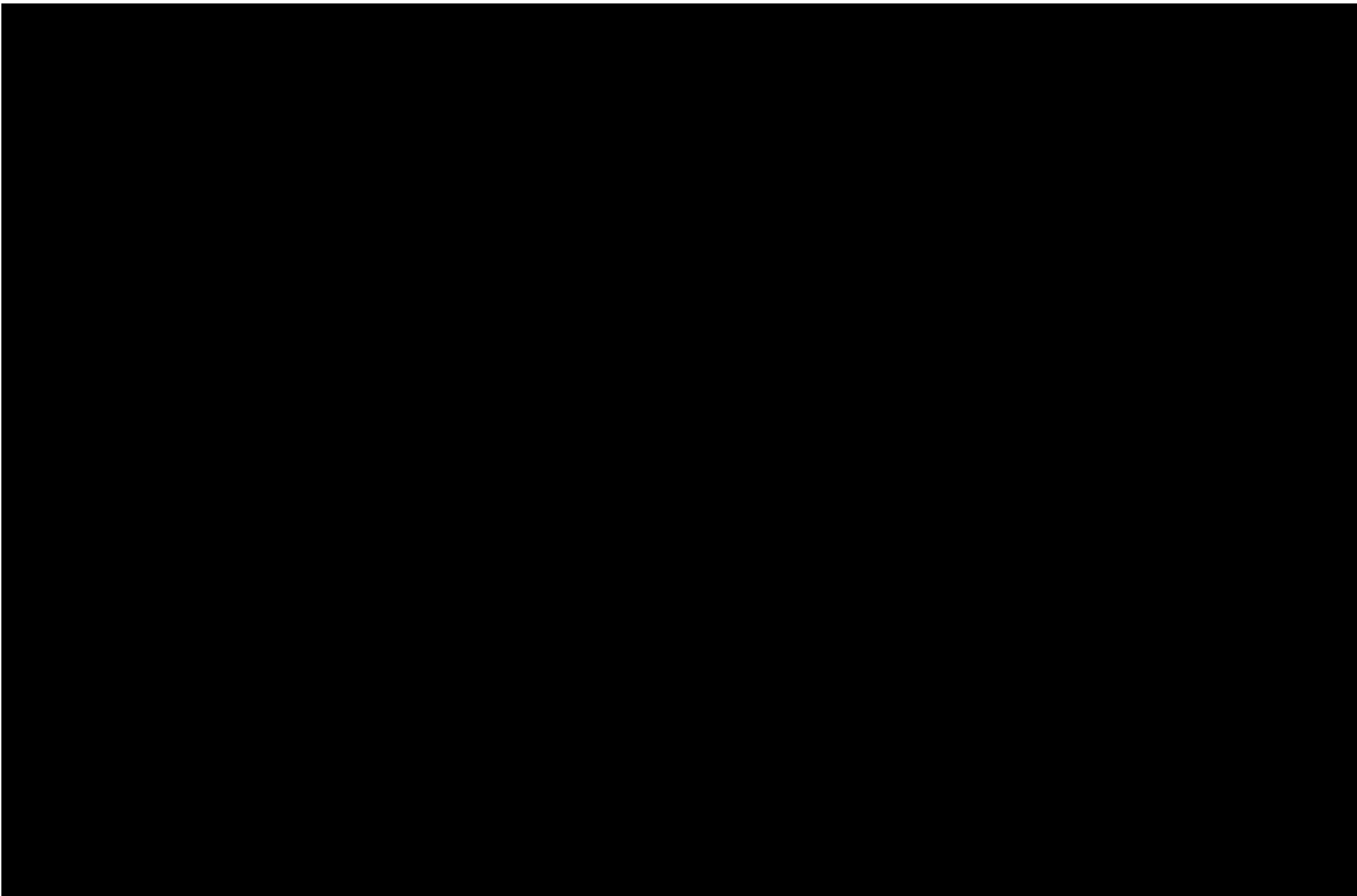
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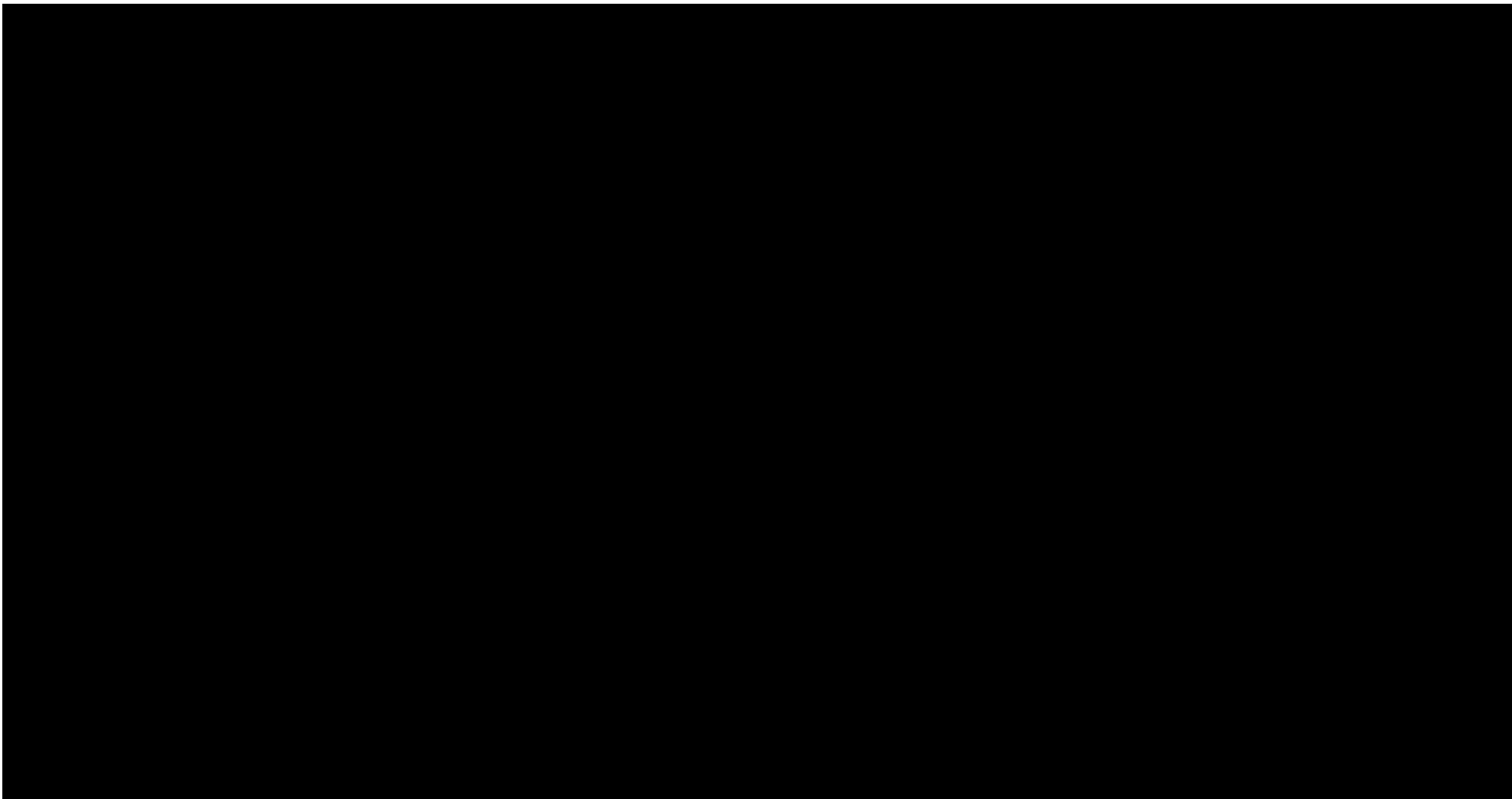
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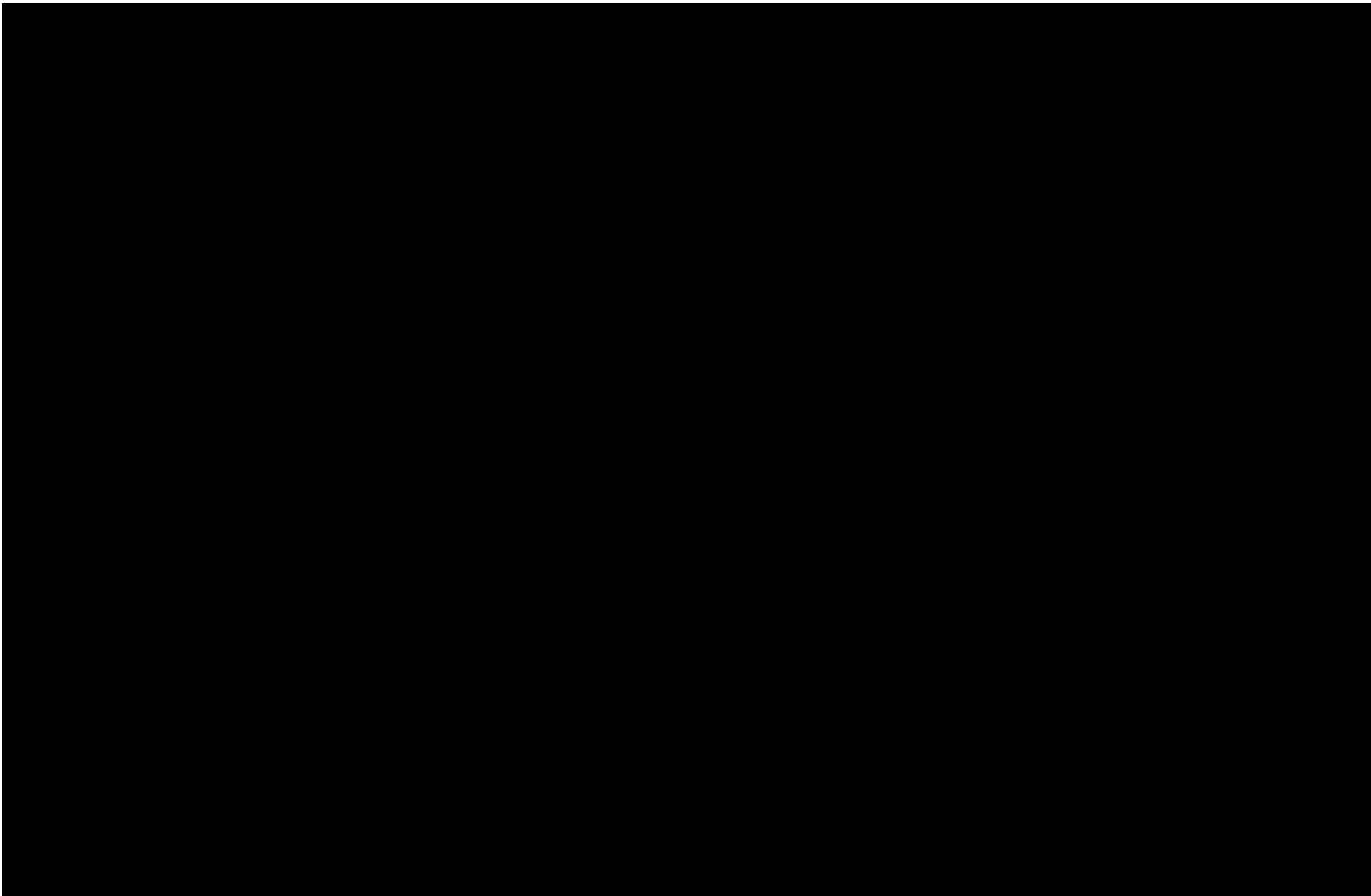
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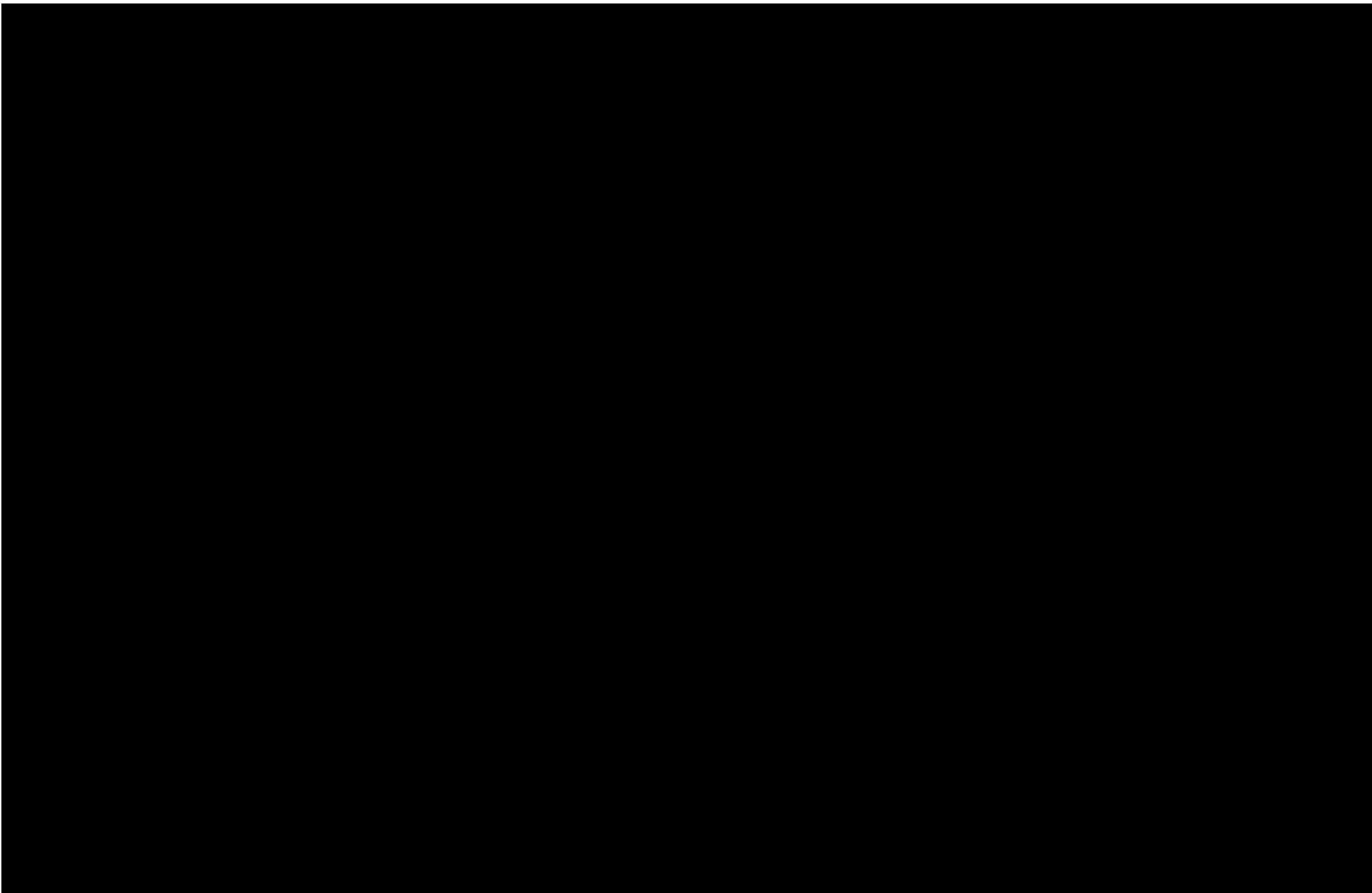


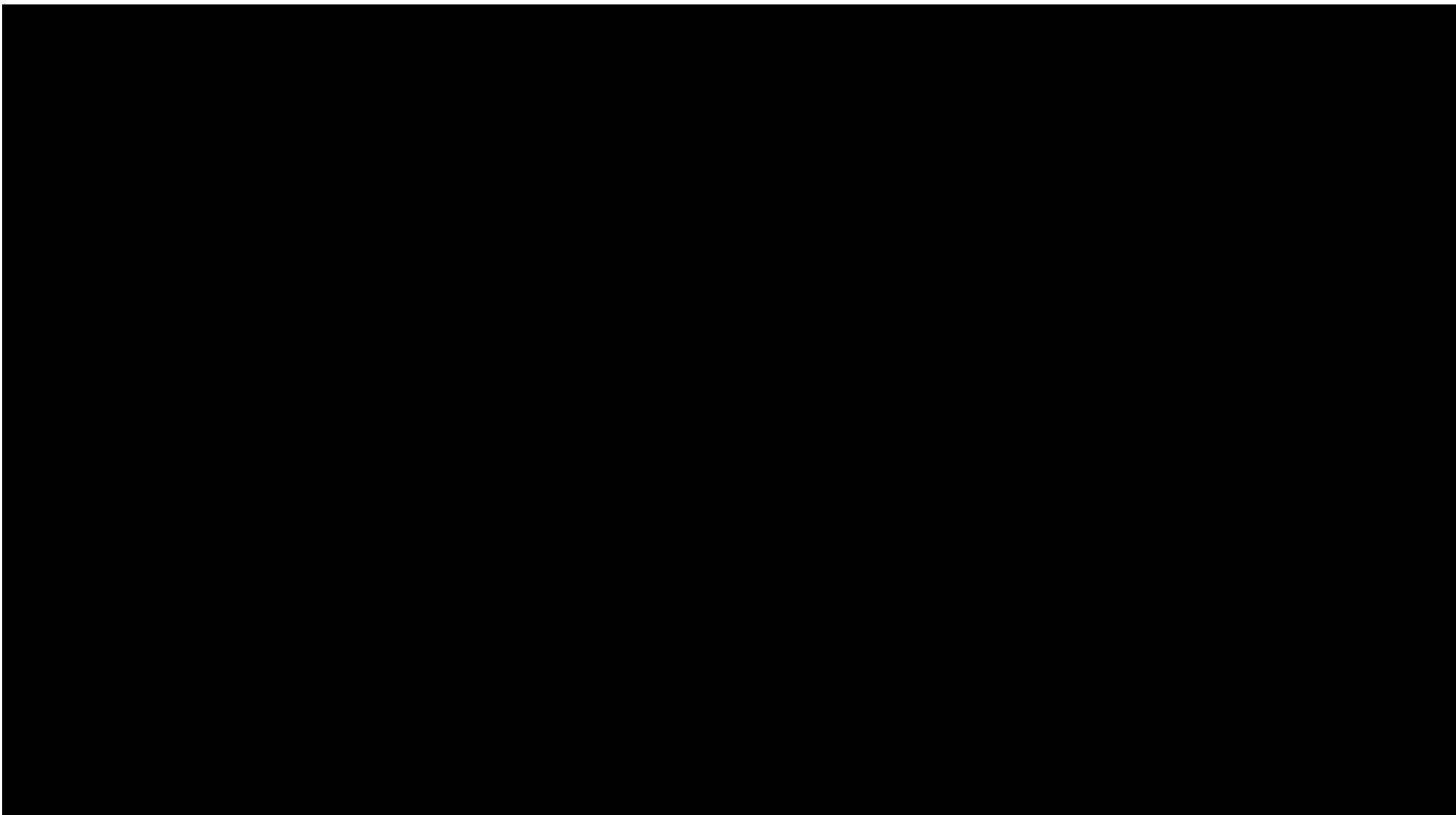


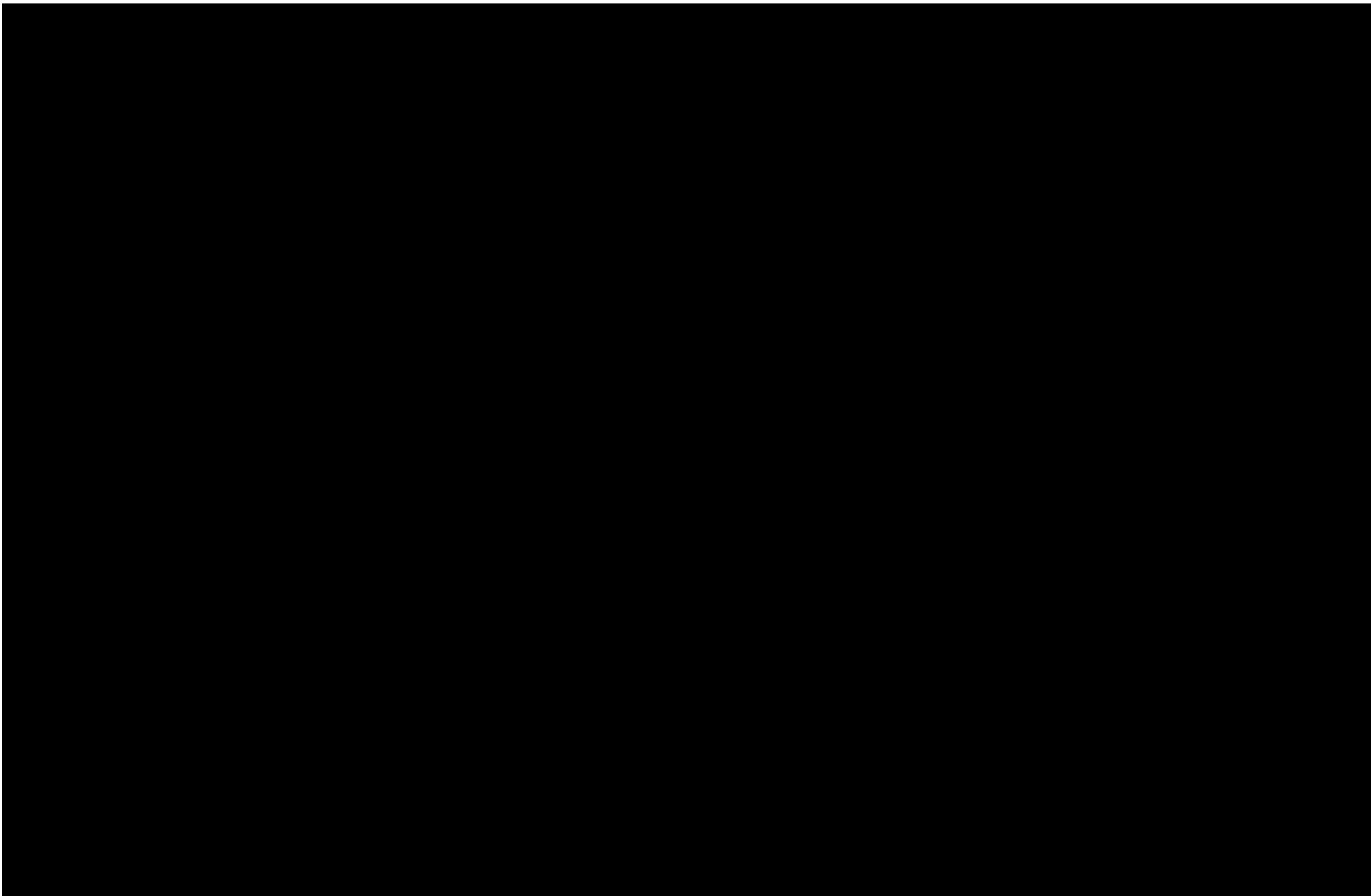


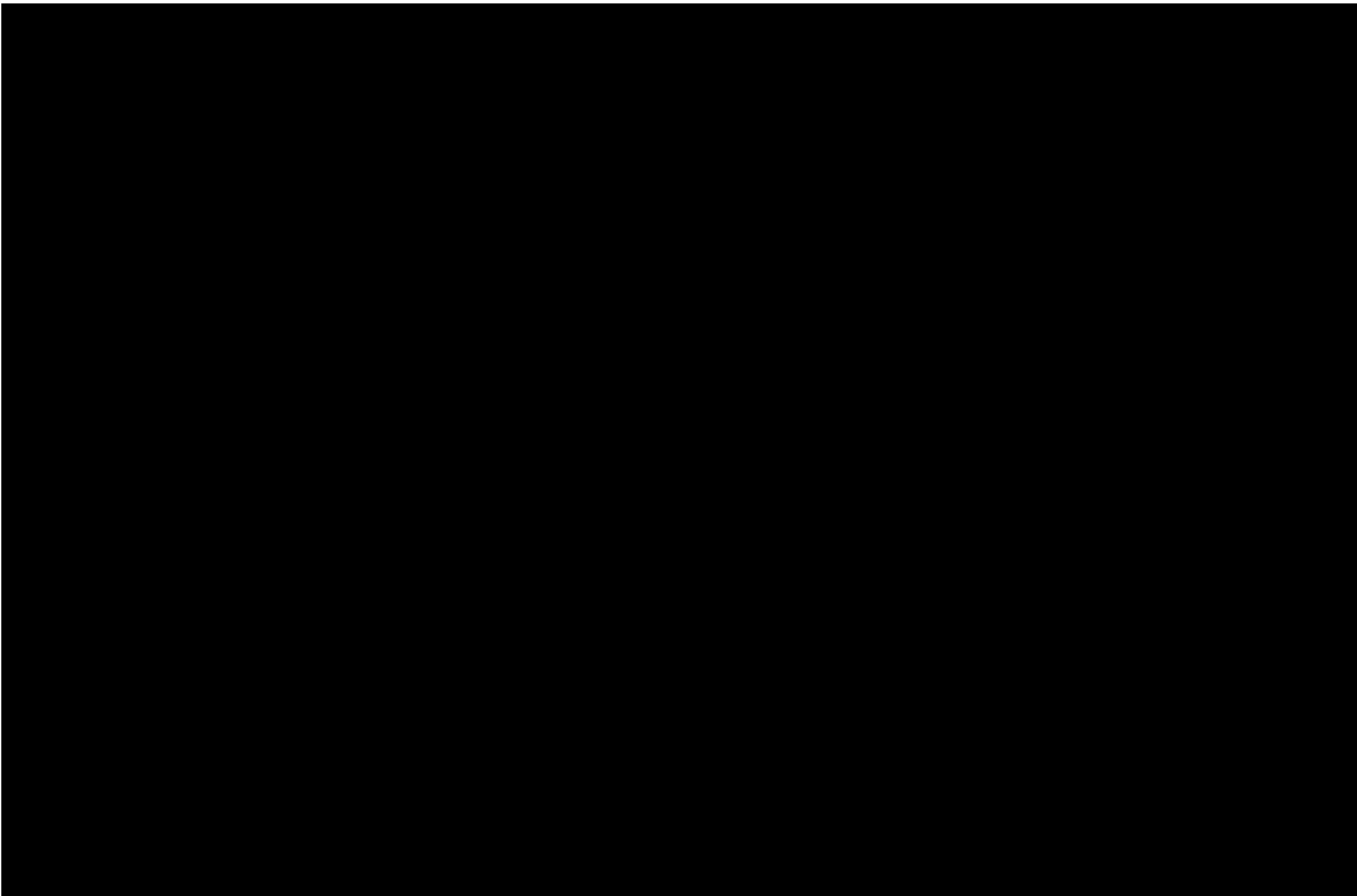


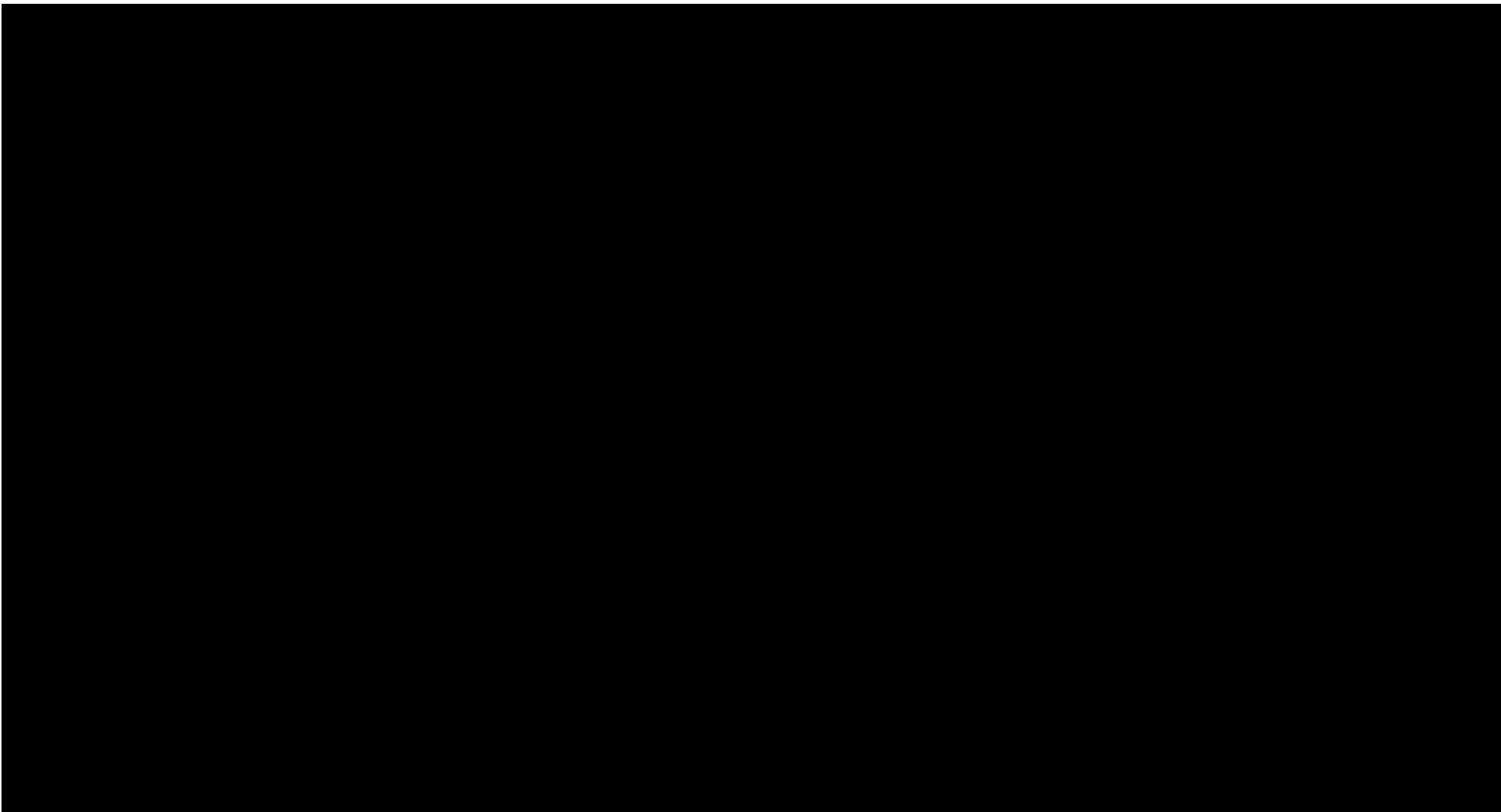


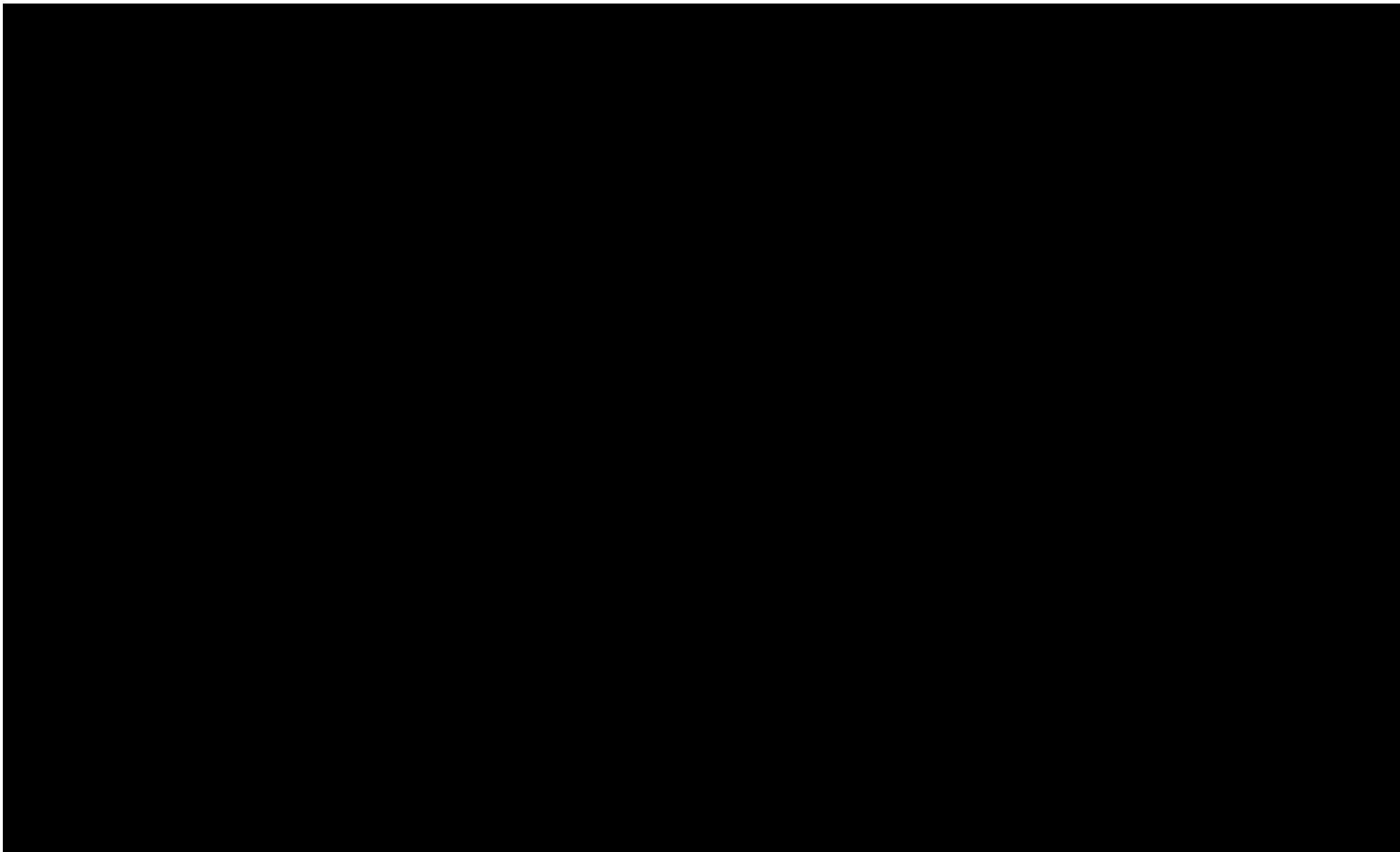


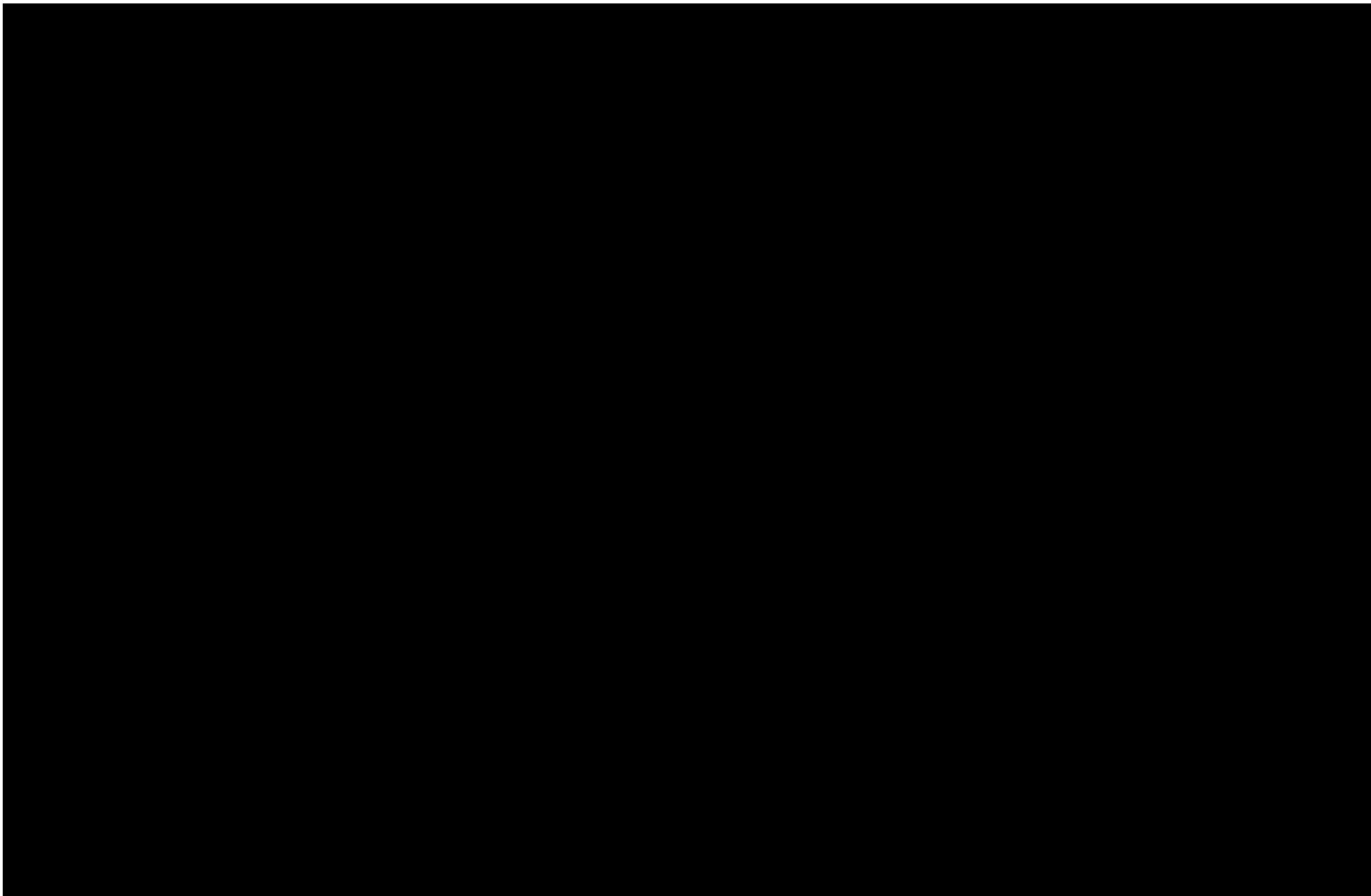


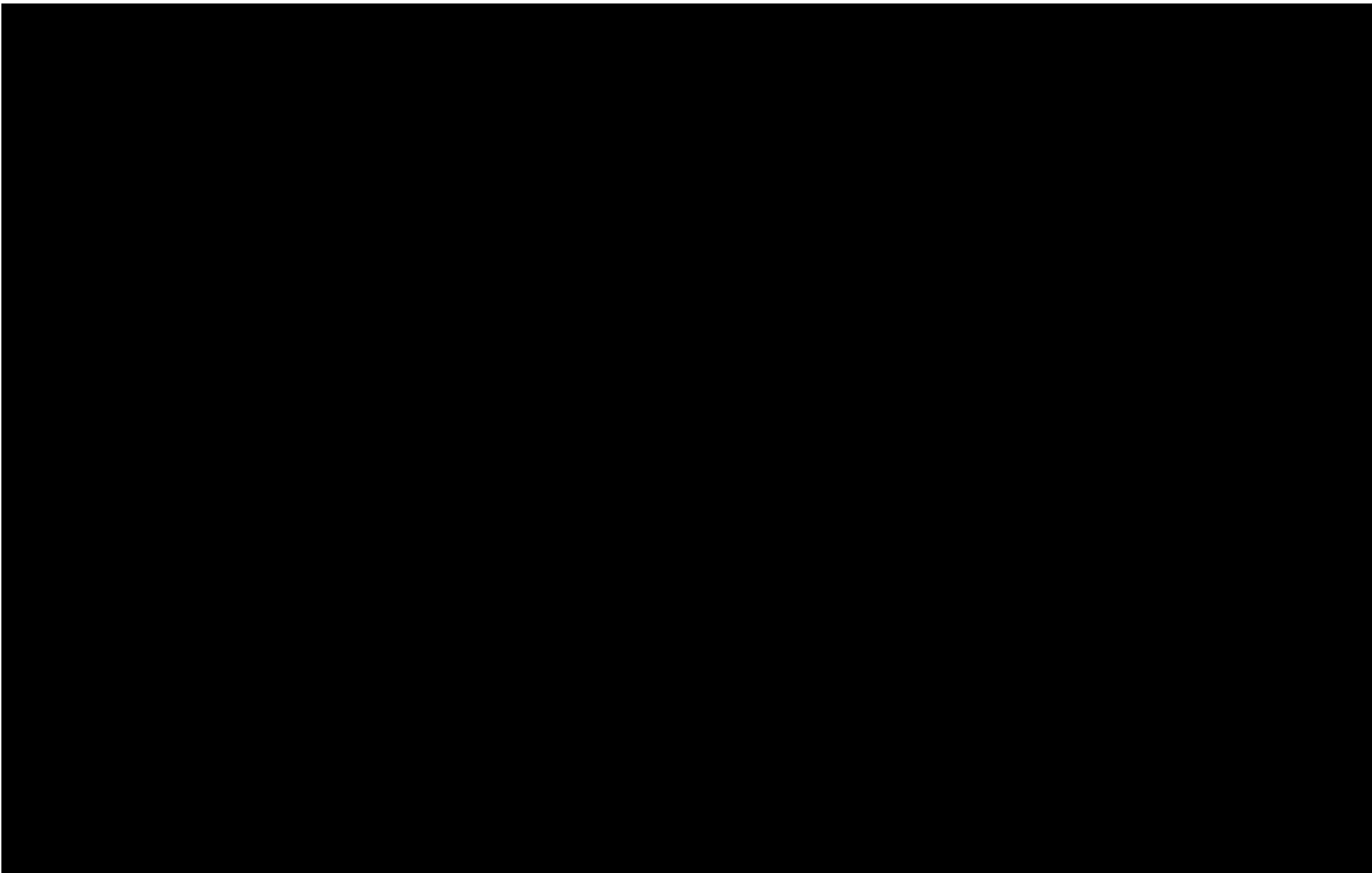


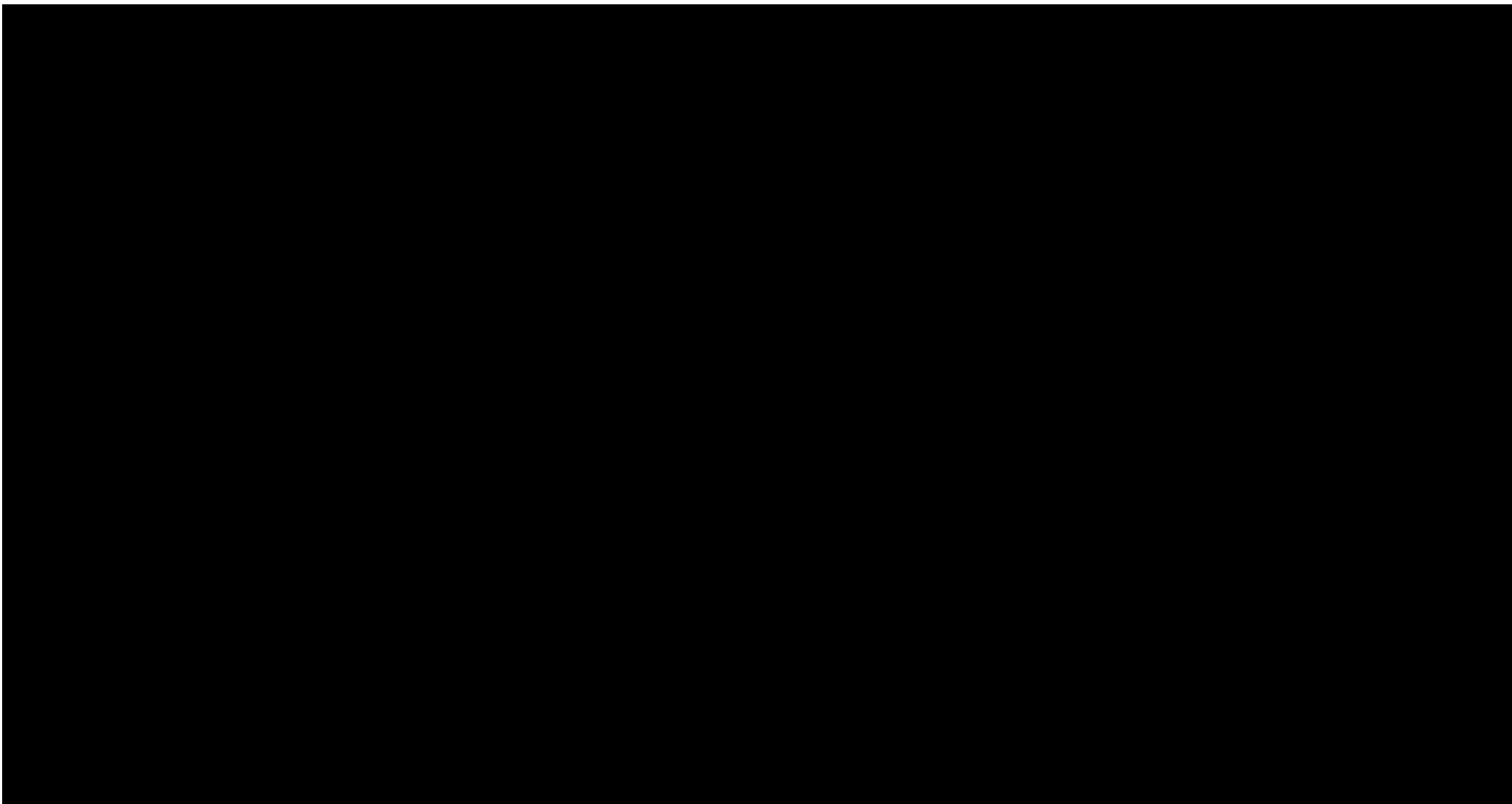




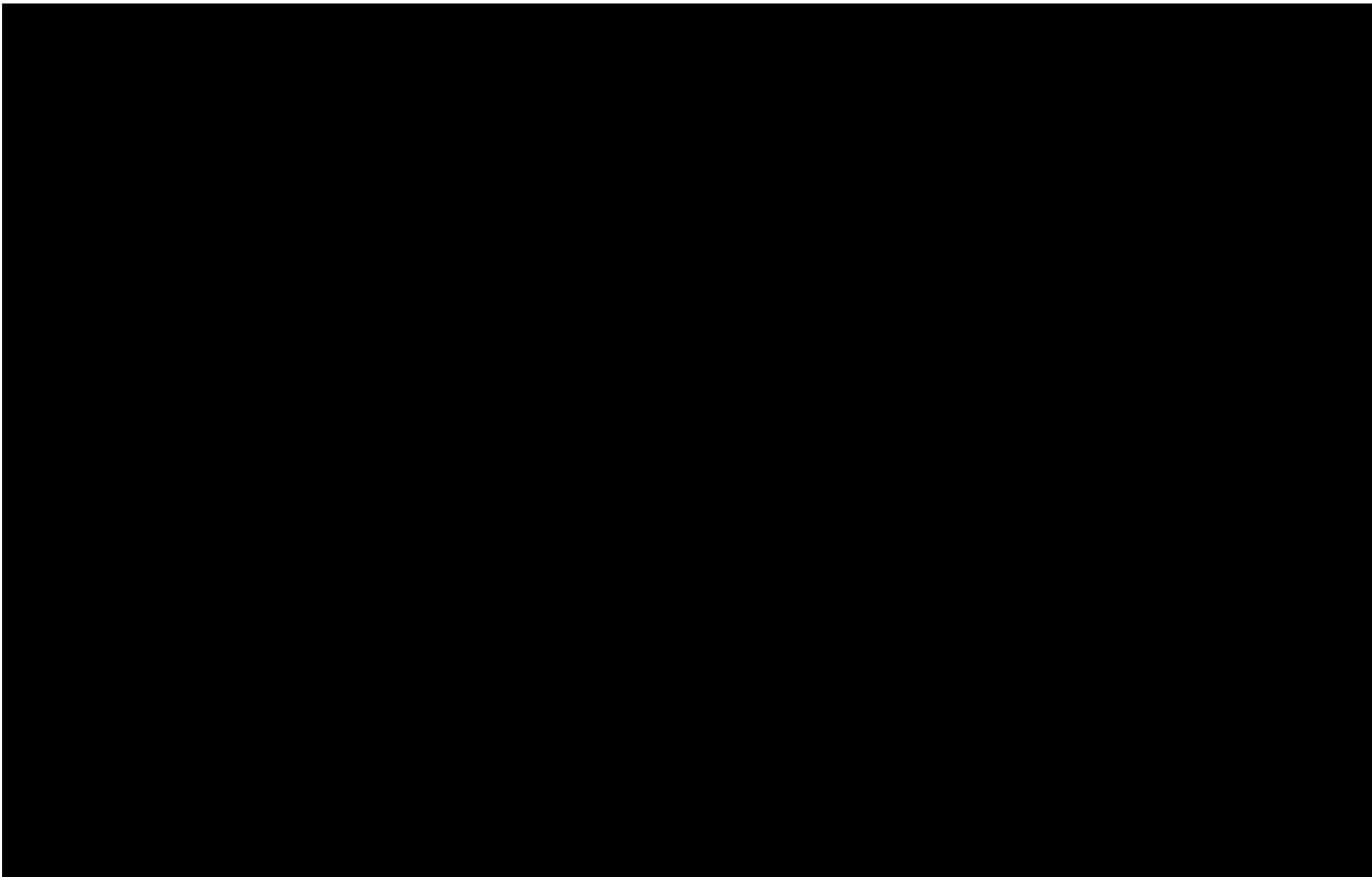


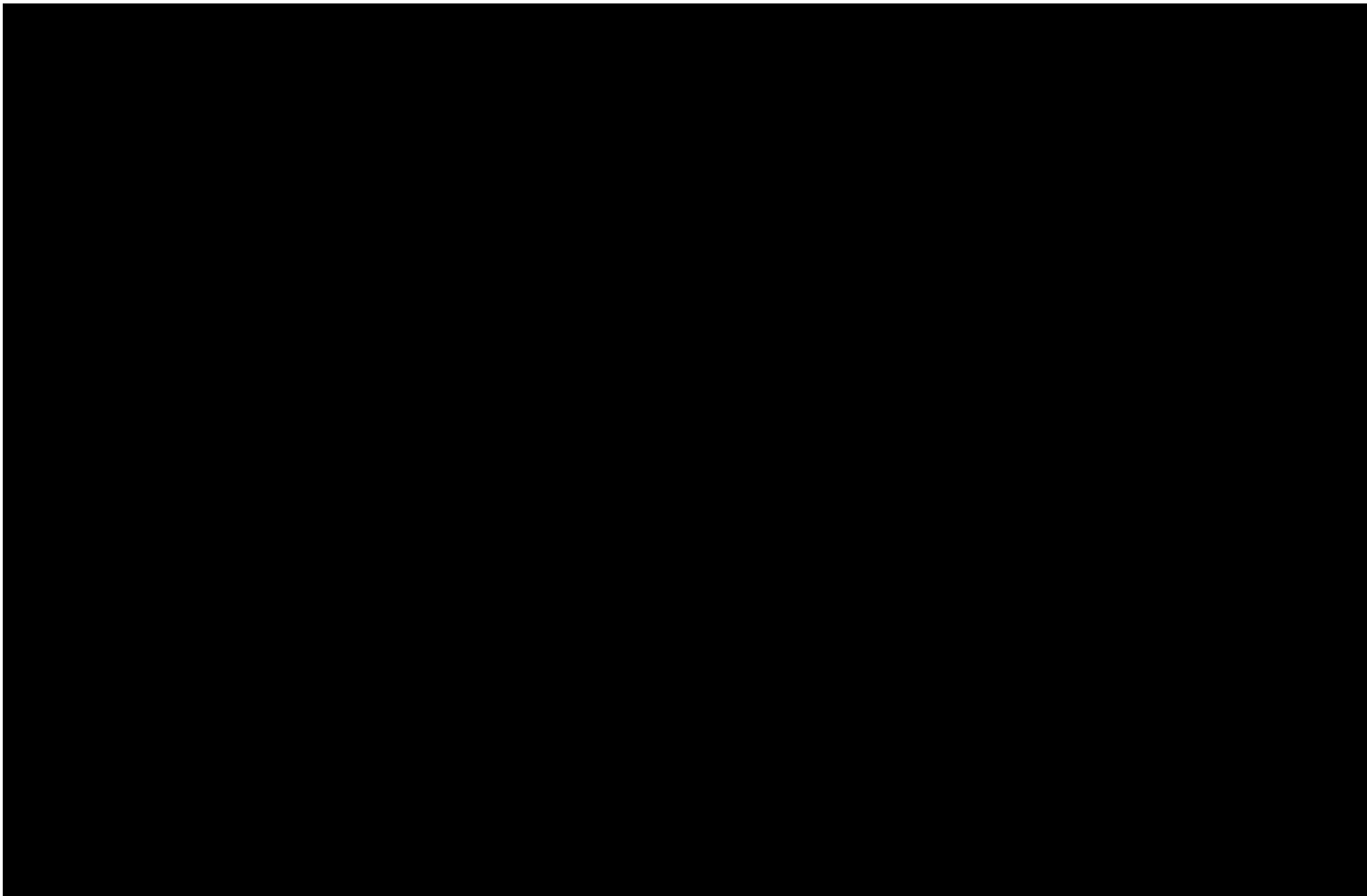


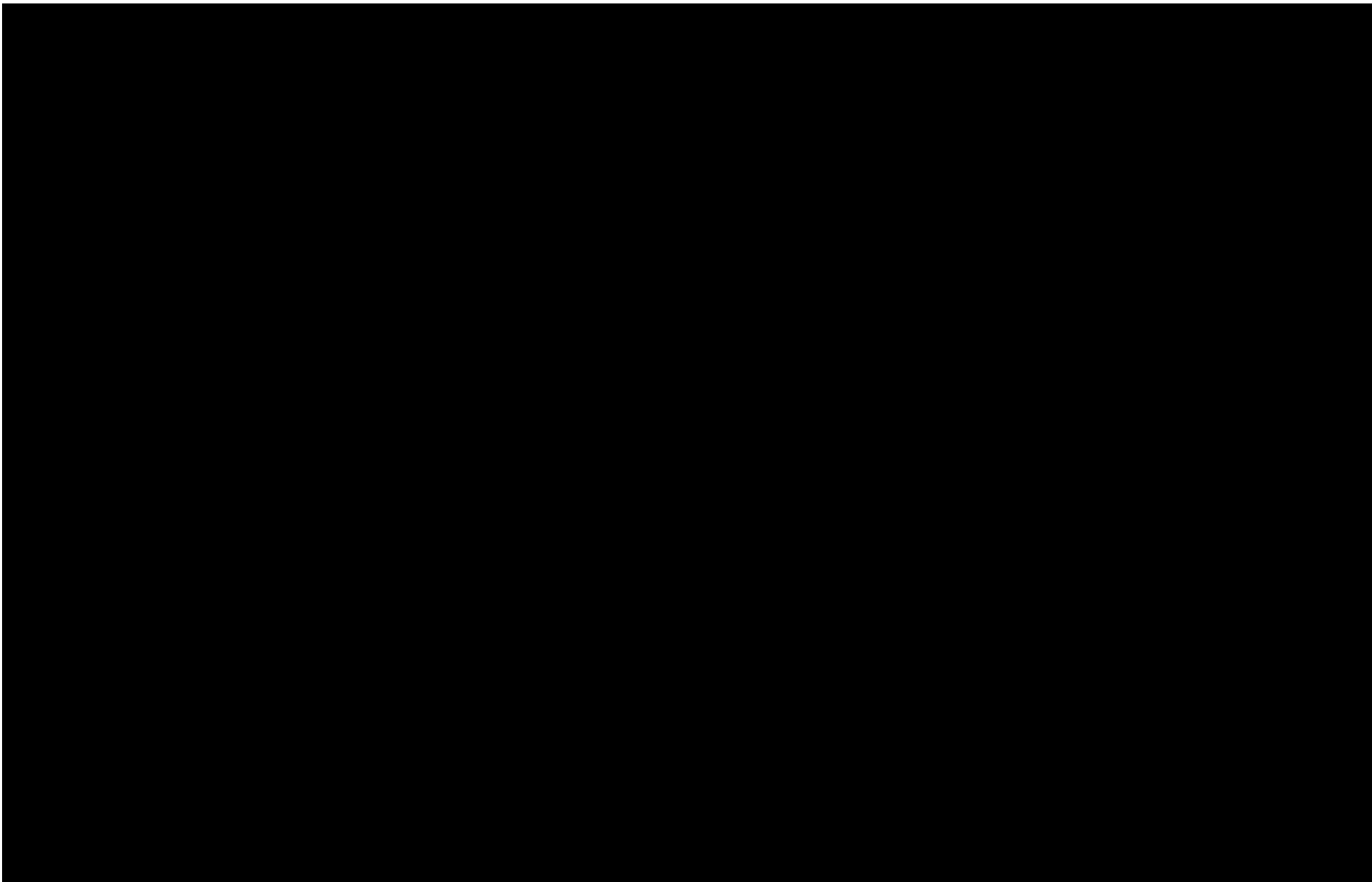


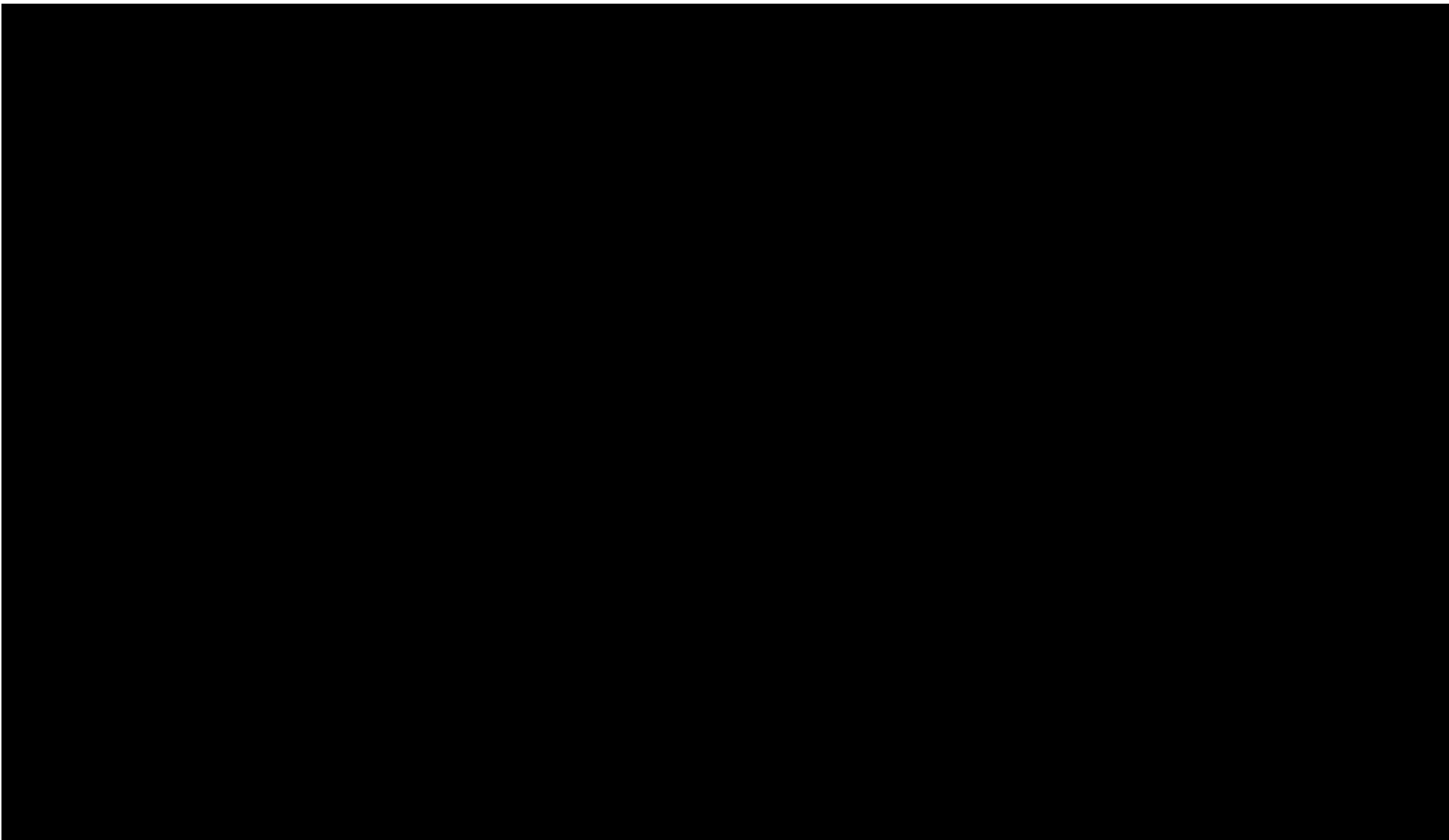


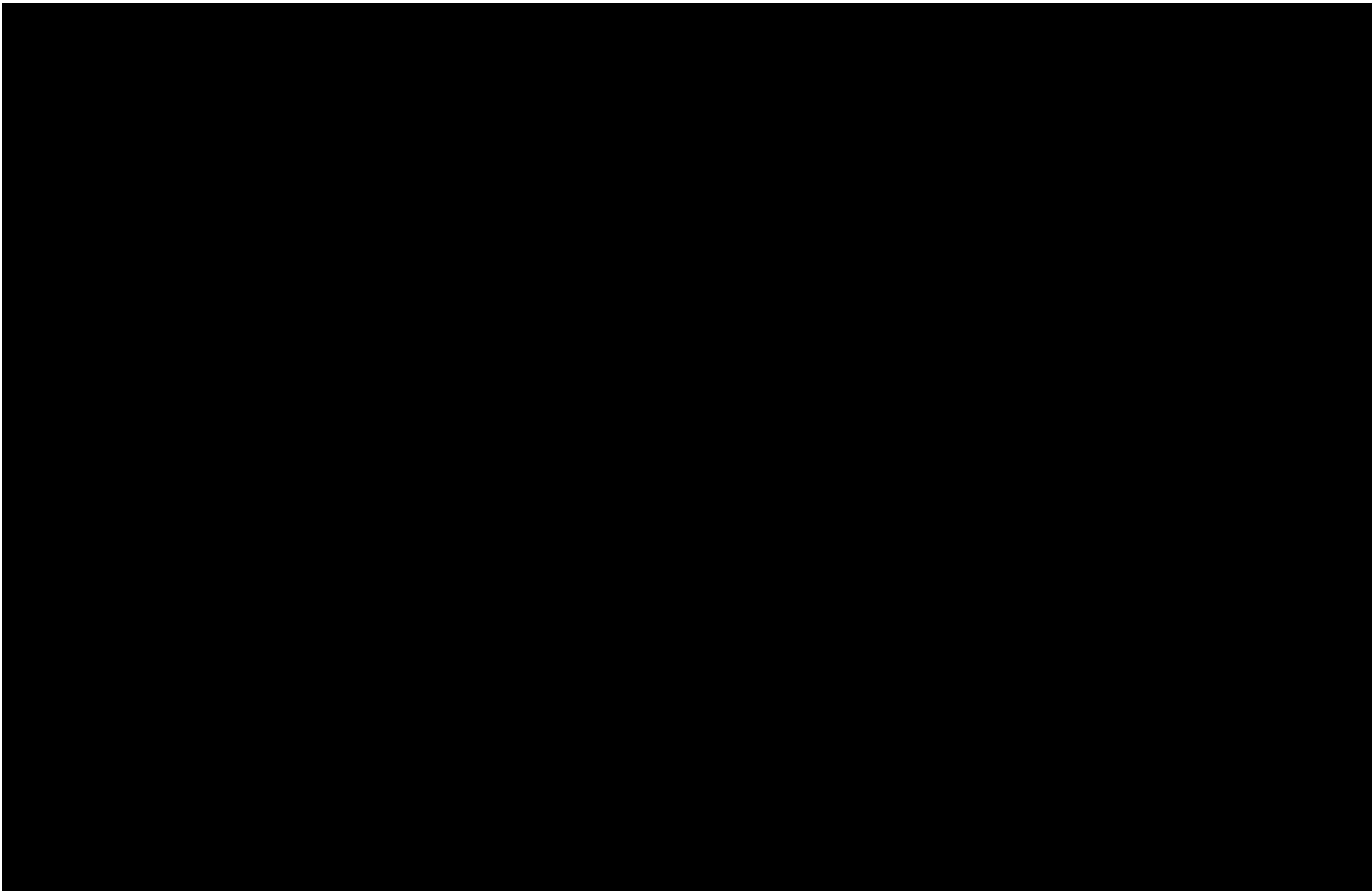


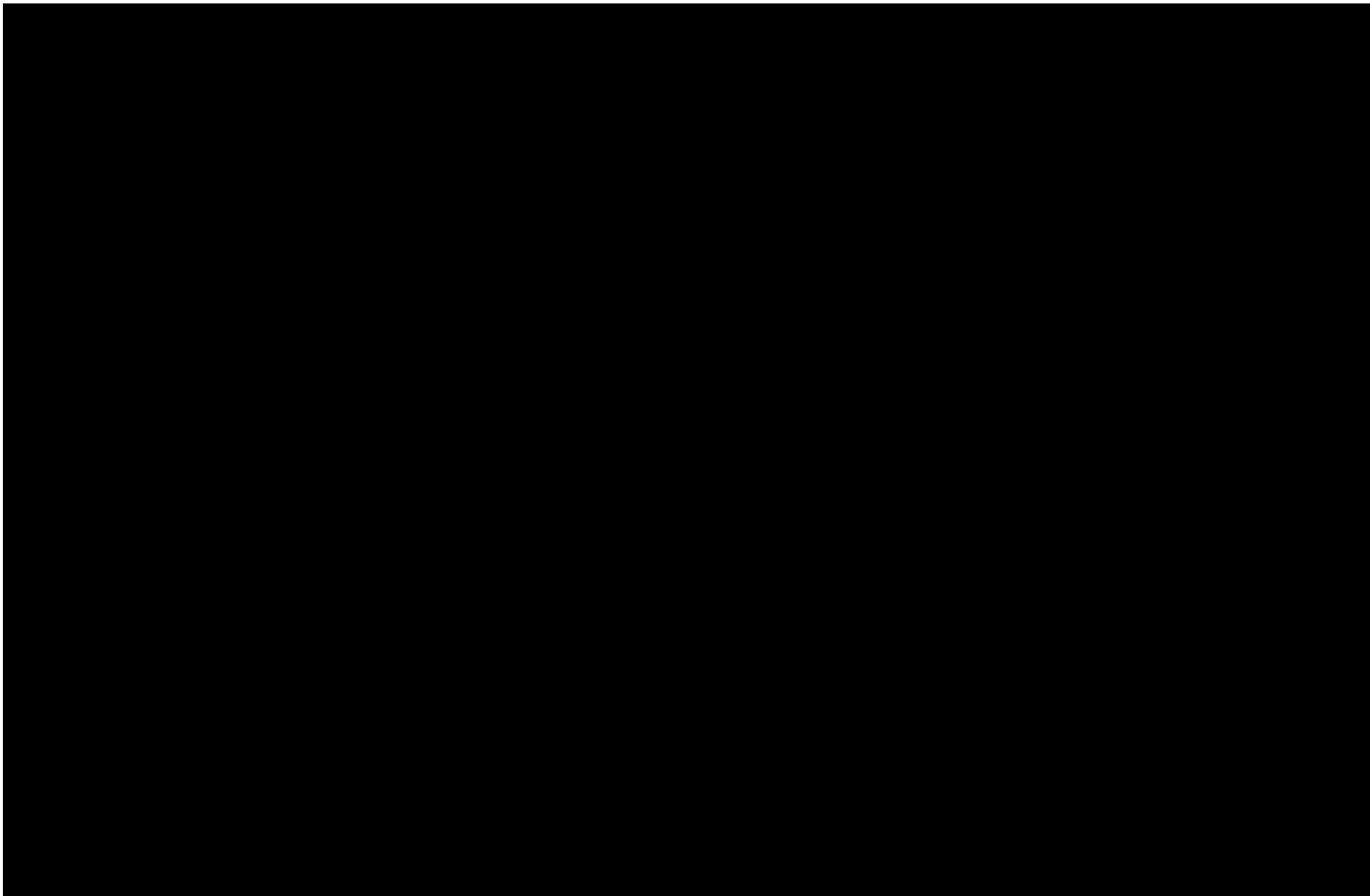


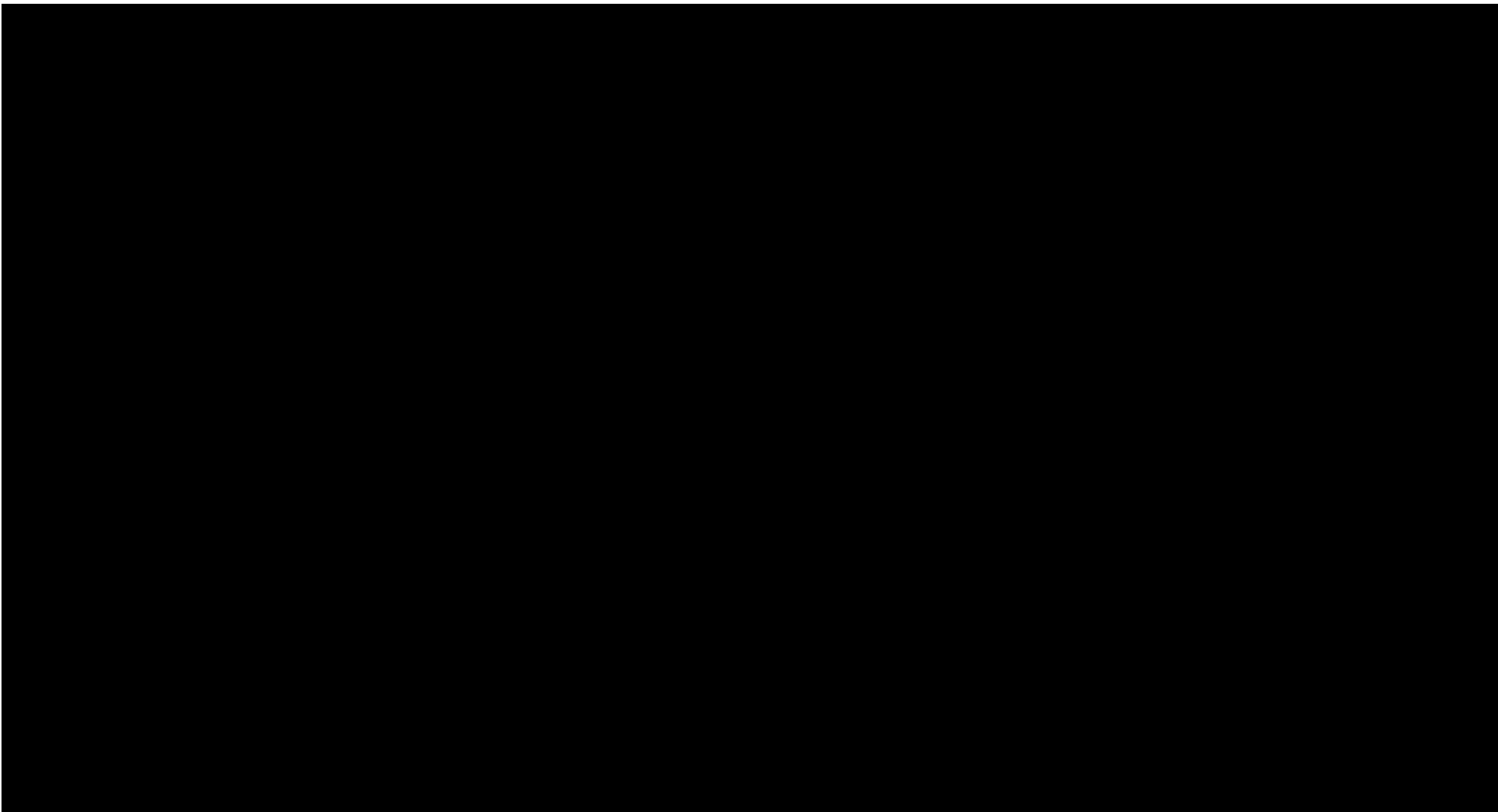


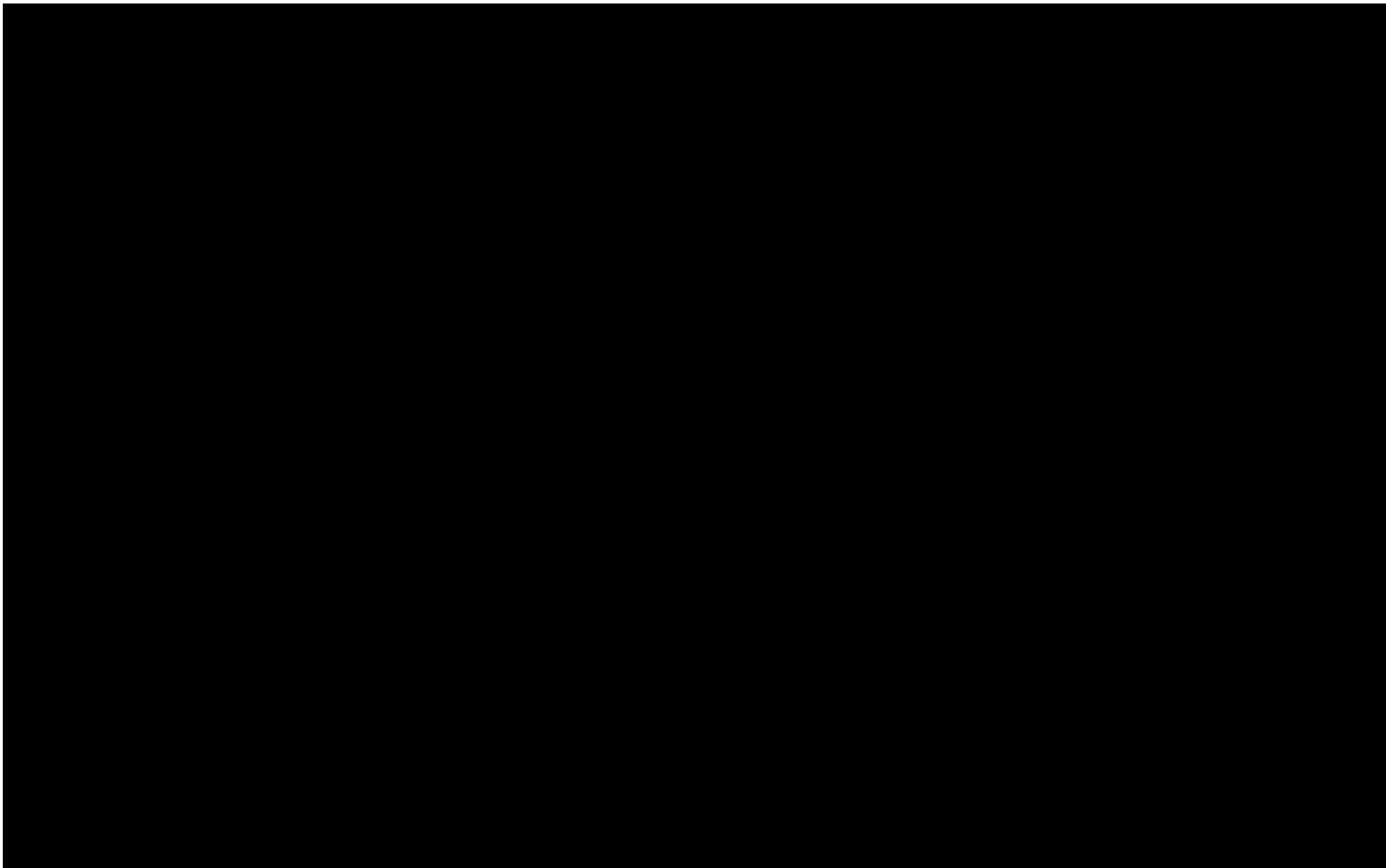


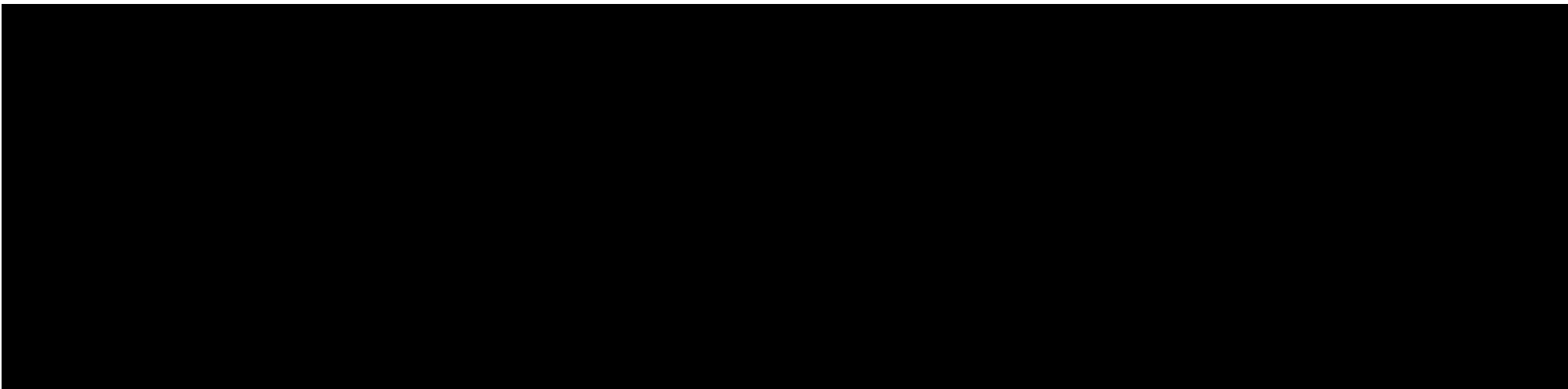








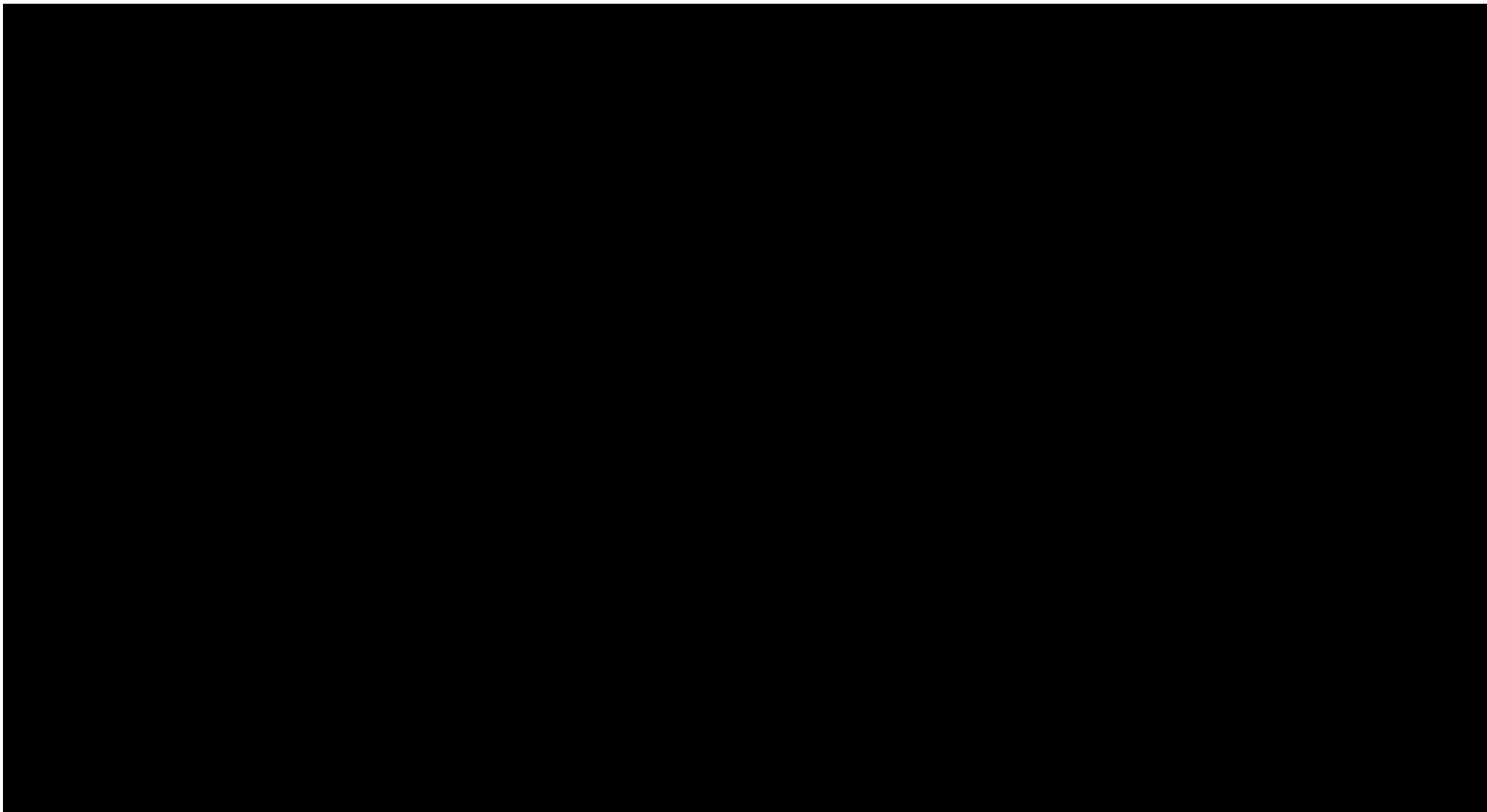


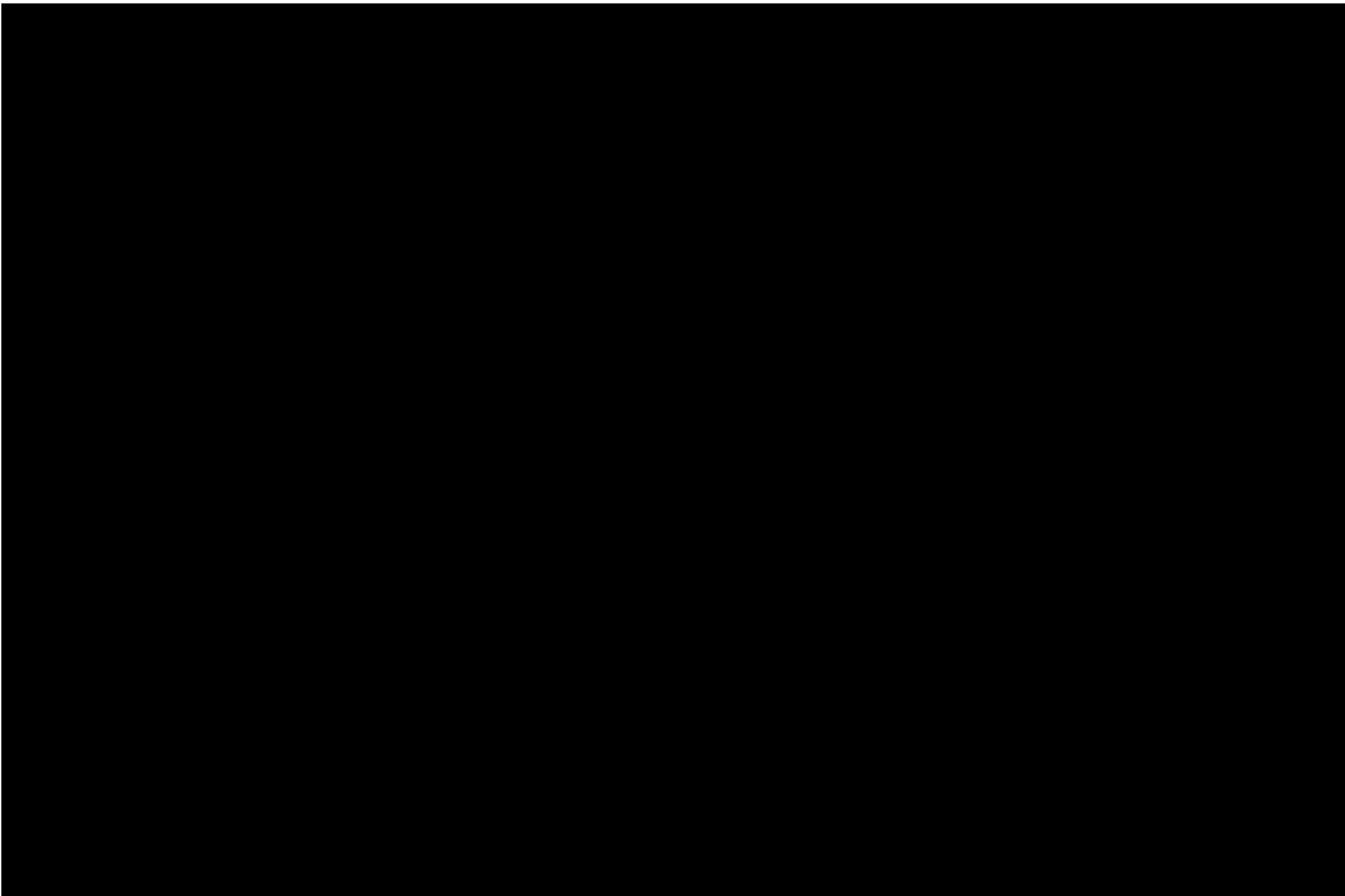


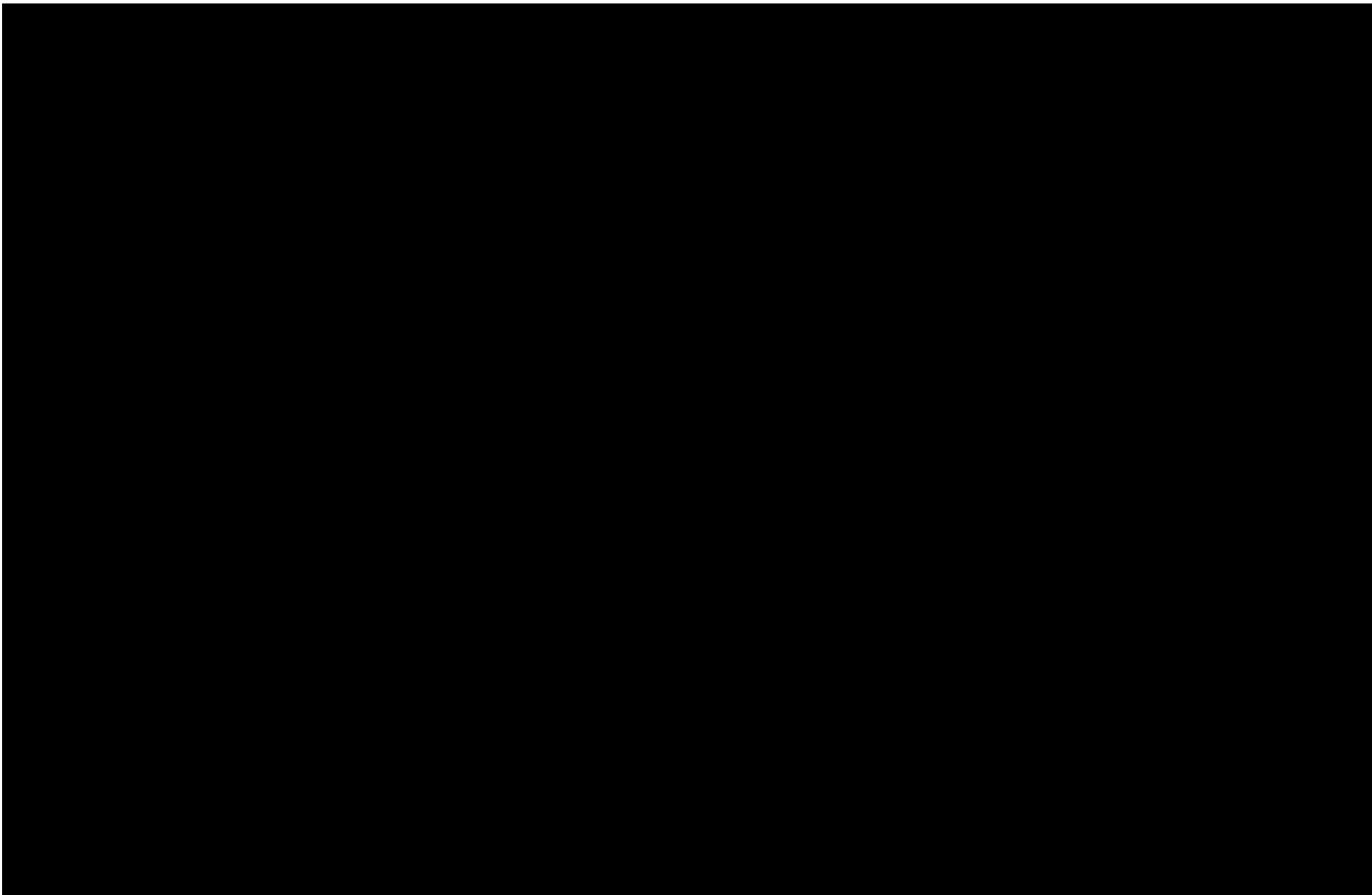
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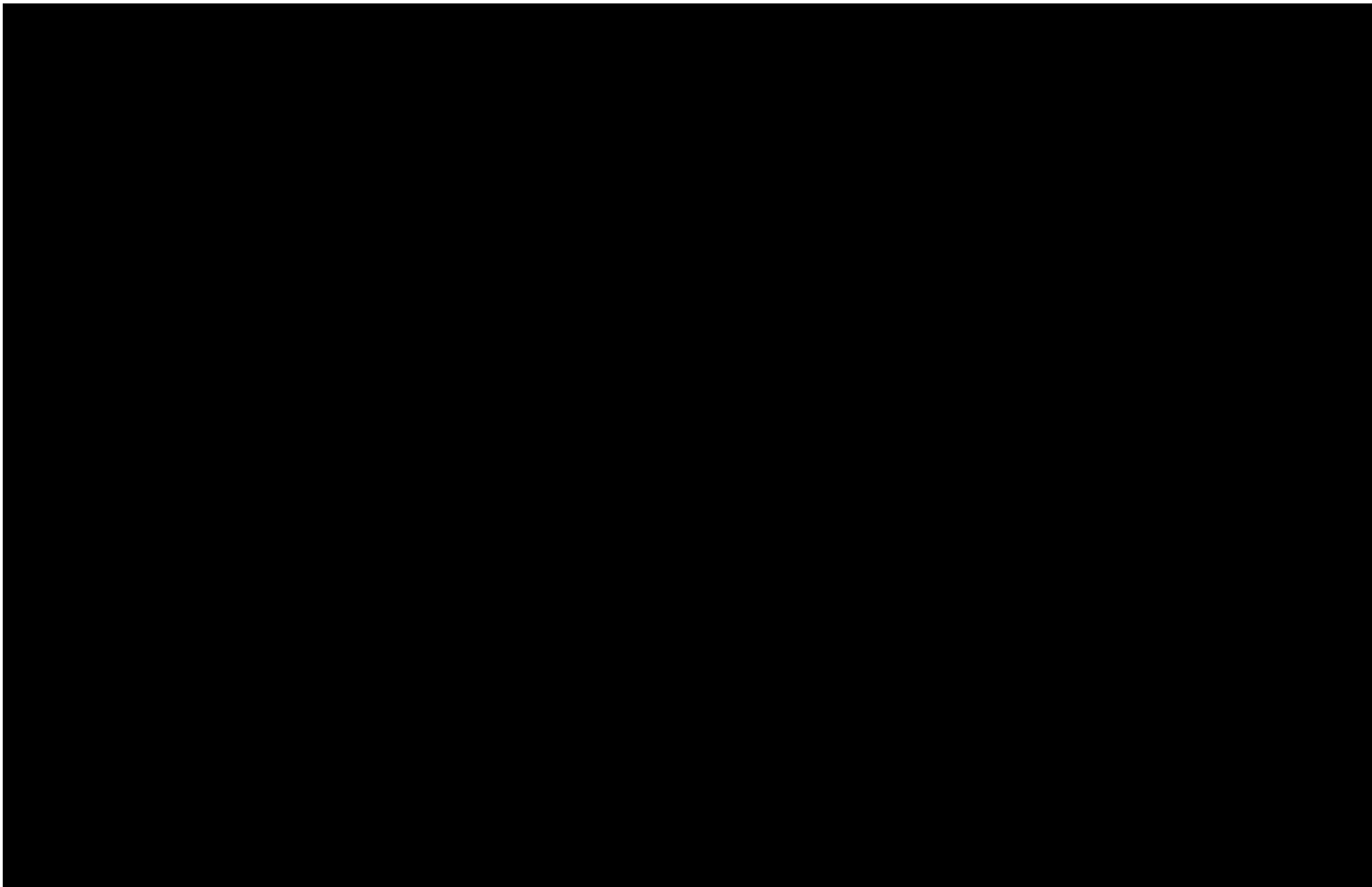
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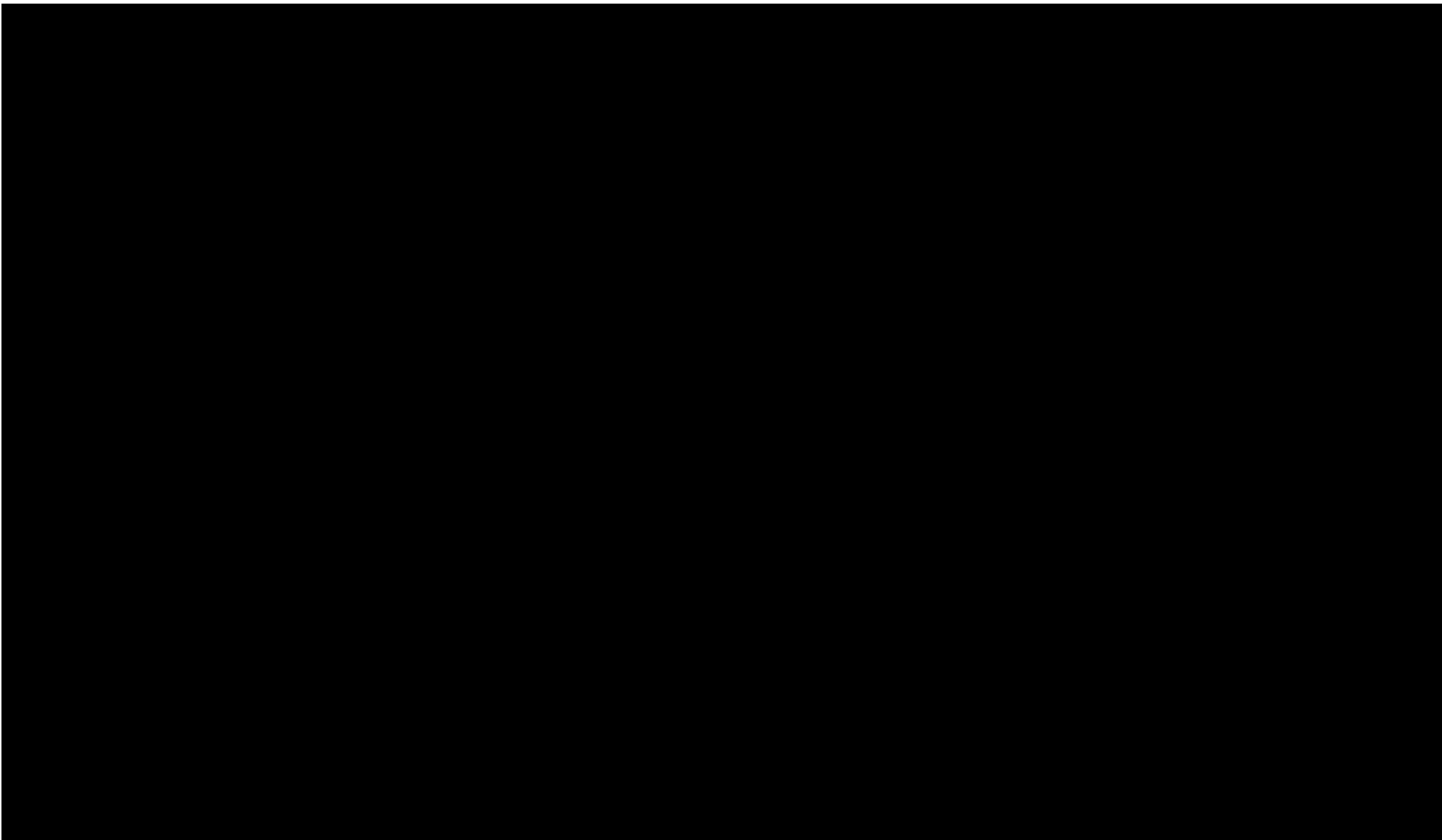
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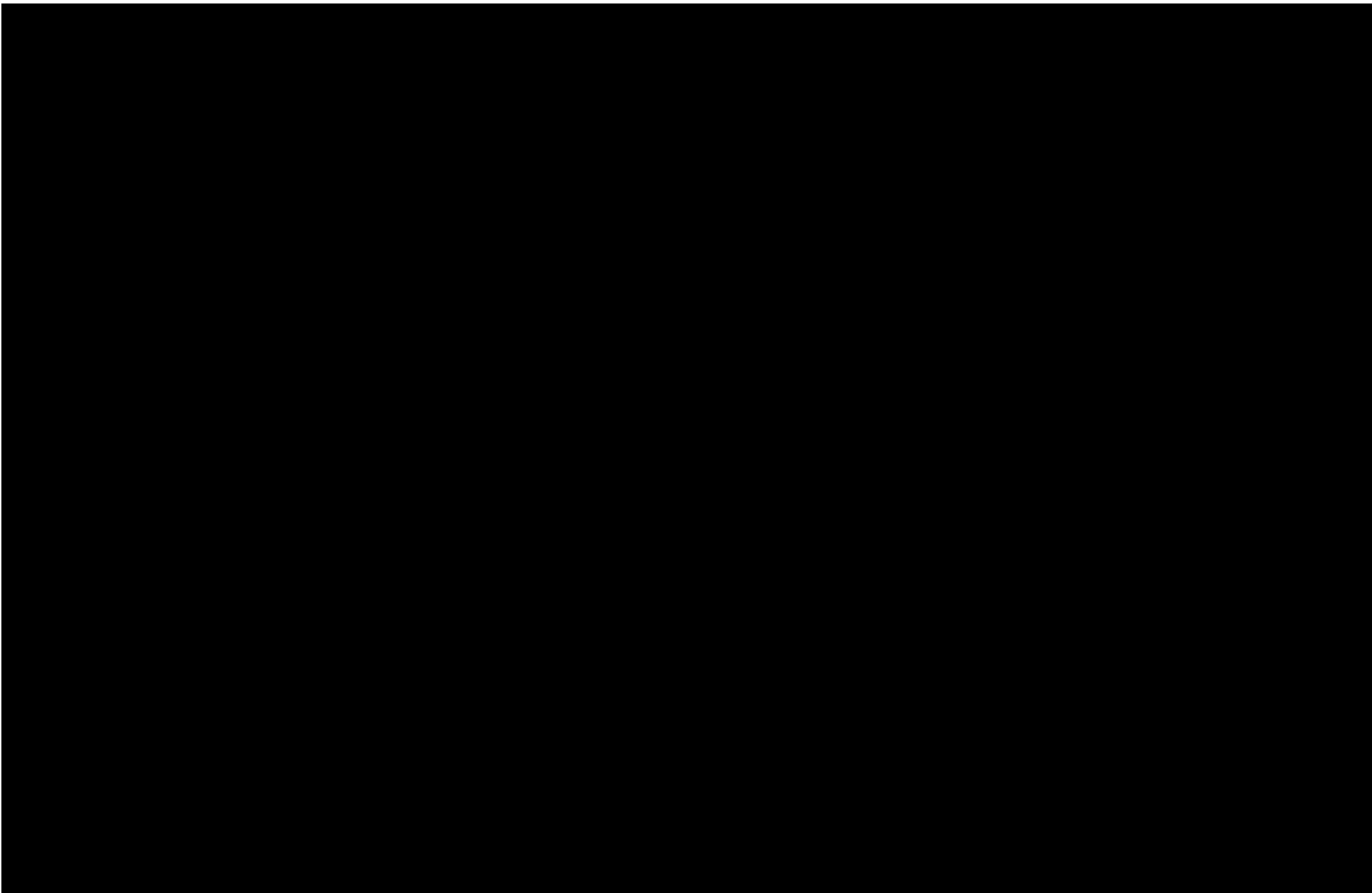


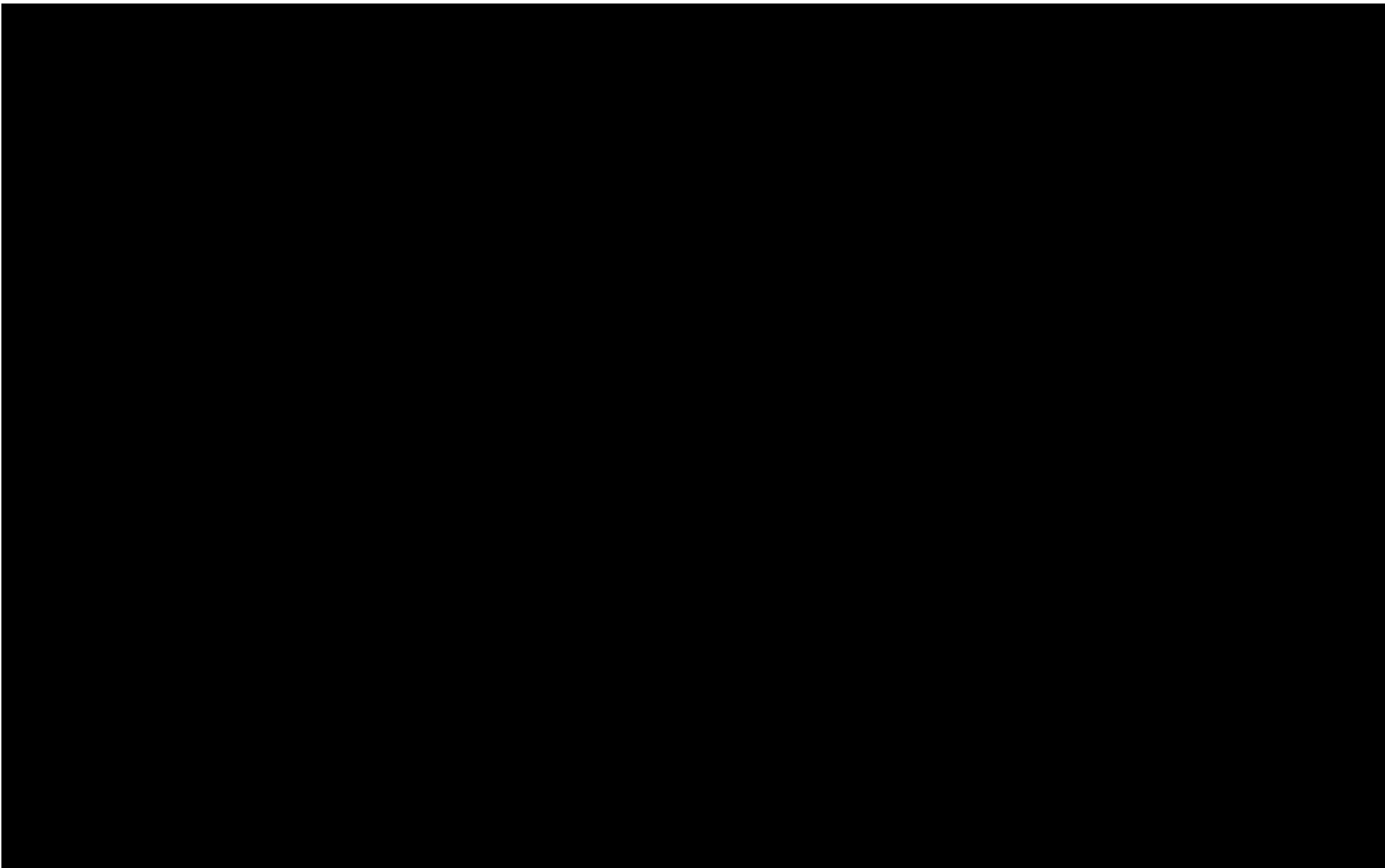








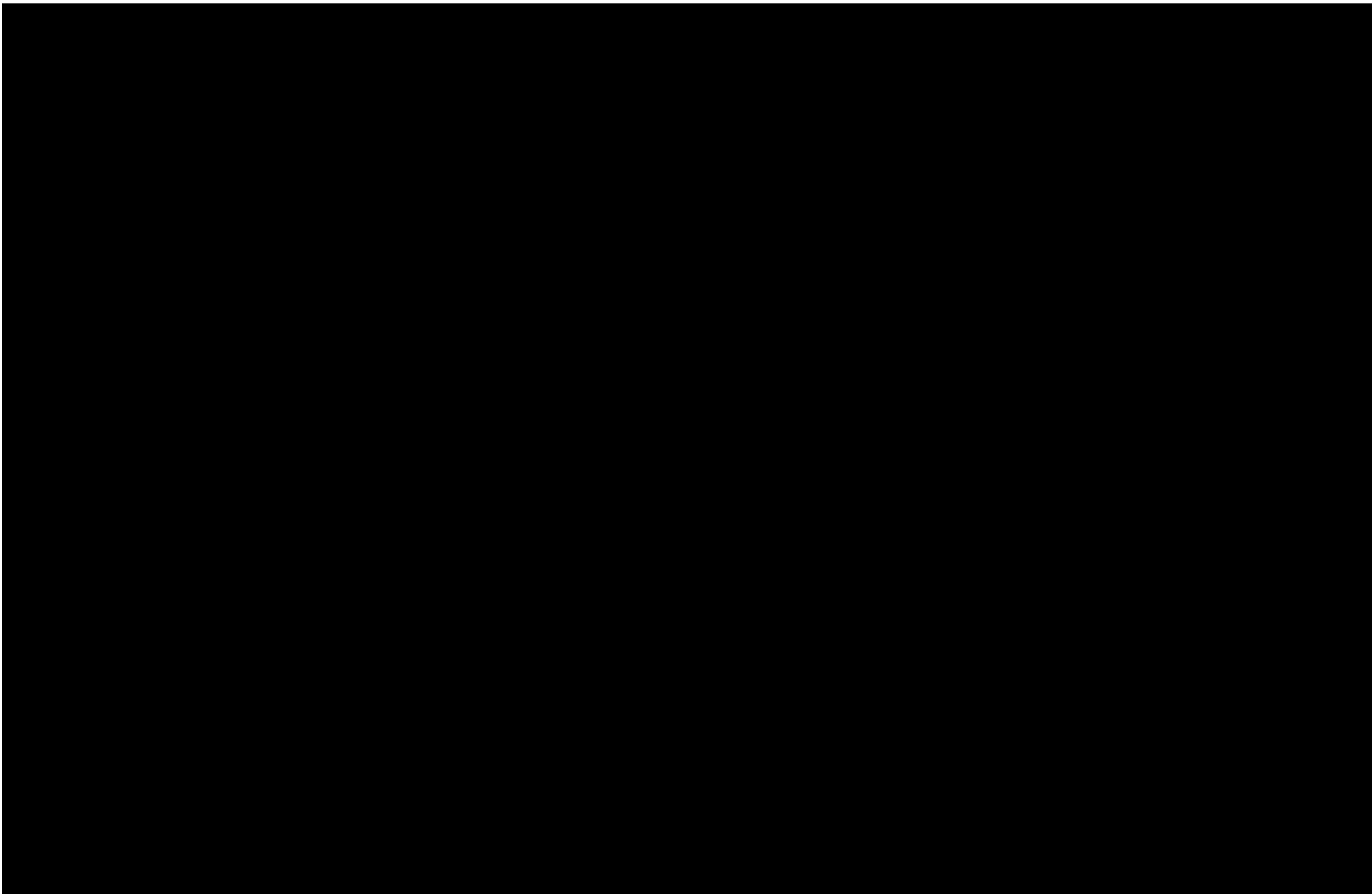


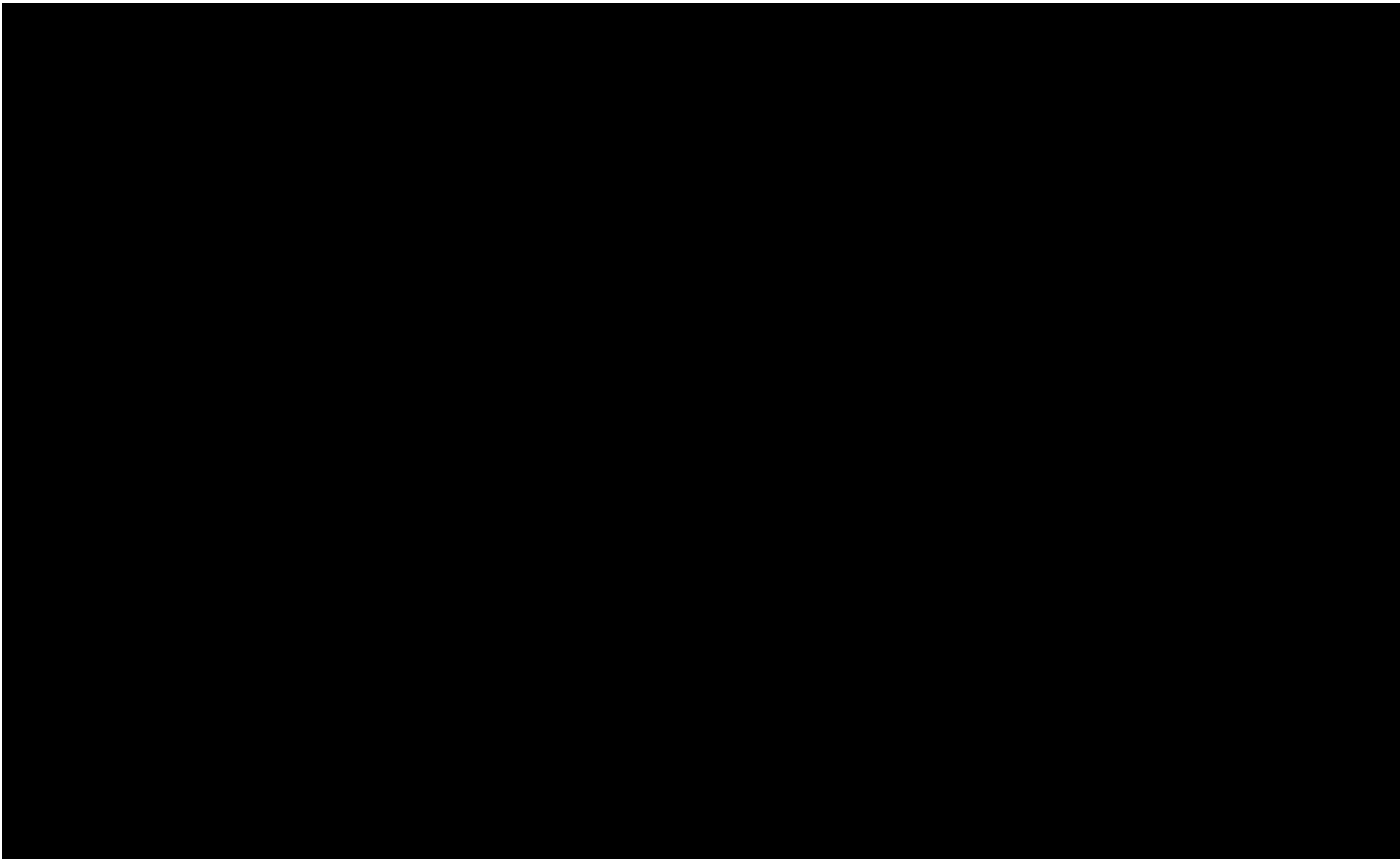


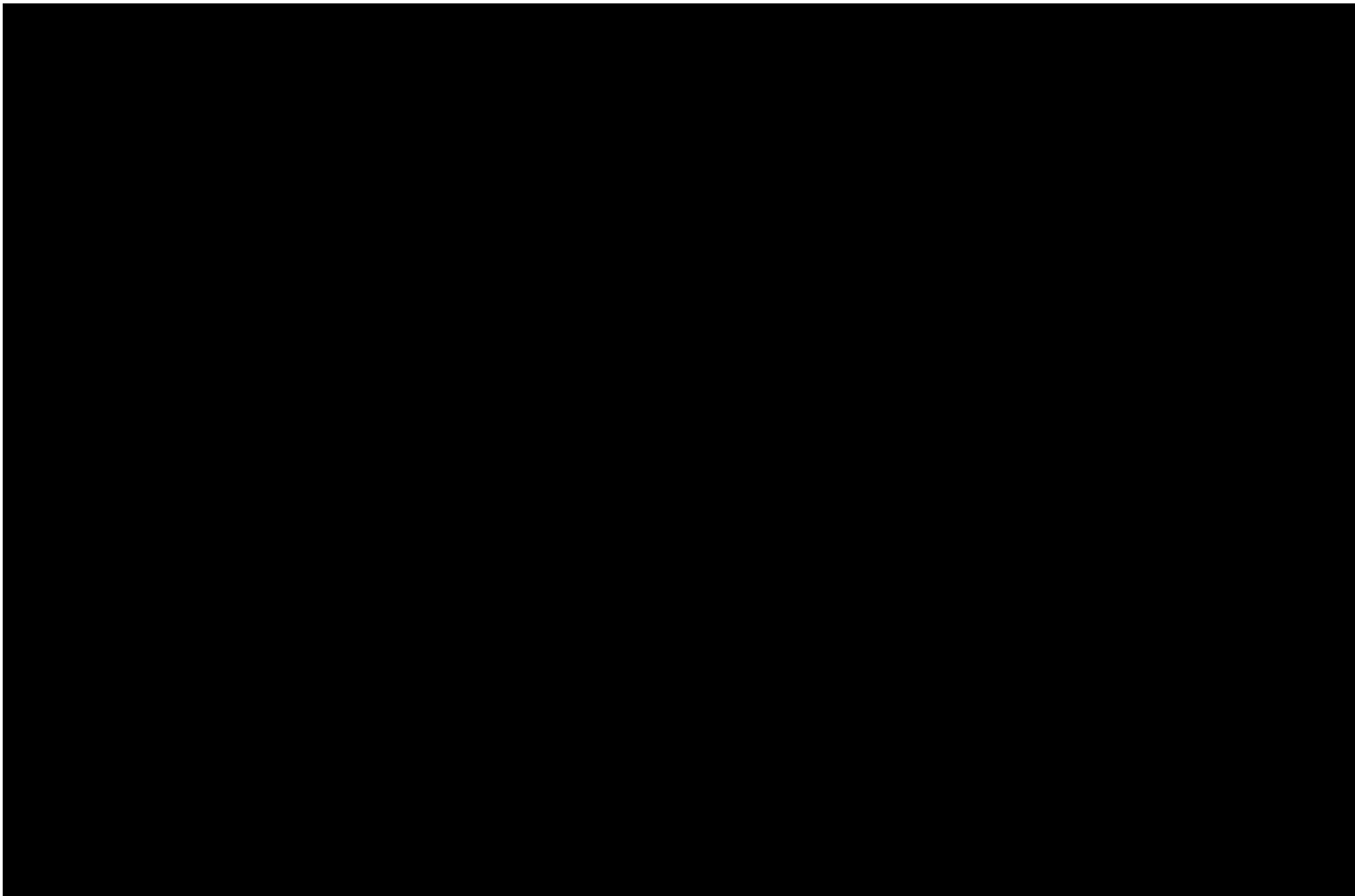
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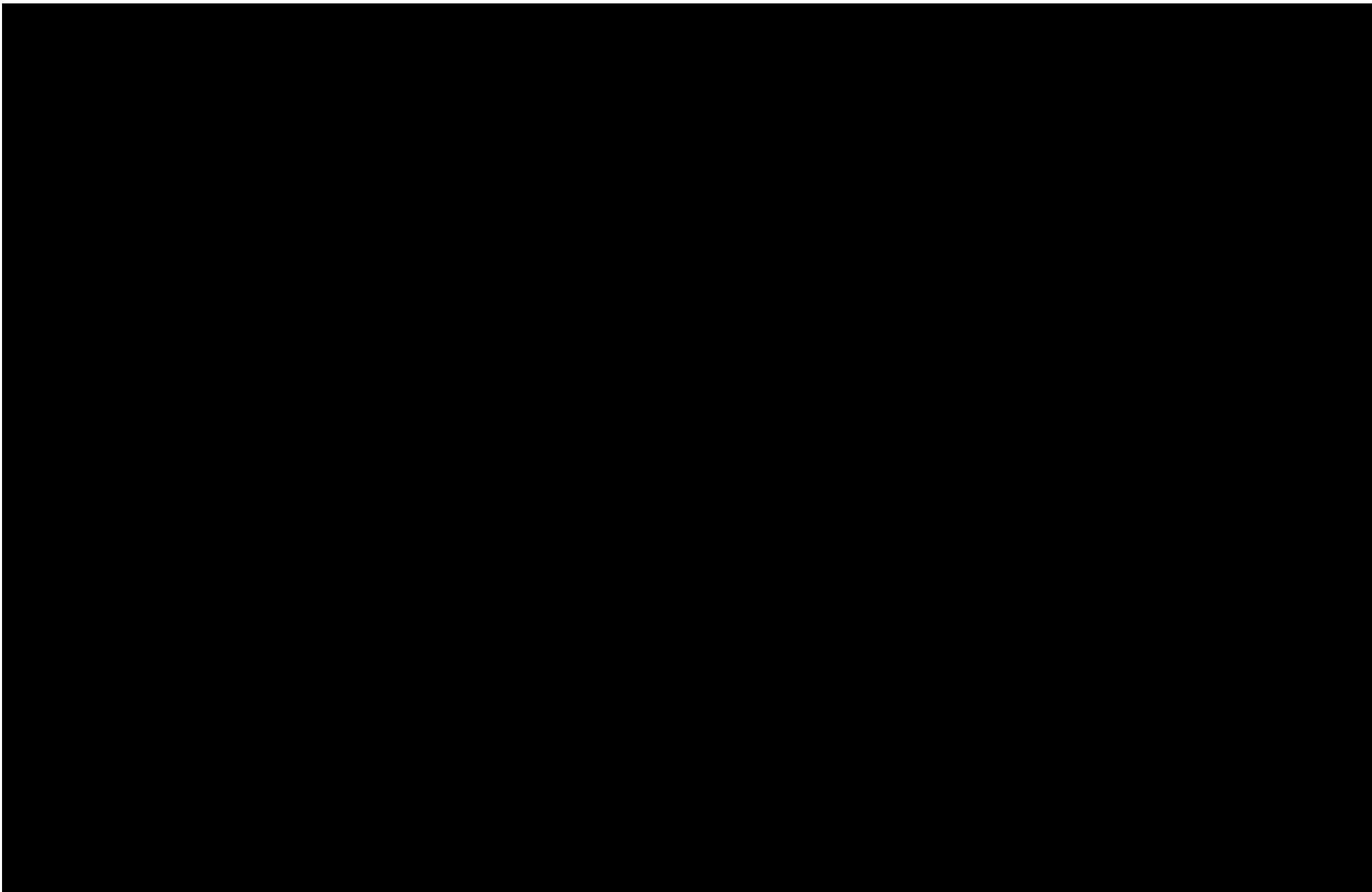
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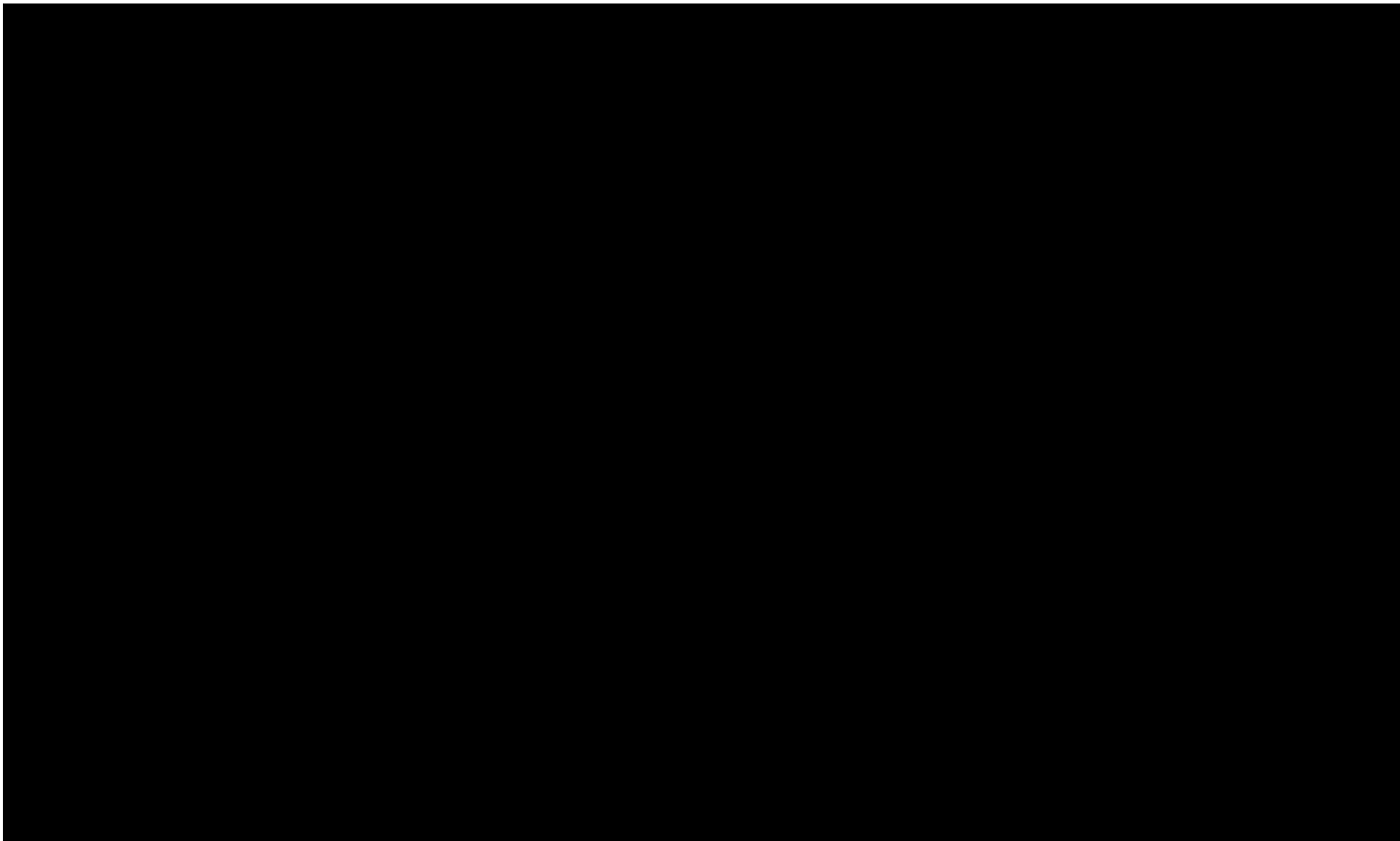
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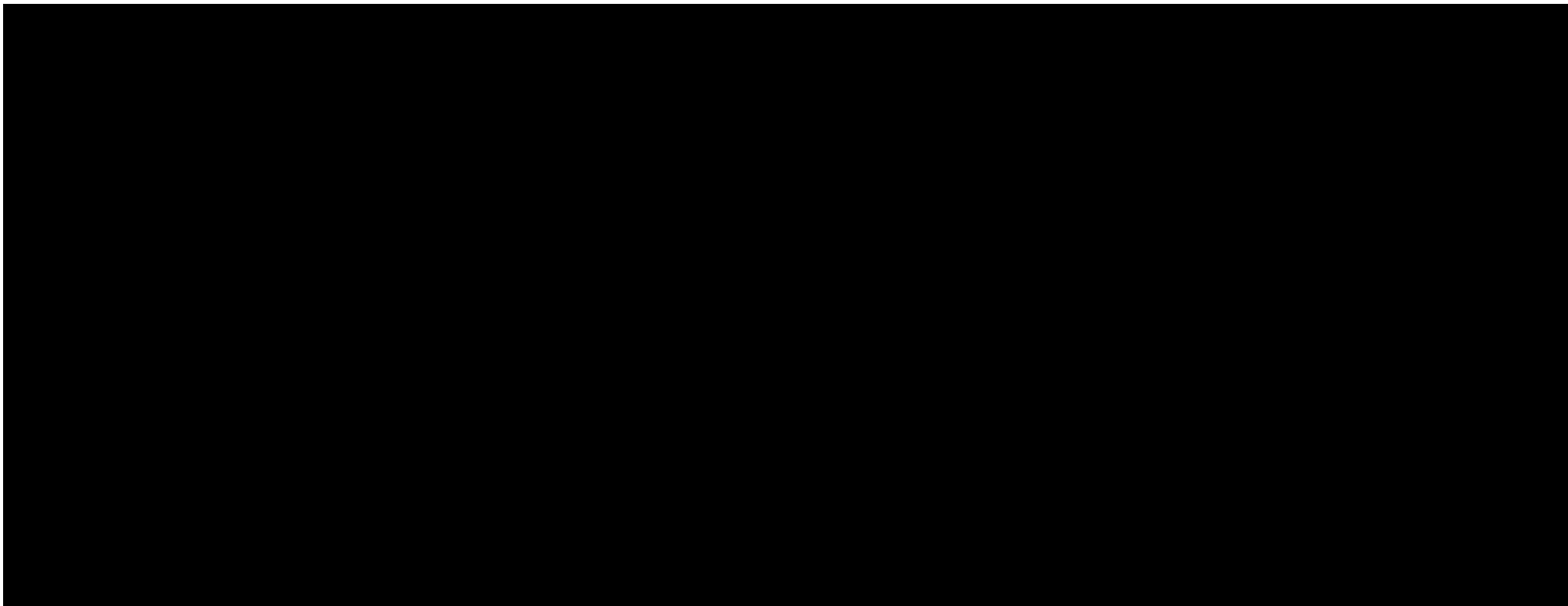












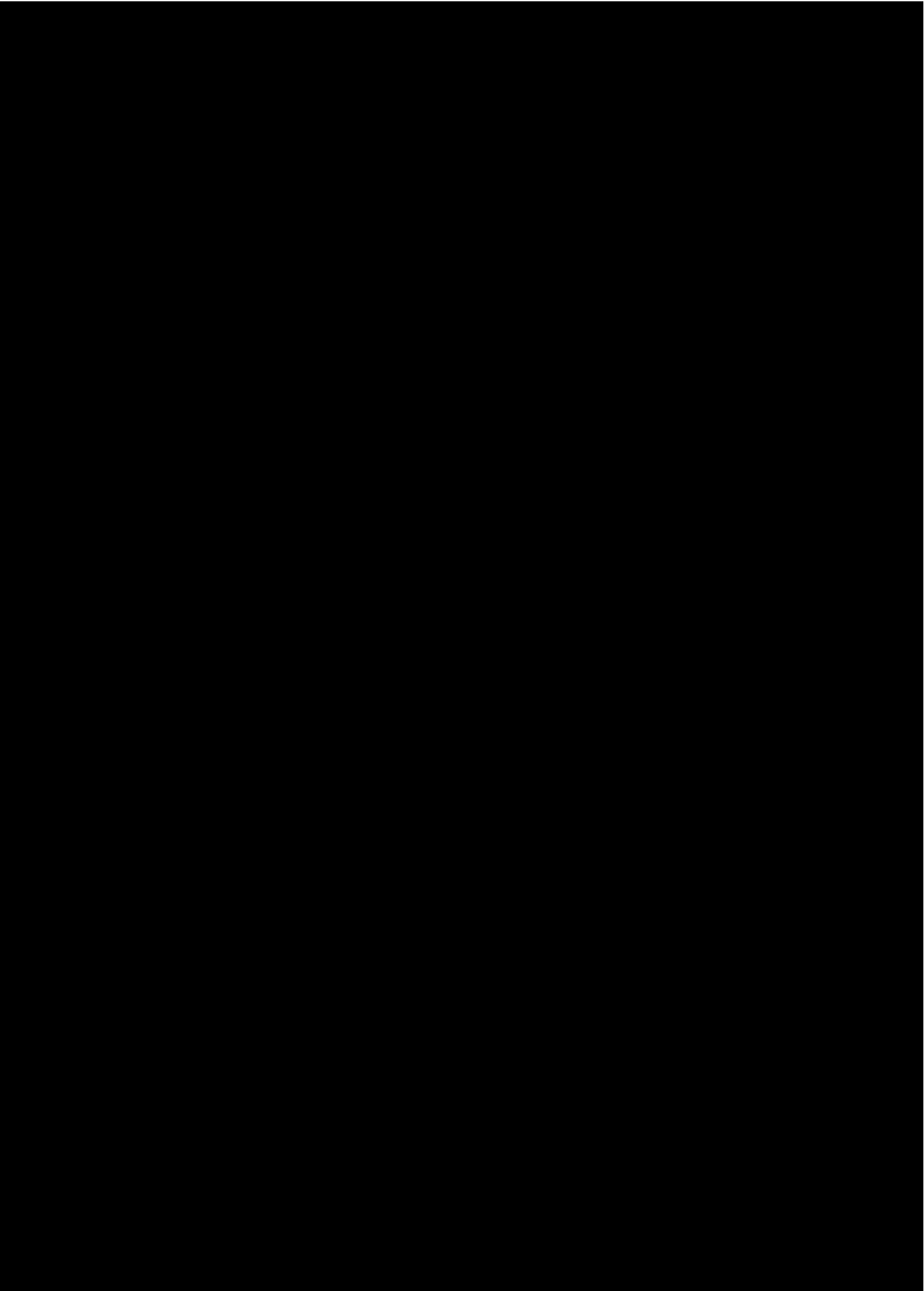
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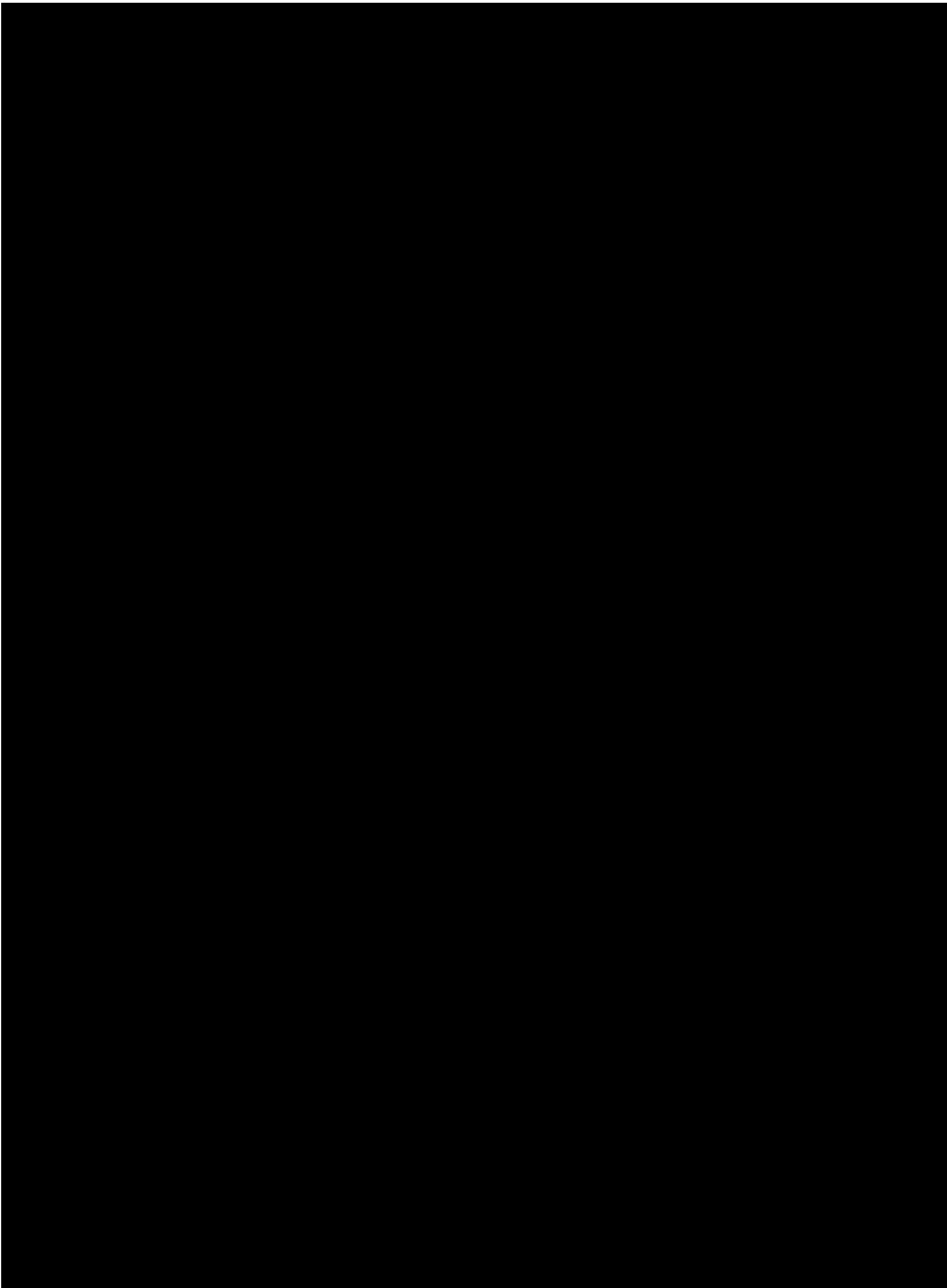
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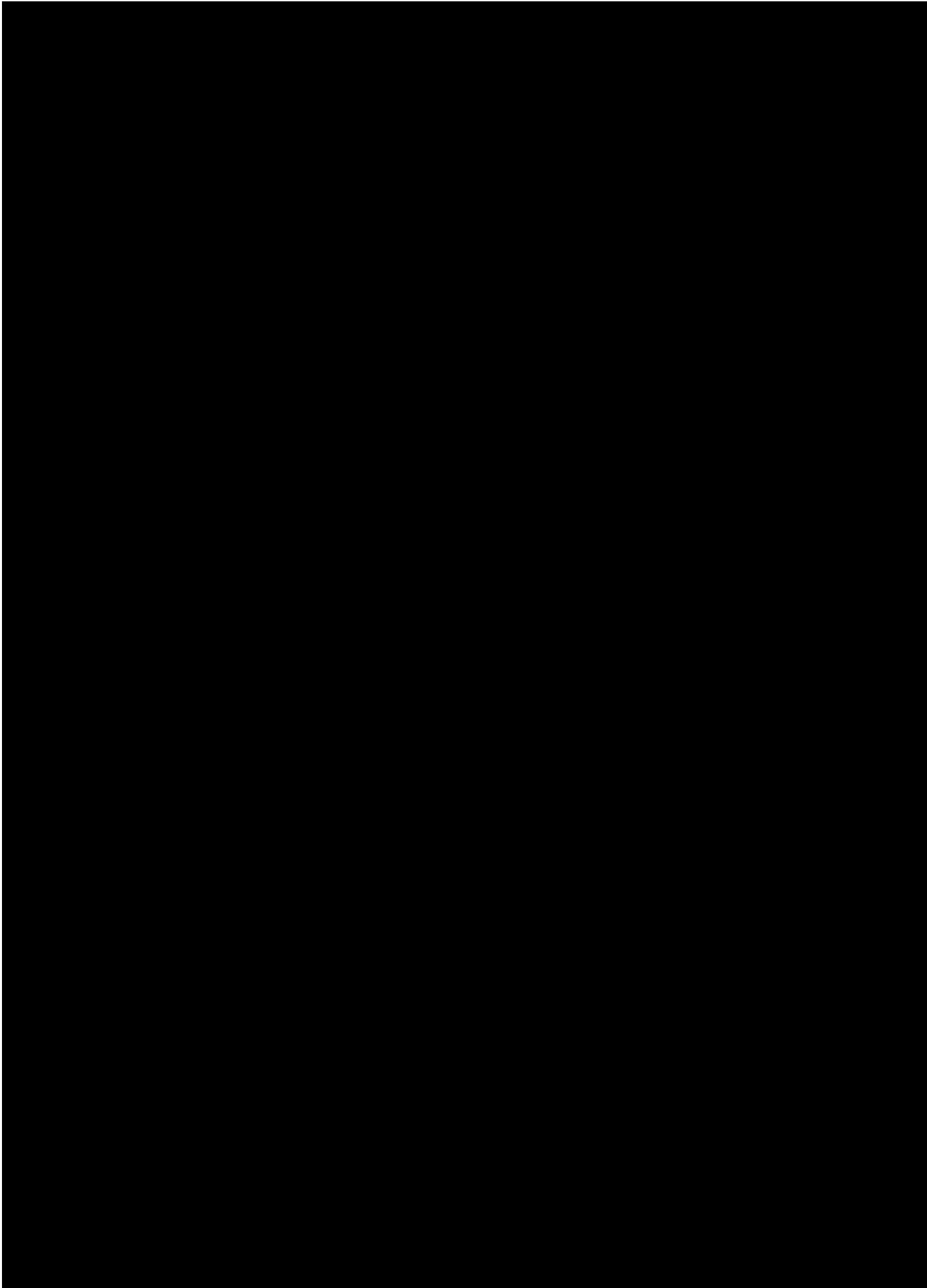
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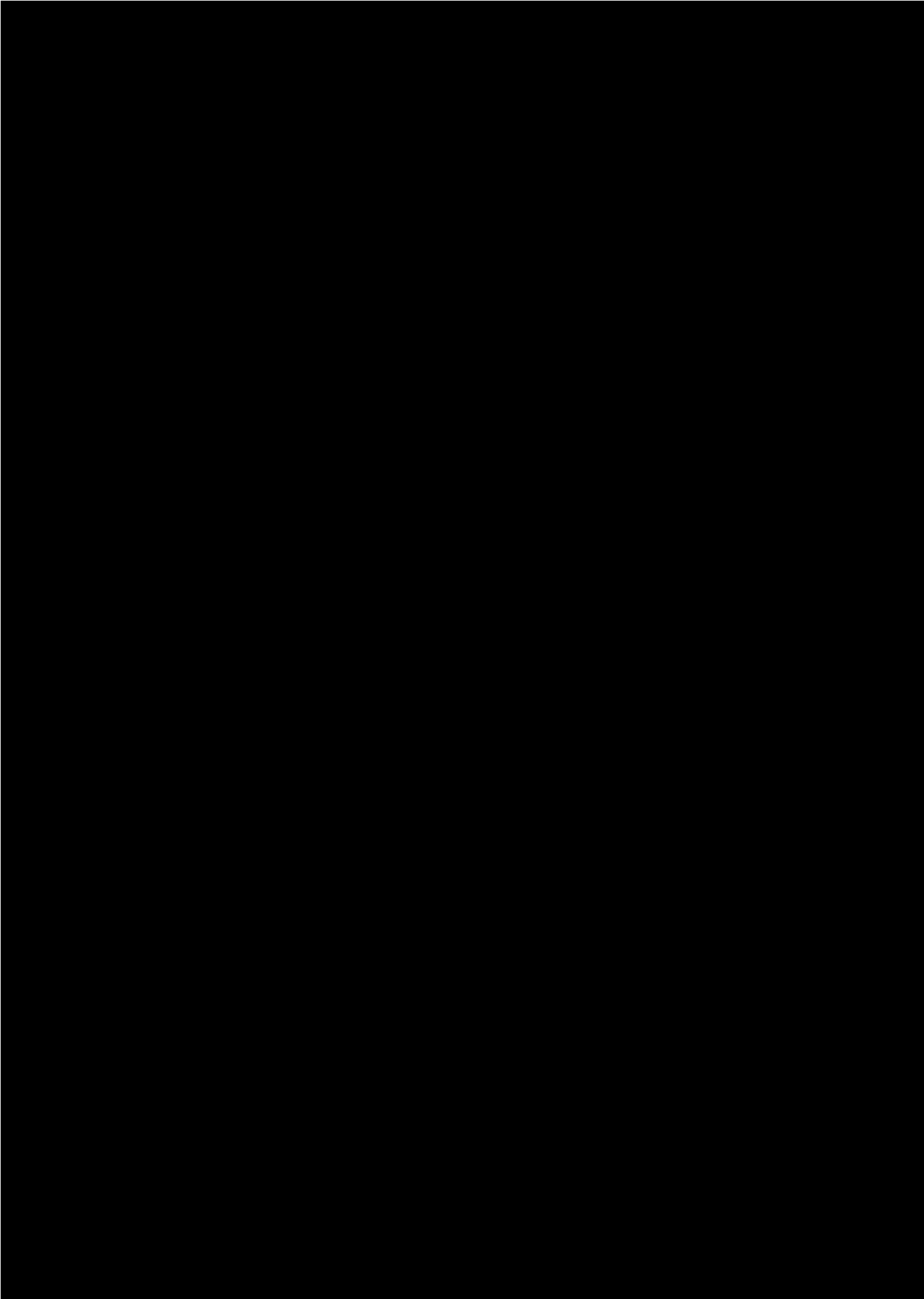
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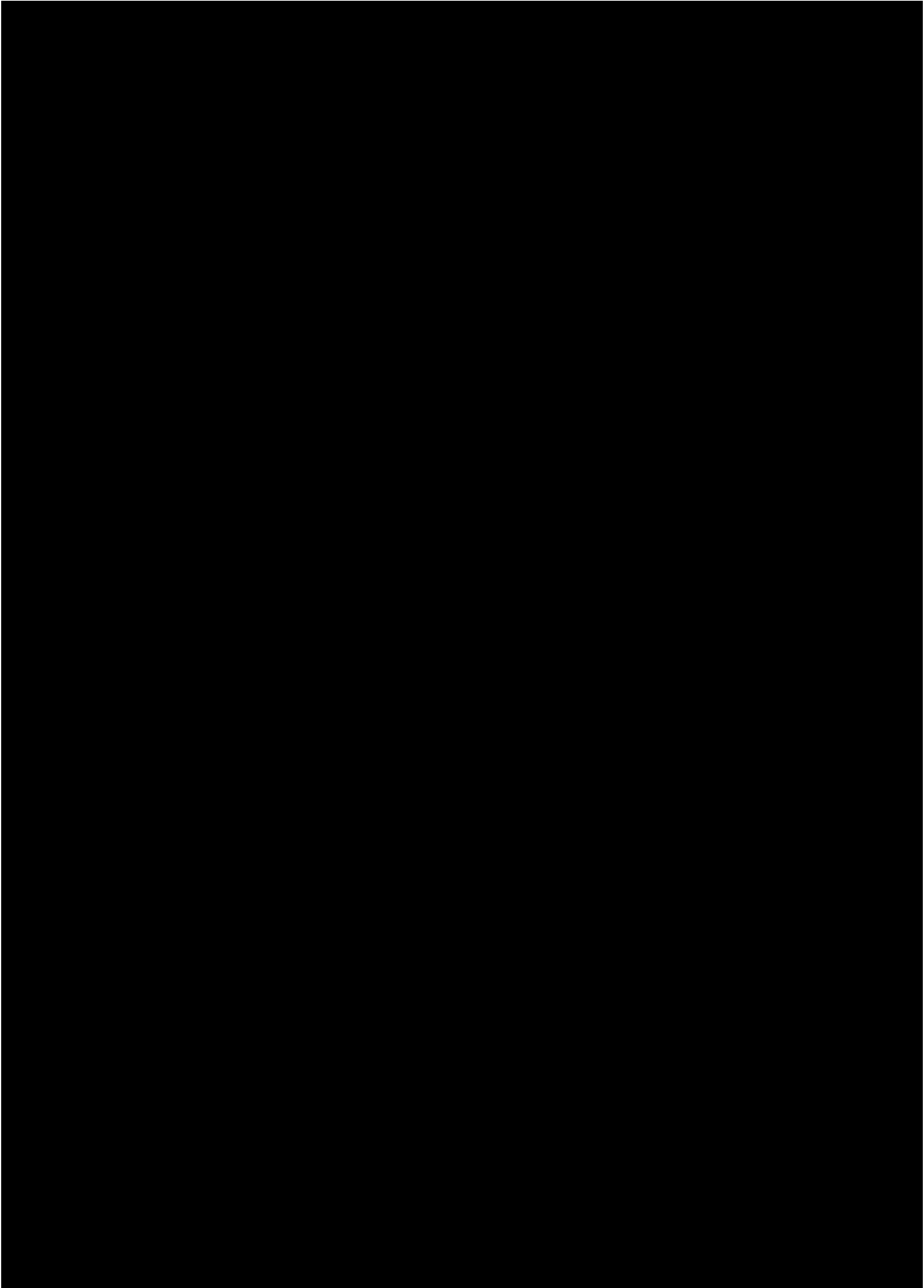
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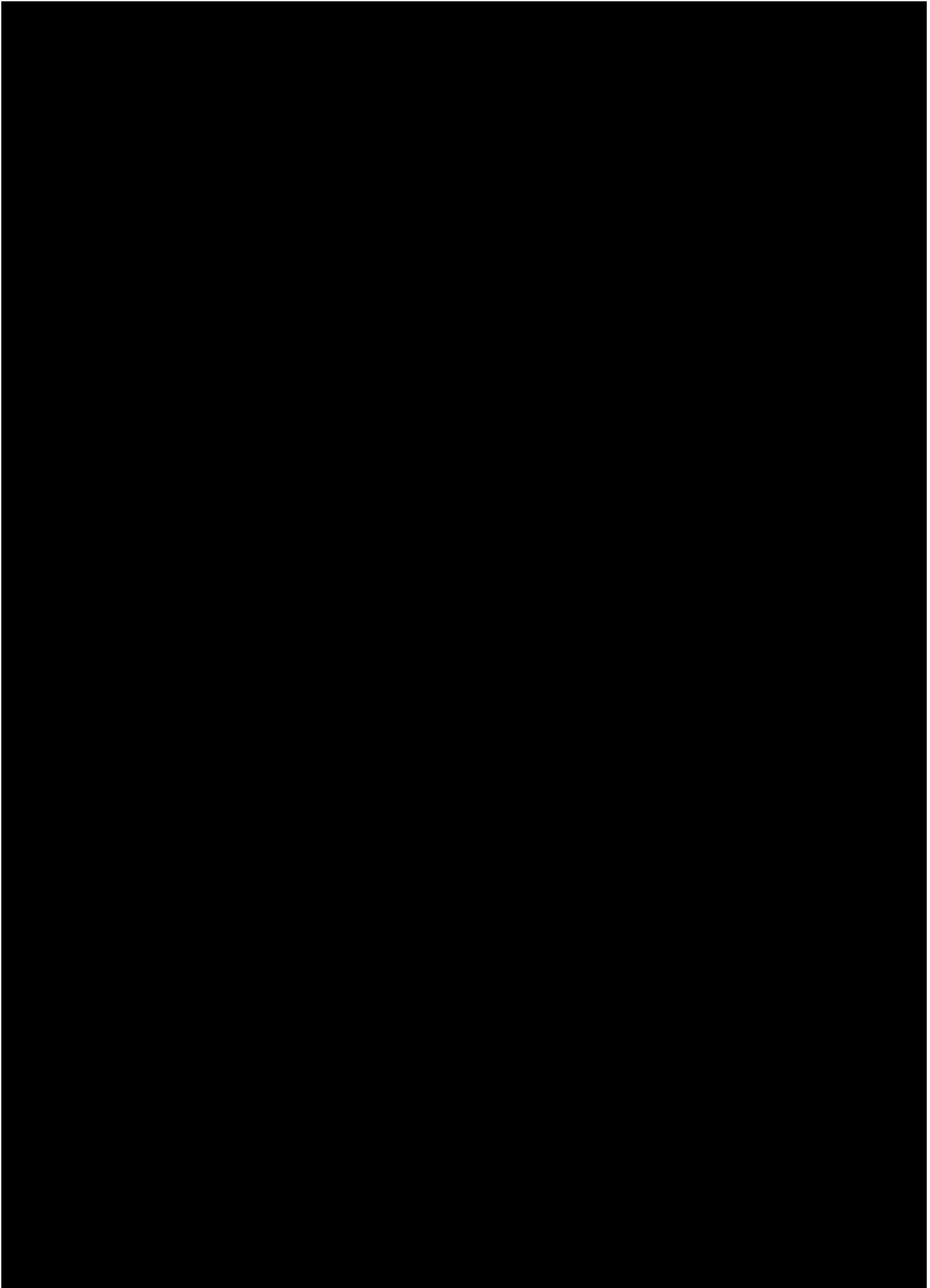


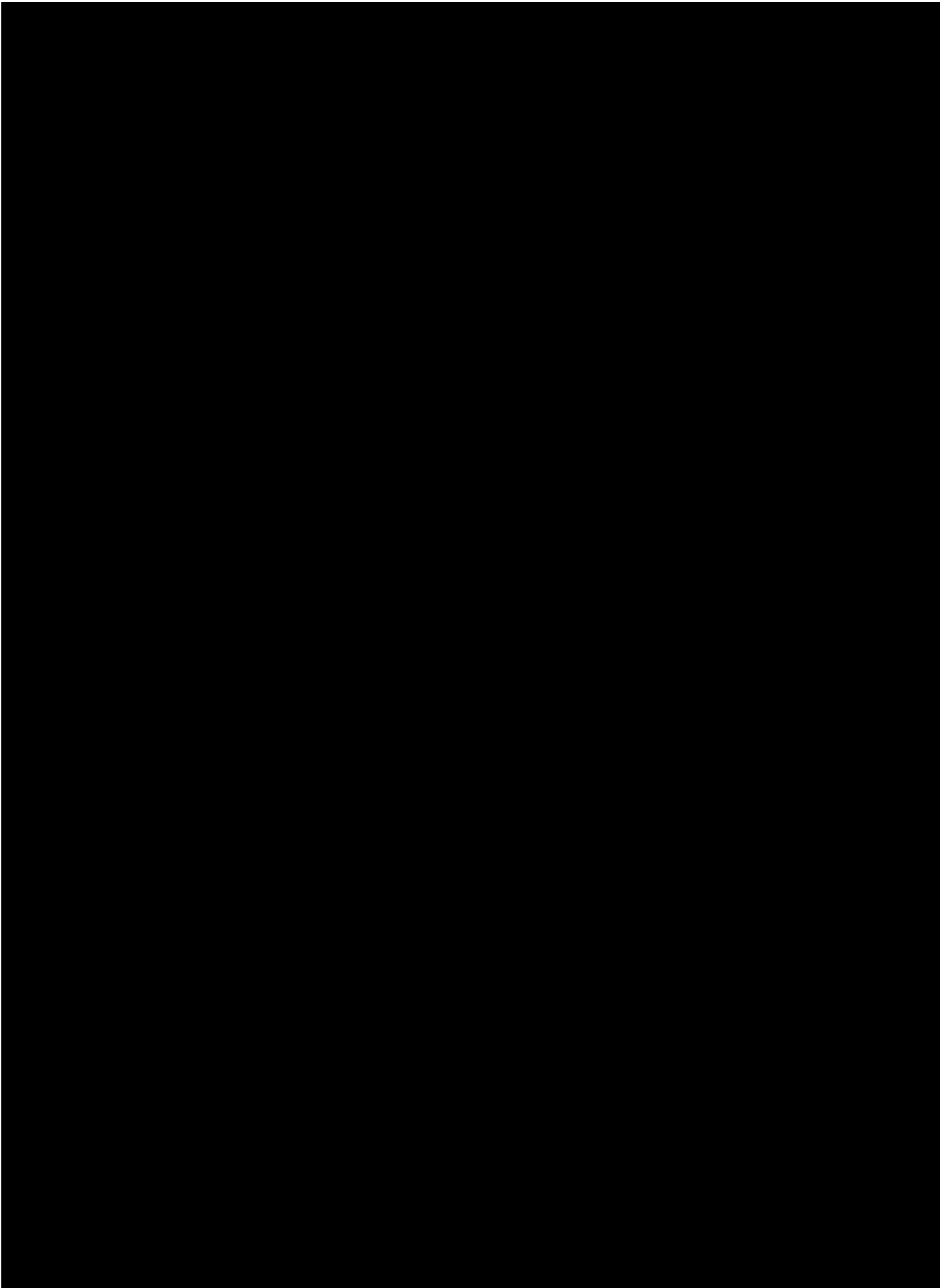


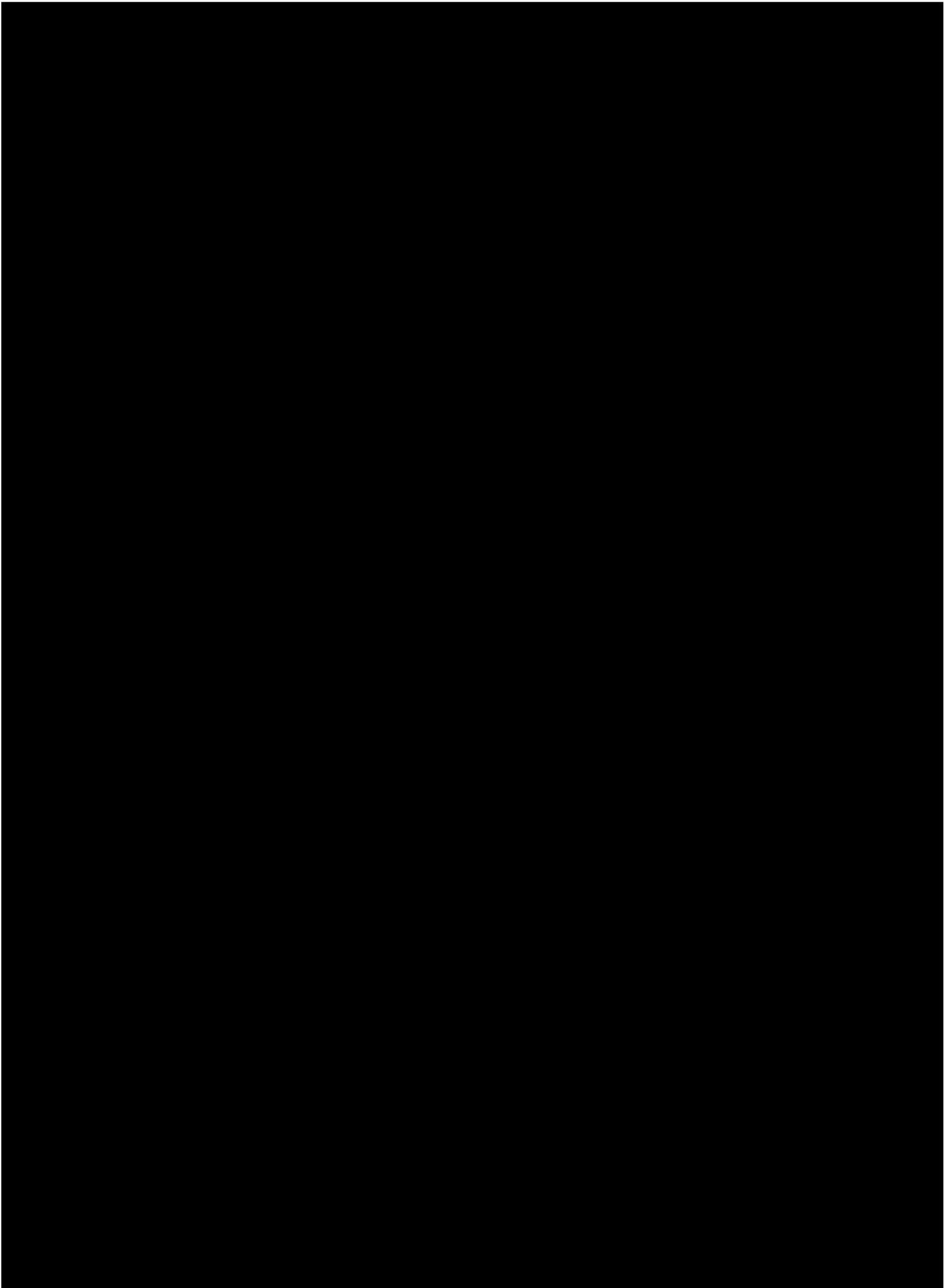


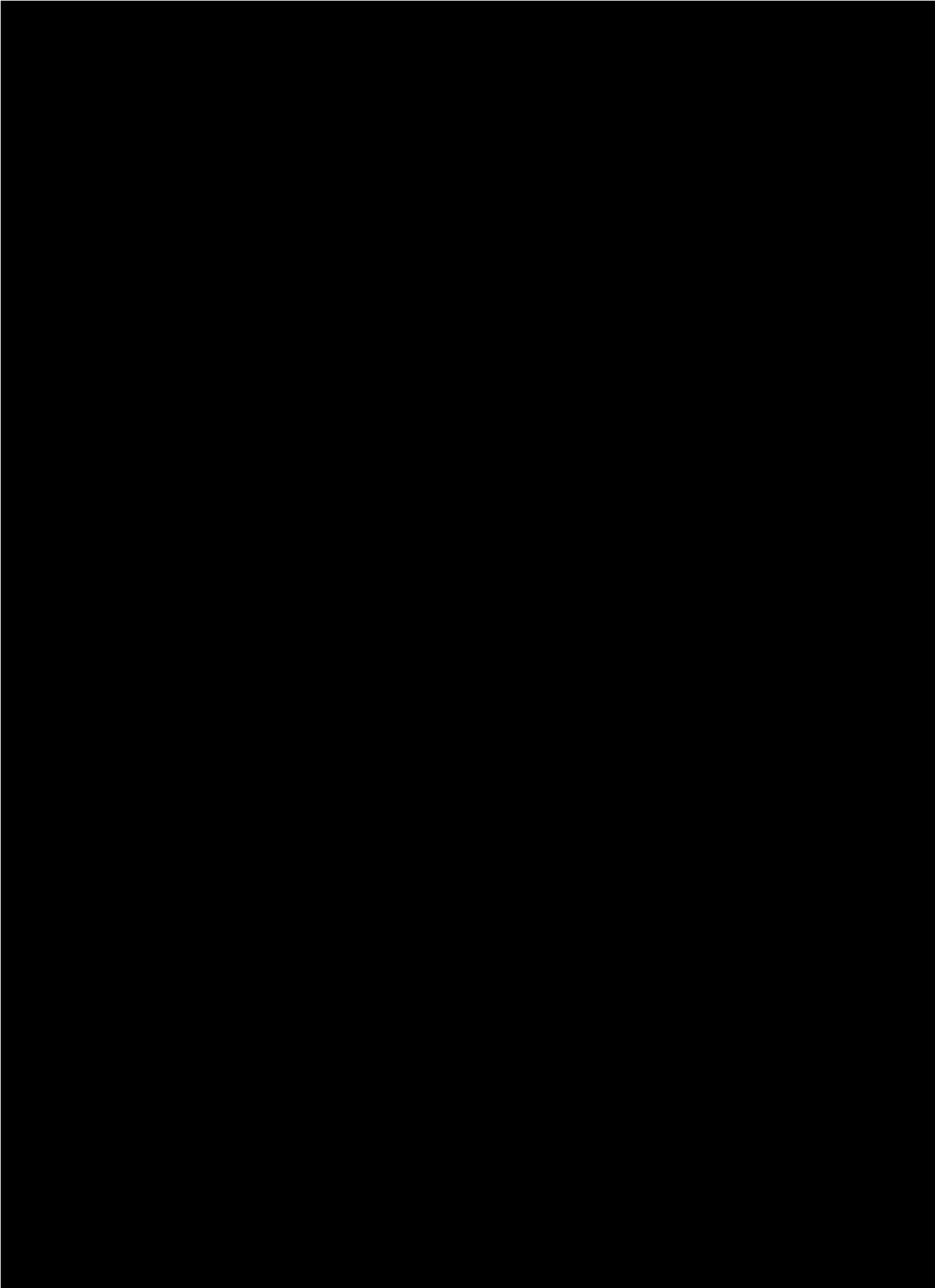


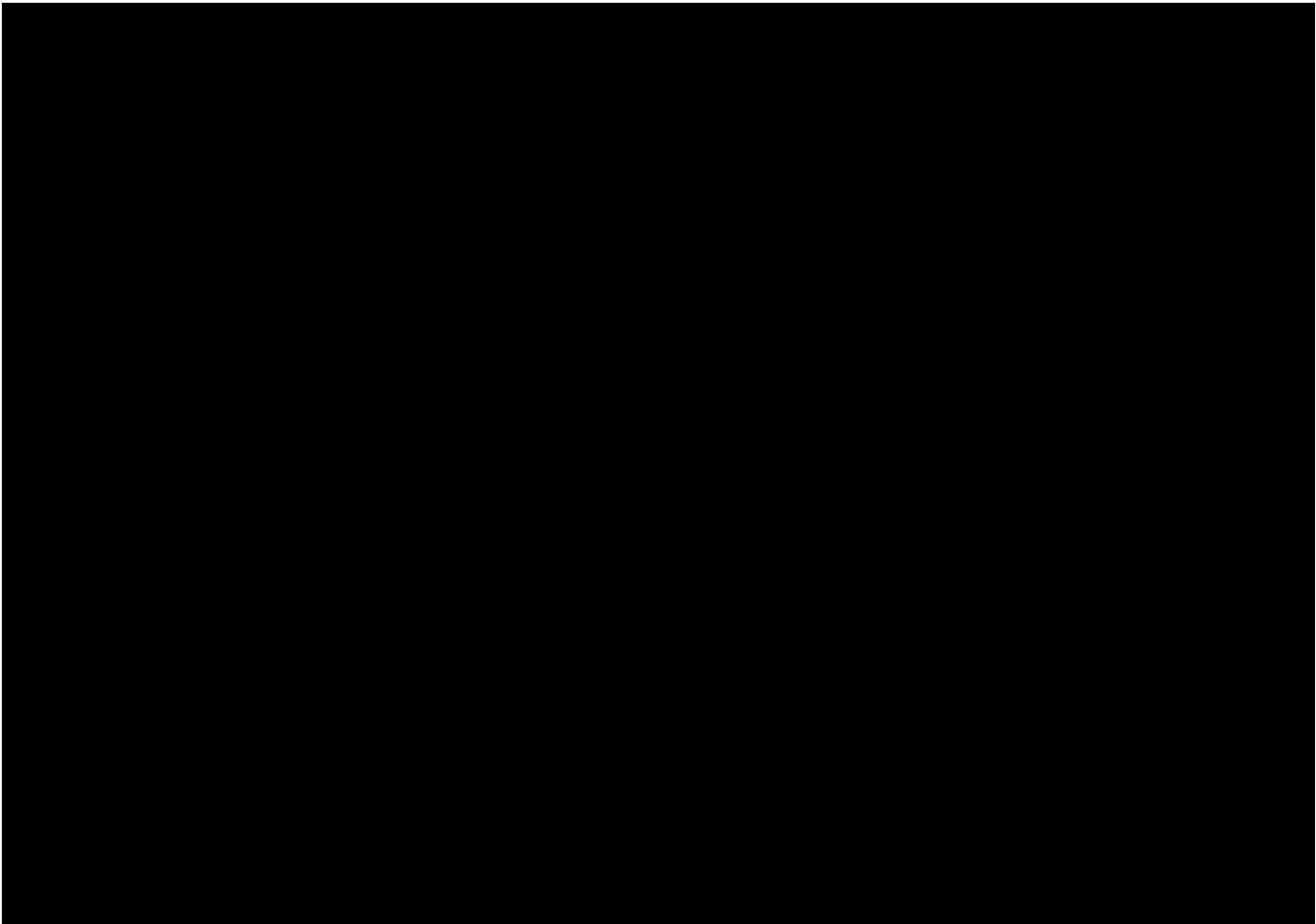














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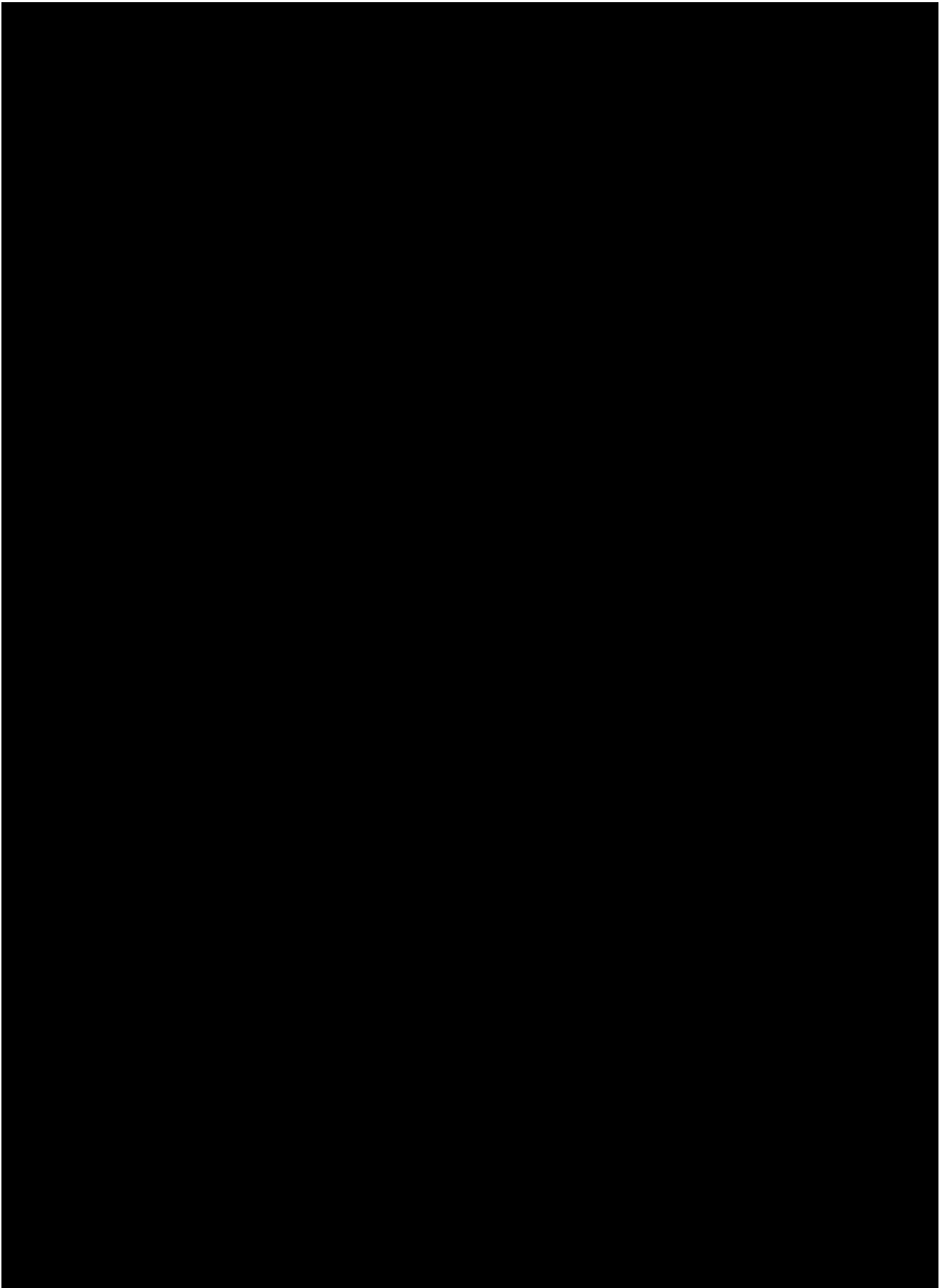
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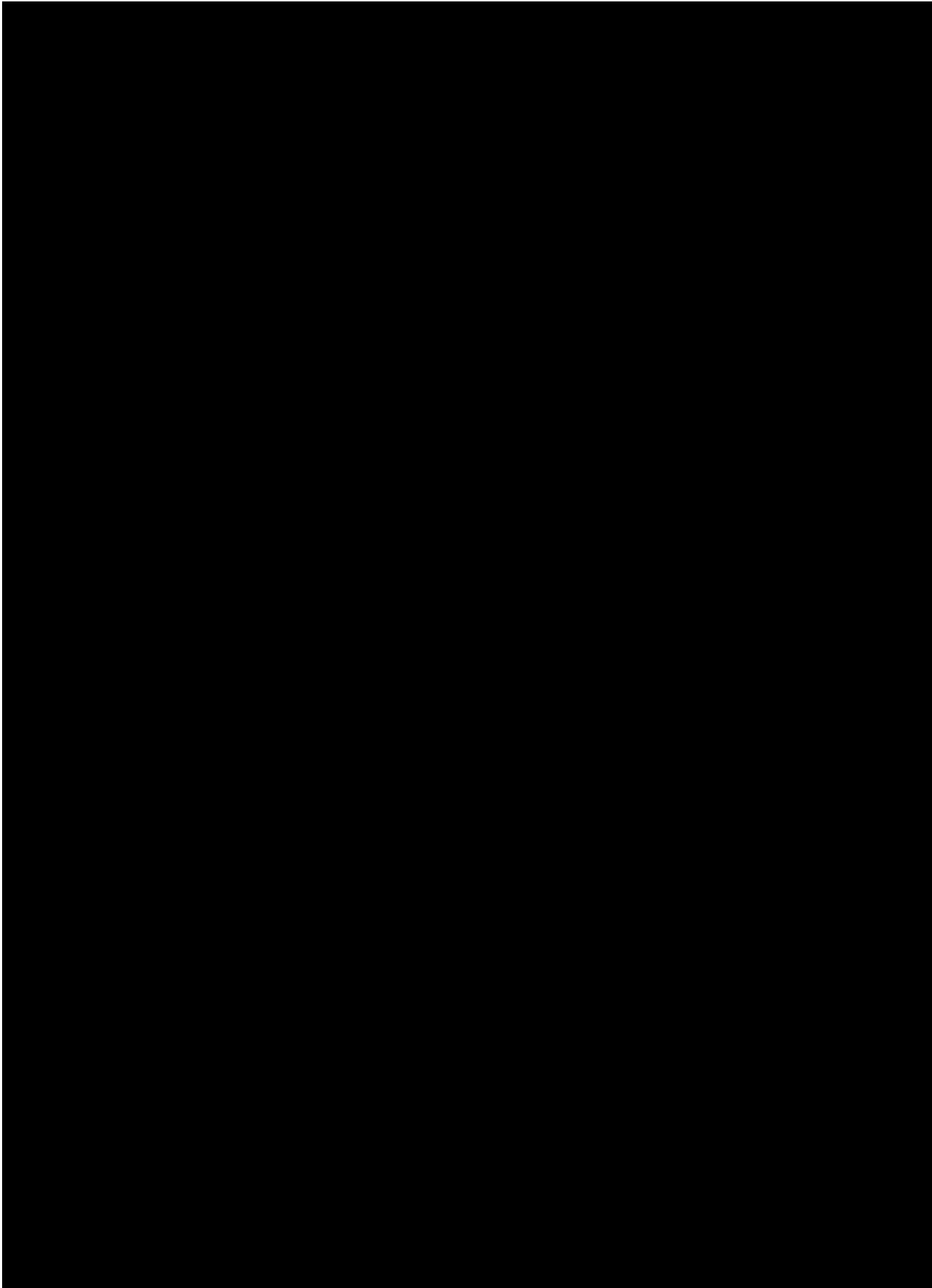
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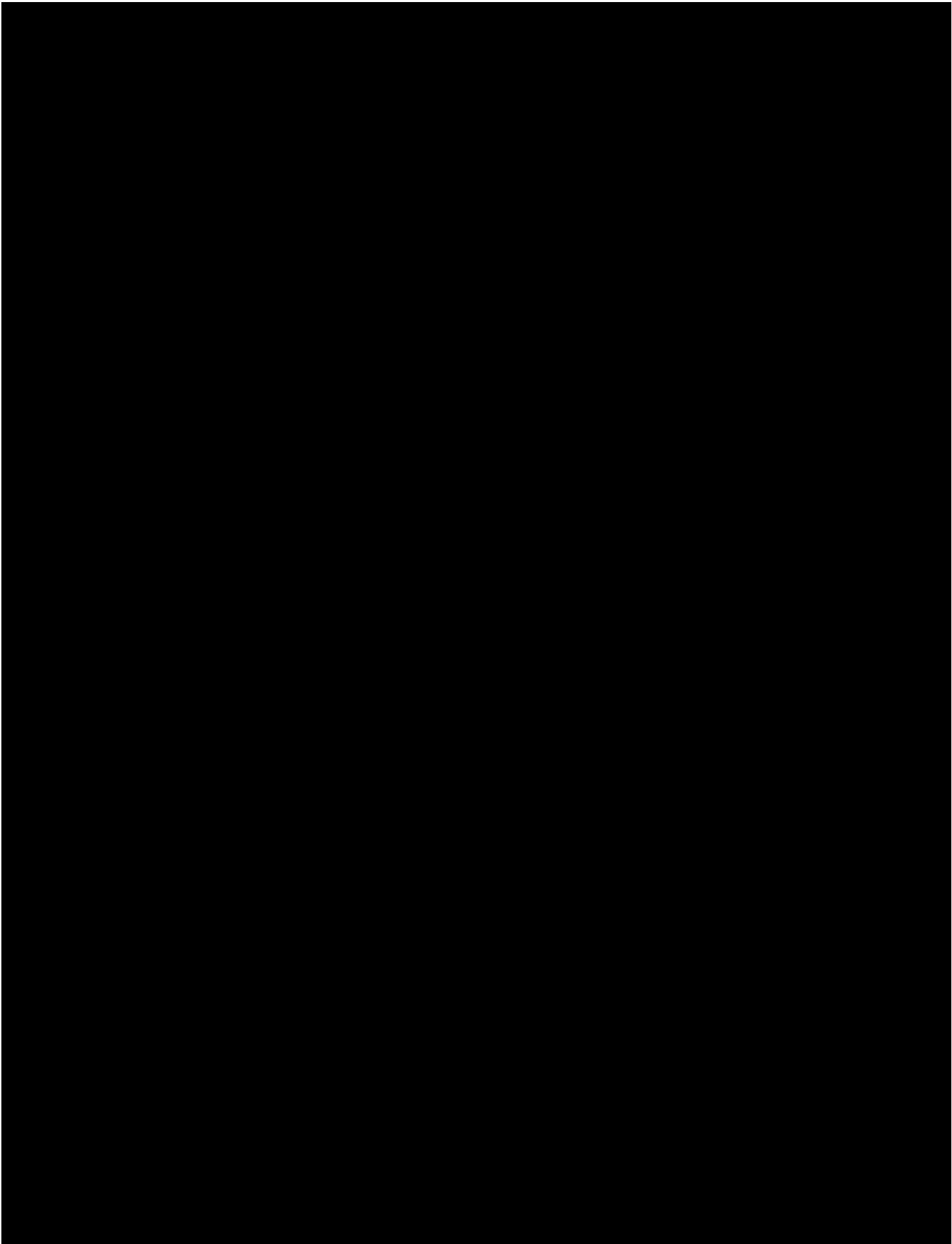
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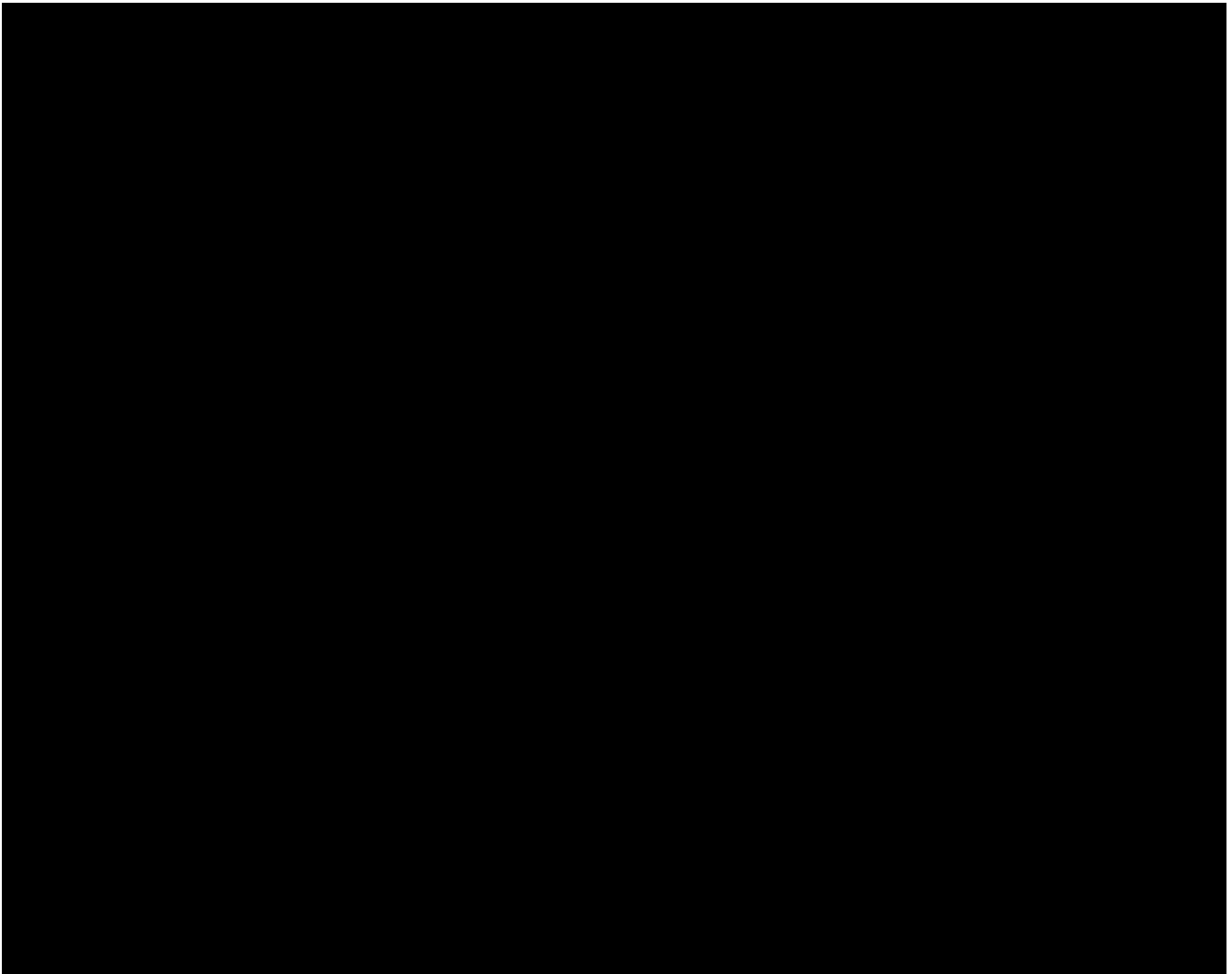
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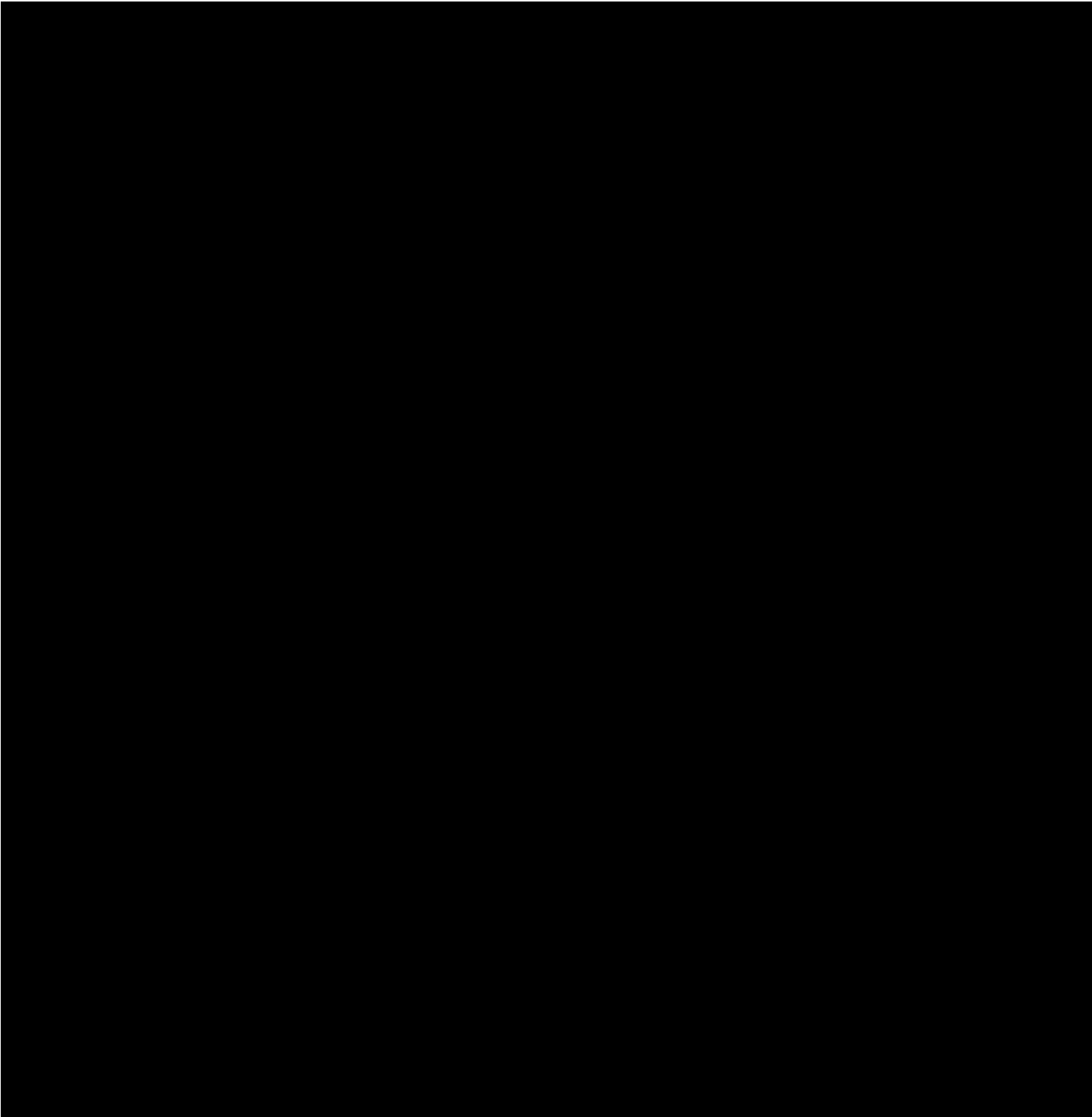
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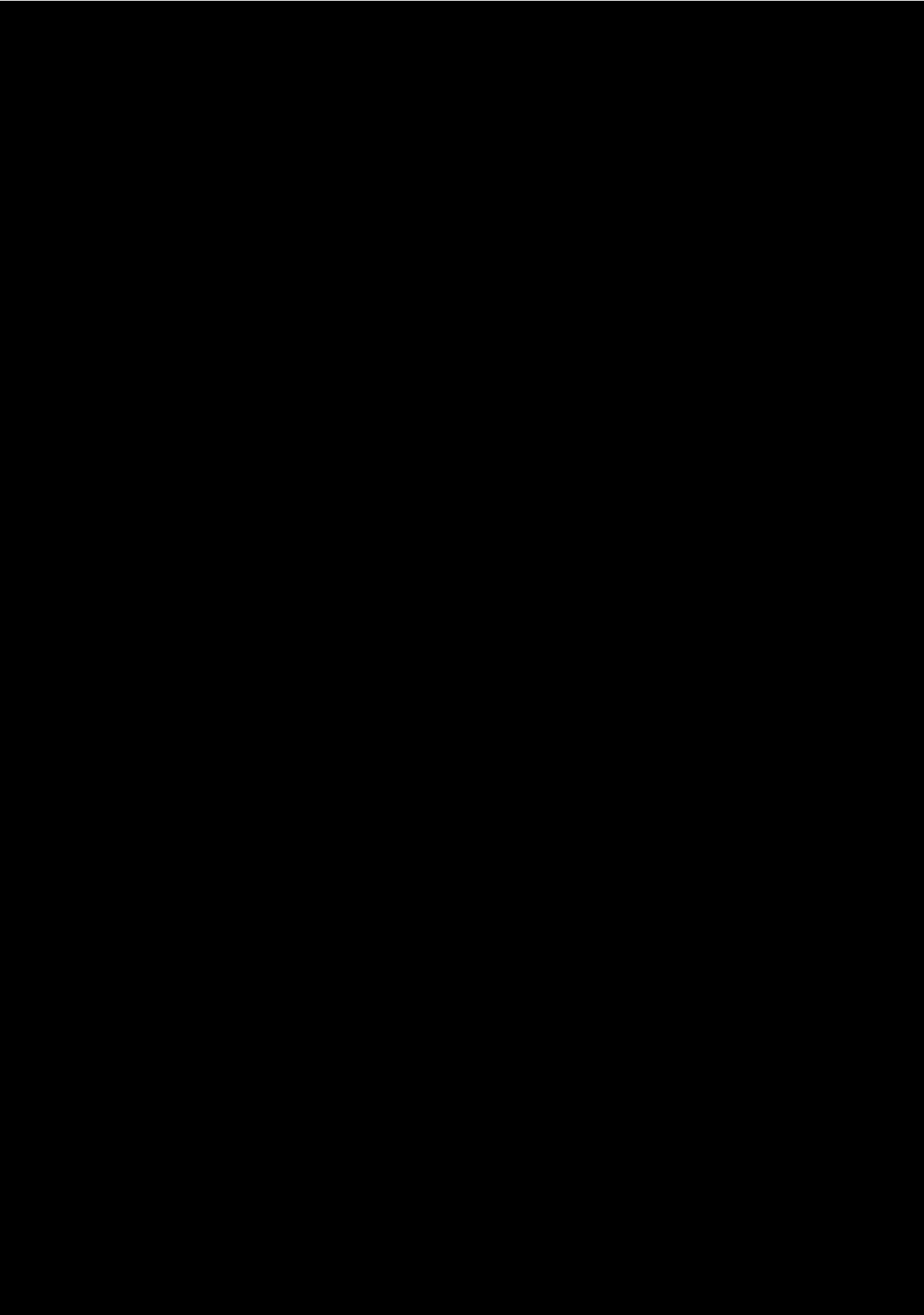


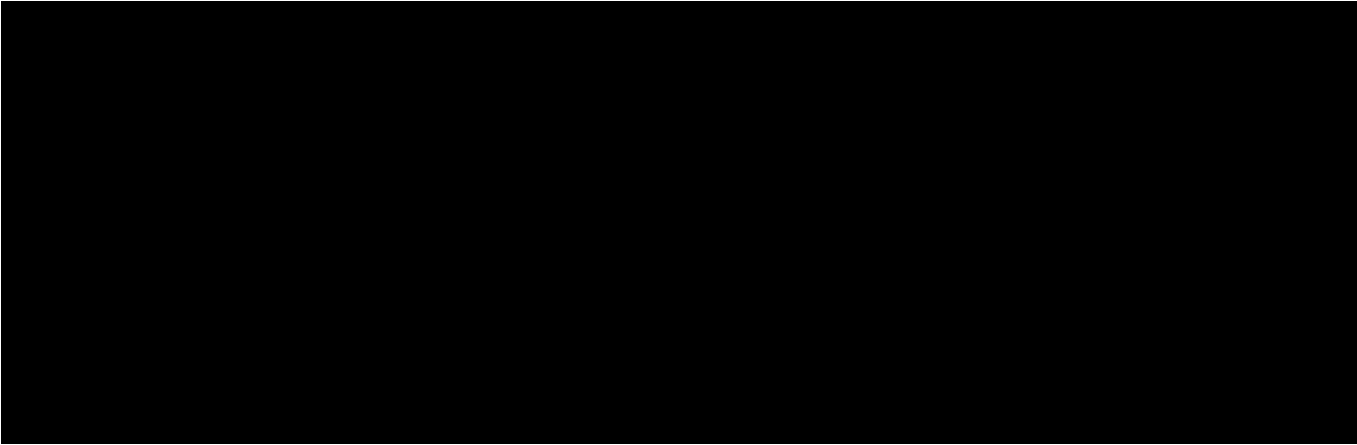
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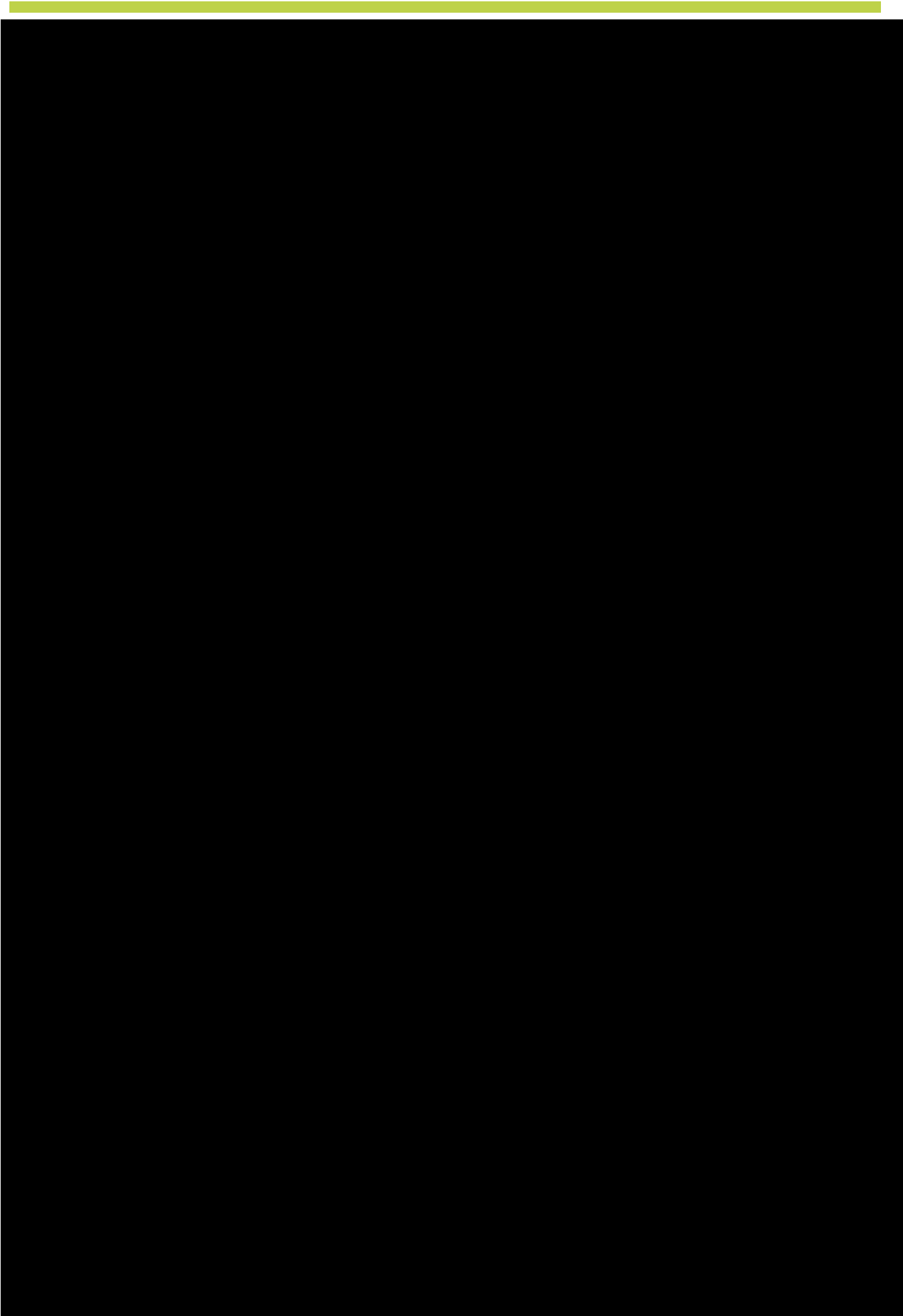
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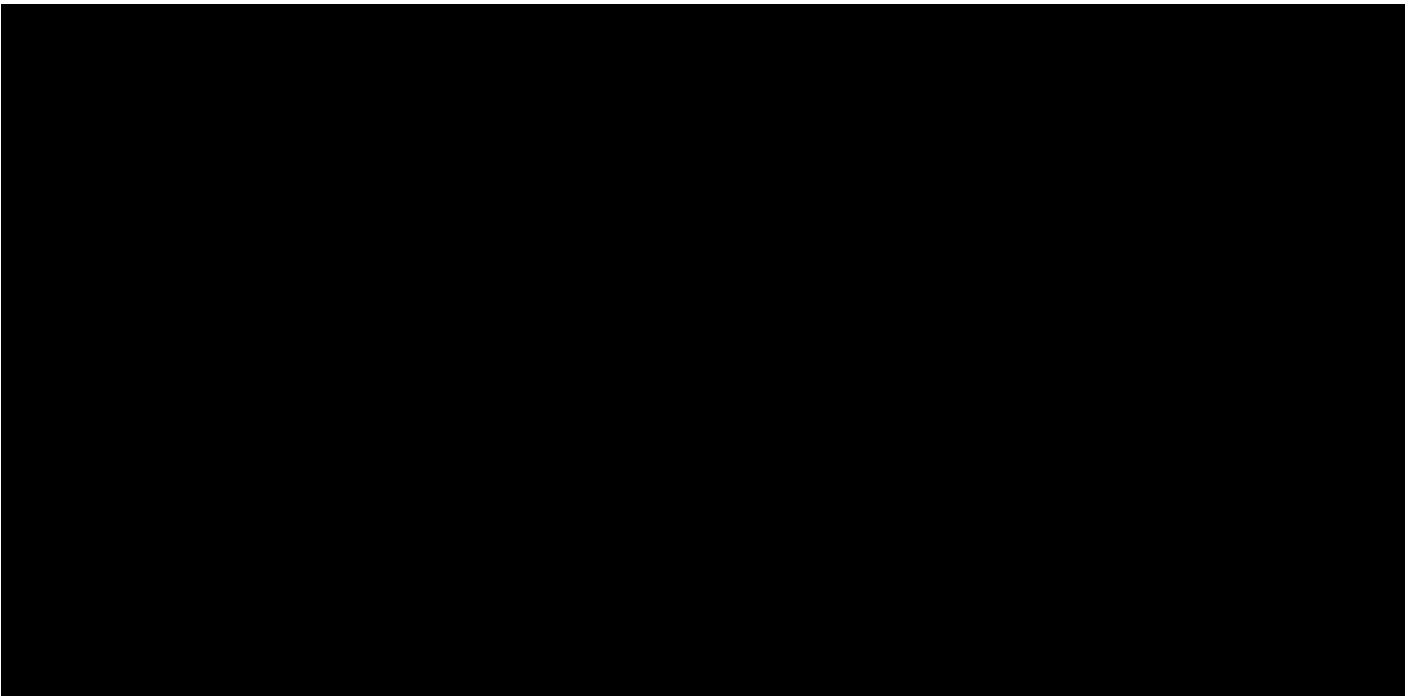
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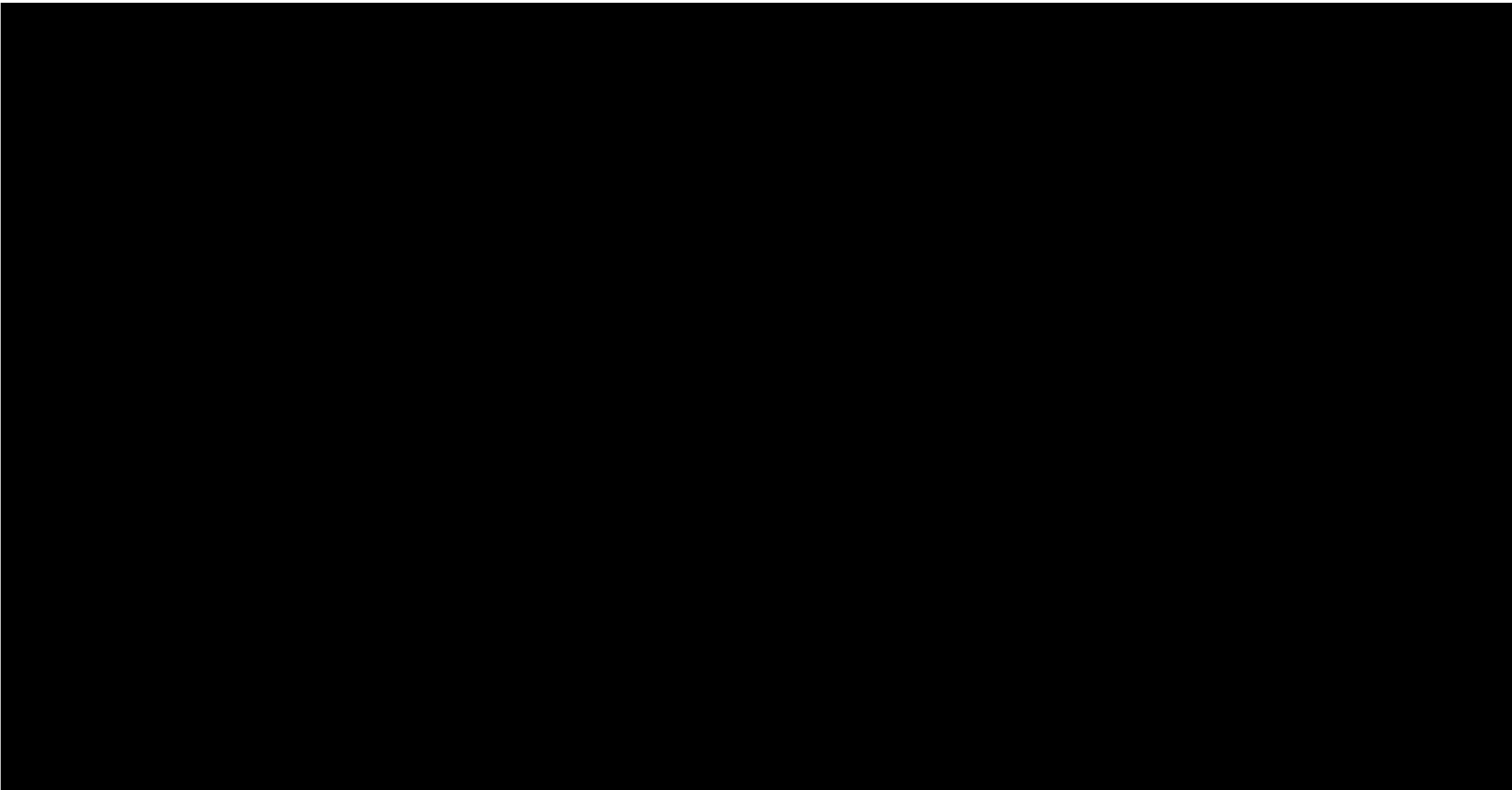












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