

# SUSTAINABILITY REPORT

2022

Trevelyan's  
*Growing a better future*



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*"Growing a better future for our people, our environment, and our industry"*

Welcome to Trevelyan's ninth annual sustainability report, in which we share the highlights and challenges of our sustainability journey. At Trevelyan's, we acknowledge our key role in supporting the transition towards a better future where our environment, people, and business can flourish. We are continually seeking opportunities to support that change.

In this report, we share our business performance and our progress towards our sustainability targets. In line with our continuous improvement philosophy, we report on the improvements and initiatives we've adopted to help achieve our goal of growing a better future.

The key sustainability challenges facing our business and the steps we're taking to address them are also outlined in this report.

This report has been prepared in accordance with the latest Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) (2021). The GRI Standards are the world's most widely used sustainability reporting standard.

It presents information about Trevelyan's Pack and Cool Limited's performance for the annual period from 1 January to 31 December 2022, in alignment with our financial reporting. This report includes our orchard management and pollen operations.

In 2022 we experienced significant challenges with limited labour supply due to Covid-19 and ongoing fruit quality issues. Our team at Trevelyan's adapted quickly to the changing environment to ensure we could continue to deliver high-quality post-harvest and orchard management services.



The 2022 season was always going to test us and the industry. With the borders having been closed for an extended period and with the natural transition of the backpacking community moving on, labour was always going to be a challenge for the 2022 season.

Once again, we had extra waste streams and capital costs associated with Covid-19. We were pleased to be able to send our used face masks and hair nets to FuturePost, a company that produces plastic posts for the horticulture and agriculture sectors. Even with the increased volume of waste streams, we still managed to reduce our waste to landfill by a further 12% on the prior year.

Covid-19 once again challenged our staffing levels. A lot of effort was put into keeping our staff safe, such as moving our cafe into an open area to reduce the risk of spreading Covid-19 at break times. We controlled our main entrances to site, endeavouring to capture any person with a high temperature, with the view this would reduce the chance of infection on site. Ironically, it was only those that rode their bikes to work that presented with wild temperatures. The learning was that this was not a good measure for Covid segregation, having had up to 300 employee's sick in any one day and yet our temperature testing found no elevated temperatures as employees came on site.

We were lucky enough to have Karen, an employee with a nursing background, join us. Karen provided structure, which helped manage the government support available to those that contracted Covid. Karen also picked up the wellness portfolio and helped guide the team to achieve the silver Toi Te Ora Public Health WorkWell certificate.

The buffer stores were invaluable at harvest time, as we dealt with a high number of explosive fruit at the bin tips. The stores allowed us the flexibility to pack slower to pull out the affected fruit but still receive the same rate of bins onto site per day. Hence, allowing us to stay in grade at packing time and resulted in a significantly better OGR than others in the industry, with little fruit waste.

At the end of 2022, we worked with Deloitte and our banking partners, ASB, to set up a sustainability-linked loan. This supports our ongoing commitment to sustainability and has brought real focus to our landfill waste, fuel consumption, electricity usage and refrigerant losses, with the goal of achieving significant reductions in our carbon emissions.

I thank all that are helping build the future business at Trevelyan's, our employees, our growers and our suppliers.

Ngā mihi,

James Trevelyan



# WHO WE ARE

Trevelyan's Pack and Cool Ltd. (TPCL) is a privately owned limited liability company based on a 30-hectare site at 310 No. 1 Road, Te Puke. John and Elizabeth Trevelyan originally purchased land from a dairy farmer and, in 1971, converted the property and planted their first kiwifruit vines. The first packhouse was built in 1976, with the company expanding into cool storage in 1983.

The company remains a family affair with the Trevelyan children as Shareholder-appointed Directors: James (Managing Director and Board Chair), his brother Andrew, and sisters Fiona and Kate. Alister Hawkey (former CEO) is also a Director, and Carlos da Silva is an Independent Director who was appointed through a recruitment and selection process.

As the New Zealand kiwifruit industry has grown, so has the Trevelyan's business, executing a strategy of scalable growth. The Board ultimately sets the direction for the organisation, including sustainability.

## 303

Permanent Staff Employed

## 3,759

Seasonal Staff Employed

## 43

Coolstores  
(3 added in 2022)

## 5

Packhouses  
(4 export & 1 local market)

# TREVELYAN'S IN 2022

## HOW WE WORK

Trevelyan's organisational structure includes the depth and breadth of experience that supports us to effectively pick, pack, store and deliver quality fruit to market. This ensures we provide the best possible service for our growers.

### CORE SERVICES

- Operations & Logistics
- Quality & Compliance
- Finance & Payroll
- Human Resources
- Supply & Local Market
- Kiwifruit Grower Services
- Avocado Grower Services
- Technical
- Business Improvement
- Health & Safety
- Sustainability

### DIVERSIFIED SERVICES

- Orchard Management
- Pollen Services (No. 1 Road Pollen)
- Local Market & Direct Sales (BayFarms, Golden Kiwifruit Company, Nutrikiwi)

## OUR MAHI

### 17.1M Trays of Kiwifruit

Class 1 fruit packed in 2022

### 10.5% of NZ's Kiwifruit

Total export fruit packed in 2022

### 370k Trays of Avocados

Class 1 fruit

### 9.4% of NZ's Avocados

Fruit packed in 2022/23 Season

### 223 Kiwifruit Growers

Supplying fruit

### 303 Permanent Staff

Employed in 2022

### 209 Avocado Growers

Supplying fruit

### 3,759 Seasonal Staff

Employed in 2022

### 300ha Kiwifruit

Orchards under management

### 112.5kg of Pollen

Milled in 2022

### 41ha Avocado

Orchards under management

Ma mua ka kite a muri, ma muri ka Ora a mua.

Those who lead, give sight to those who follow; those behind, give life to those ahead.

Ehara taku toa i te toa takitahi, engari he toa takitini.

Success is not the work of an individual, but the work of many.

# OUR STAKEHOLDERS

To create sustainable change, we rely on our stakeholders to share their views and ideas on their sustainability issues, and what matters most to them.

We regularly engage with our stakeholders to seek their support and assistance in achieving our desired sustainability outcomes. This occurs primarily through our Sustainability function, with support from senior management as required. We are grateful that many Trevelyan's stakeholders engage in our sustainability efforts, and in turn, we reciprocate by working closely with them to support their own sustainability journeys.



## GROWERS

In 2022, we packed for 223 kiwifruit and 209 avocado growers located across the North Island. Our growers come from a diverse range of ethnic backgrounds and vary in the level of involvement they have in orchard management. Our grower services team stay closely connected with our growers.

## STAFF

Our team's commitment, talent and expertise is key to our unique company culture. We have a multicultural team of permanent and seasonal staff. We provide employment for those in our local community, as well as backpackers and Recognised Seasonal Employees (RSEs) from the Pacific Islands.

## NO. 1 ROAD POLLEN

No. 1 Road Pollen is a partnership between Trevelyan's and Mat Johnstone Contracting Ltd. Established in 2012, No. 1 Road Pollen secures a supply of high-quality local pollen for growers who wish to utilise it.

## TREVELYAN'S GROWERS LTD (TGL)

All our kiwifruit growers are members of TGL. TGL's functions are:

- Negotiating the supply agreement with Zespri.
- Securing annual supply contracts with growers.
- Negotiating contracts with key service providers.
- Disbursing funds to growers, TPCL and other service providers.

TGL is governed by a board of nine grower directors, elected for a three-year term, and three nominated TPCL directors.

## SUPPLIERS

We rely on other businesses that provide packaging and other important supplies to keep our facilities operating efficiently, and to transport our fruit to consumers. Our key packaging suppliers include OJI, Jenkins and Punchbowl.

## TREVELYAN'S AVOCADO GROWERS LTD (TAGL)

TAGL was established in 2022 as a formalisation of our existing Avocado Shed Committee that had been in existence for a number of years.

TAGL provides a voice for growers who supply Trevelyan's, when looking at industry and market issues. TAGL is governed by a board of nine grower directors, elected for a three-year term, and three nominated TPCL directors.

## CONTRACTORS

We work closely with local businesses who help support our needs. Some of these include EMAC (electrical services) and VisionLab (IT services).

## CENTRAL GOVERNMENT

The Ministry for Primary Industries is the public service department charged with overseeing, managing and regulating the horticulture industry in NZ.

## LOCAL GOVERNMENT

Te Puke is situated in the Western Bay of Plenty (WBOP) District. Priority One is the WBOP region's economic development organisation

## REGIONAL GOVERNMENT

Bay of Plenty Regional Council is focused on four community outcomes: a healthy environment, freshwater for life, safe and resilient communities and a vibrant region.

## TE PUKE COMMUNITY

The Trevelyan's site is located a few kilometres from the outskirts of Te Puke. Te Puke is a thriving rural service town with a strong local economy and multicultural character.

## KIWIFRUIT VINE HEALTH (KVH)

KVH is an industry-established biosecurity organisation dedicated to supporting the NZ kiwifruit industry.

## HORTICULTURE NEW ZEALAND (HORTNZ)

HortNZ is a levy-funded incorporated society that advocates for and represents the interests of New Zealand's 6,000 commercial fruit and vegetable growers.

## KIWIFRUIT GROWERS INC. (KGI)

NZKGI works to advocate, protect and enhance the commercial and political interests of kiwifruit growers.

## ZESPRI INTERNATIONAL LTD

Zespri is the world's largest marketer of kiwifruit, selling fruit in over 50 countries. Zespri has the exclusive rights to export kiwifruit from NZ to all countries (other than Australia). They work with postharvest companies and approximately 2,800 NZ and 1,500 international growers to source Zespri kiwifruit, which is supplied through their distribution partners to wholesale and retail customers.

## AVOCO

AVOCO is a partnership between NZ's two largest avocado exporters, Southern Produce Ltd and Primor Produce Ltd. In 2013, the companies came together to form the New Zealand Avocado Company Limited to coordinate the supply of export avocados under the AVOCO trademark.

## BAYFARMS

BayFarms was established in 1995 by Alister Hawkey and Ron Bailey, for the wholesale distribution of kiwifruit and avocados in NZ. It is a partner company to Trevelyan's, and is supported by TPCL staff and resources

## NZ GOLDEN KIWIFRUIT COMPANY

NZGKC was formed in 2015 by a number of post-harvest entities (including Trevelyan's) to co-ordinate, distribute and sell Class 2 SunGold in the NZ market.

## NUTRIKIWI

NutriKiwi brings together Green Kiwifruit and Hass Avocado supply from the growers of three kiwifruit and avocado post-harvest operations in the Bay of Plenty: EastPack, Trevelyan's and DMS. This joint venture is responsible for approximately 50% of all green kiwifruit going into the Australian Wholesale/Retail markets.

## MARKETS & CONSUMERS

We retain a keen interest in how our product is received by wholesalers, distributors, retailers and consumers around the world. We also supply fruit to the local market through the NZ Golden Kiwifruit Company and BayFarms.

**He waka eke noa.**  
We are all in this together.

# OUR VALUE CHAIN

ORCHARDS

## GROWER SERVICES

Our Grower Liaisons, with guidance from the technical team, provide customised advice for on-orchard practices for all our conventional and organic growers.

## ORCHARD MANAGEMENT

Trevelyan's Managed Orchards provide comprehensive orchard management services from growing to harvest for 330ha of kiwifruit orchards and 41ha avocado orchards.

## LABORATORY

In addition to the independent Maturity Clearance Sampling, our lab provides pre-harvest monitoring for tracking fruit maturity at no charge to our growers.

HARVEST

## PICKING

We aim to harvest fruit at optimum maturity. Trevelyan's preferred picking contractors and other contractors pick fruit into Trevelyan's wooden field bins.

## TRANSPORT

We engage trucking contractors to safely and gently transport field bins from our growers, based as far as Coromandel and Hawke's Bay, back to our No.1 Rd site.

## FRUIT RECEPTION

All bin cards contain the grower KPIN, maturity area, block, picking gang, and harvest date. This allows us to receipt and allocate the bins into the right storage type.

PACKHOUSE

## BIN STORAGE

Most fruit is cured for up to two days before being packed. Some of the field bins are put into buffer store until being packed at the next available opportunity.

## BIN TIP

Bin cards are scanned at the bin tip, and bins are weighed before being tipped. Pre-grading is carried out to remove explosives. Fruit then passes over rotating brushes that remove any excess dust.

## GRADING

The graders and the optical grader remove any non-Class 1 fruit based on the quality standards. A rolling quality score helps us maximise our growers' packout and quality.

## PACKING

Each piece of fruit is assigned a weight count, labelled and carefully packed into a box. We label each box and pallet in accordance with our exporters' requirements.

## QUALITY CONTROL

Our trained quality auditors conduct continuous checks of the packed boxes, reject bins, and non-Class 1 fruit to ensure the high standard of our export product.

## GROWERS PORTAL

The packout results, quality, market restrictions, and any other information related to each KPIN are available soon after packing for our growers to access.

COOLSTORES

## COOLSTORAGE

Our 43 cool stores feature modern cooling technology. Each fruit variety is stored under the ideal temperature regime based on its maturity and storage characteristics.

## STORAGE QUALITY

We assess fruit quality in storage to ensure its performance is up to standard. We track temperature and ethylene levels throughout the storage season.

## SHIPPING

Our inventory and shipping team coordinate customers' orders to load out packed pallets. Our local market team look after NZ orders and processing-grade fruit.

# OUR PEOPLE & POLICIES

## OUR EMPLOYEES

Reporting on the nature of employment and gender balance across our employees is a new GRI requirement. In 2022 we made steps to improve our HRIS (Human Resources Information Systems) to make this information easier to obtain. The numbers given are the total headcount for the full 2022 reporting period.

## CONTRACTORS

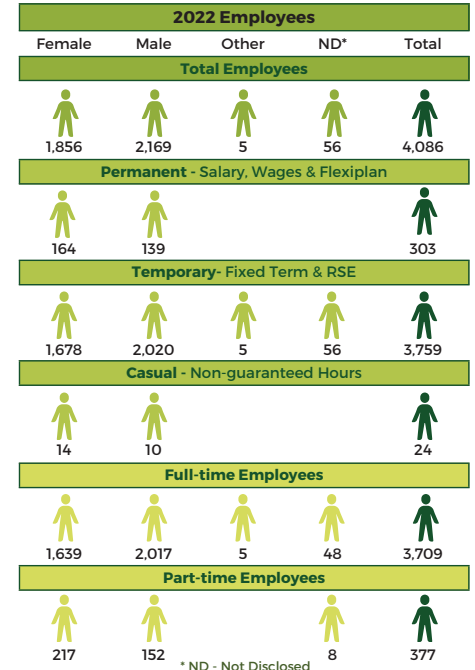
Trevelyan's makes use of the services of a number of external providers to undertake regular work on our site. The number of such workers varies throughout the year due to the seasonal nature of our industry.

## COLLECTIVE AGREEMENTS MEMBERSHIP

All our staff are currently employed on Individual Employment Agreements (IEAs).

## REMUNERATION

Trevelyan's does not currently have a documented remuneration policy. This is something that is being developed in 2023. Remuneration is reviewed annually taking into account business affordability and CPI movements. Final approval for the remuneration budget is given by the Board. Trevelyan's only offers fixed pay. There are no performance-based or other incentives.



## POLICIES TO SUPPORT RESPONSIBLE BUSINESS CONDUCT

We acknowledge the need to support responsible business conduct throughout our supply chain. This includes addressing issues such as waste management, carbon emissions and respecting human rights. We have incorporated these requirements into our policies:

- Supplier Code of Conduct
- Terms & Conditions for Contractors

## RAISING CONCERNS

We encourage our staff and other stakeholders to seek advice and raise concerns to ensure responsible business conduct in our organisation's operations and business relationships. The mechanism for doing this is outlined in our Protective Disclosure Policy.

# WHAT REALLY MATTERS

## OUR INDUSTRY

Zespri first introduced a number of sustainability commitments for the kiwifruit industry at the Momentum Conference in February 2020. The overarching purpose is **"to help people, communities and the environment around the world thrive through the goodness of kiwifruit"**.

Zespri has defined several leadership statements to support the industry's sustainability journey:

- Helping people around the world make healthier lifestyle choices.
- Creating a circular economy for our packaging.
- Enhancing the environment through the way we grow our kiwifruit.
- Building thriving communities by supporting growers, employment, and local economies.

The industry sustainability framework is based on three priorities, with specified targets within each priority area:

1. **Our Kiwifruit** - health and food safety
2. **Our Environment** - packaging, water, & climate change.
3. **Our Communities** - growers, workforce, & markets.

## OUR BUSINESS

We followed the Global Reporting Initiative's GRI3: Material Topics 2021 to help determine and assess our sustainability impacts.

These include the actual and potential impacts on the economy, environment, and people, across Trevelyan's activities and business relationships.

- Actual impacts are those that have already occurred.
- Potential impacts are those that could occur but have not yet occurred.
- Impacts include negative and positive impacts, short and long-term impacts, intended and unintended impacts, and reversible and irreversible impacts.

We reviewed these issues in 2022, in the context of industry developments, global events and our sustainable finance framework, to ensure that they are still relevant for our business.

Where negative impacts occur, despite our best efforts, we seek to remediate these impacts and learn from our experiences to avoid recurrence.

Our updated 2022 sustainability impacts are summarised in the following table.

## OUR SUSTAINABILITY IMPACTS

Potential Sustainability Impacts	LIKELIHOOD SEVERITY RISK			Mitigation
Poor grower returns	Yellow	Orange	Red	We create value for our growers
Overuse of resources	Green	Orange	Red	We're moving towards a circular economy
Poor health and safety outcomes for staff	Yellow	Orange	Red	Our team's health and safety is a top priority
Reduced productivity due to climate change	Yellow	Orange	Red	We tread lightly to minimise our carbon footprint
Loss of biodiversity and pest incursions	Yellow	Orange	Red	Biodiversity and biosecurity are important to us
Poor outcomes for our local community	Green	Orange	Red	We invest to benefit our local community
Challenges in attracting quality staff	Green	Orange	Red	Trevelyan's is a great place to work

Legend: Unlikely (Green), Possible (Yellow), Medium (Orange), High (Red)

# SUSTAINABILITY FRAMEWORK

Trevelyan's is structured around a clear sustainability framework which is built on three pillars. These are used to help guide our decision-making as we progress on our sustainability journey. Each of these pillars aligns with one of the three key components of sustainability.

Work Smart - Economic

Tread Lightly - Environmental

Respect Our People - Social

In 2020, we refined our sustainability framework, established KPIs aligned with our sustainability impacts and introduced targets to measure our performance. These are reviewed annually to align with our continuous improvement philosophy and current best practice.

## WORK SMART

We create value for our growers

- Consistently achieve OGRs above industry average for both kiwifruit and avocados.
- Consistently achieve percentage fruit loss lower than the kiwifruit industry average.

We're moving towards a circular economy

- Reduce waste to landfill by 10% per year.
- Achieve zero waste to landfill by 2030.

Our team's health & safety is a top priority

- Reduce Lost Time Incidents year-on-year
- Reduce ACC claims year-on-year.
- Improve reporting rates year-on-year.

## TREAD LIGHTLY

We tread lightly to minimise our carbon footprint

- Zero organisational carbon emissions by 2030 (Scope 1 & 2).
- Work with our stakeholders to minimise carbon emissions and the impact of climate change across the industry.
- Understand our climate risks and adapt to climate change.

Biodiversity and biosecurity are important to us

- Contribute at least \$10,000 per annum to local biodiversity projects.
- Contribute at least \$5,000 per year to local biosecurity projects.

## RESPECT OUR PEOPLE

We invest in our local community

- Contribute at least \$45,000 per annum to support our growers, staff, and the wider community through our sponsorship programme.

Trevelyan's is a great place to work

- Achieve Gold Workwell Accreditation.
- Permanent staff voluntary turnover is less than 10%.
- Invest at least \$25,000 per year in staff wellness initiatives.

# HOW WE DO SUSTAINABILITY

At Trevelyan's, we aspire to make the world a better place and to make a meaningful difference as we face the major challenges of our time, such as climate change. We have spent over a decade growing our sustainable future in line with our core company values. We have achieved numerous 'big little wins' but we recognise there is still a lot of work to do.

## STRUCTURE

Our organisational structure reflects our commitment to sustainability. Each pillar has a champion within the business, with improvement groups that focus on specific issues:

- **Work Smart** - Continuous Improvement Manager and Improvement Groups
- **Tread Lightly** - Sustainability Manager and Sustainability Group
- **Respect Our People** - Health and Safety Manager and Wellness Committee

## LEADERSHIP

The Sustainability Manager provides oversight to help bring everything together and ensure that our efforts are aligned with our Sustainability Framework.

## STRATEGY

In 2022 we undertook a Strategic Review with our Senior Management Team, using our sustainability pillars to guide the future direction of our business.

## CONTINUOUS IMPROVEMENT

Trevelyan's introduced the LEAN management approach in 2008. LEAN principles provide a framework for creating efficient and effective businesses. This is achieved by exposing and solving problems and encouraging continuous improvement. By providing an environment where everyone's ideas are valued, we hope to encourage our staff and stakeholders to support our vision of a better future for all.

## COMMUNICATION

We work hard to communicate our sustainability efforts to ensure these are embedded at every level of the Trevelyan's business. We aspire to create a "ripple effect" and encourage our people to take their sustainability learnings into their daily lives.

## SUSTAINABILITY POLICIES

- Sustainability Framework
- Environmental Management Policy
- Environmental Management Procedure
- Site Waste Plan
- Shed Waste Plan
- Sponsorship & Donations Policy

Available on our SharePoint Intranet



2022/23 Sustainability Group

**Ko au te taiao, ko te taiao ko au.**  
We are the environment and the environment is us.

# CASE STUDY

## SUSTAINABLE FINANCE

At the end of 2022, we made a significant commitment to a more sustainable future by agreeing to a Sustainability Linked Loan (SLL) with our banking partner ASB.

Over the last five years, Trevelyan's have invested in additional land to expand the site, built conventional and controlled atmosphere cool stores, and added more packing and automation capacity to handle the increasing SunGold crop. Funding for these projects has come from reinvesting the company's profits, alongside extra borrowings from ASB.

Sustainability-linked loans (SLLs) aim to facilitate environmentally and socially sustainable economic activity and growth. They do so by aligning the loan terms to the borrower's performance, which is measured using defined sustainability targets.

Trevelyan's have been working with ASB and Deloitte to develop four specific Sustainable Finance Targets. If we meet these targets, we will get a discount on the amount of interest we pay on our loans. The targets we have agreed are aligned with our three sustainability pillars and are detailed in the following table.

Pillar	Targets	Actions
<b>Work Smart</b>	Achieve at least a 10% annual reduction in landfill waste associated with the packing and transport of fruit, using 2021 as a baseline (28.6 tonnes).	We ask everyone who comes on-site to make sure that they take away any landfill waste brought with them and to take care to put recycling in the correct bin.
<b>Tread Lightly</b>	Achieve at least a 2.5% annual reduction in our carbon emissions from fuel, refrigerant losses and electricity per kg of fruit received, using 2021 as a baseline (33.5 tCO <sub>2</sub> e/kt fruit received).  Establish and validate Science Based targets (SBTs) aligned to <1.5oC global warming.*	We are implementing initiatives to use less fuel, save electricity and prevent refrigerant leaks.
<b>Respect Our People</b>	Achieve Gold WorkWell Accreditation (currently Silver)	WorkWell is a comprehensive program that supports the wellness and wellbeing of all our employees.

The targets we have set are extremely challenging and we need everyone's help to get us over the line. We hope that our efforts to achieve these targets will help us achieve our wider kaupapa (purpose) – growing a better future for our people, our environment and our industry.

\* Science-based targets show organizations how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change.

# WORK SMART

**Working smart means we include a range of financial considerations in our decision-making process.**

We apply continuous improvement to consistently deliver great returns for our growers. We take account of the full lifecycle of a resource from manufacture through to disposal as we work to reduce our environmental impacts. We look after our people and their safety.

In this section:

**We create value for our growers**

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**We're moving towards a circular economy**

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**Our team's health and safety is a top priority**

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**Our 2022 performance:**

**ORGANIC SUNGOLD**

**47.6%**

NZ's export kiwifruit

**GACK OGR**

**17.0%**

Above industry average

**GACK FRUIT LOSS**

**40.8%**

of industry average

**LANDFILL WASTE**

**12%**

Reduction from 2021

**ACC CLAIMS**

**22%**

Less claims than in 2021

# WE CREATE VALUE FOR OUR GROWERS

Trevelyan's provides quality end-to-end services for the kiwifruit and avocado industries. This includes orchard management, picking, packing, cool storage, and technical support. Our Orchard Gate Return (OGR) and percentage fruit loss provide a measure of our success in creating value for growers.

## KIWIFRUIT

We delivered superior OGRs across all six kiwifruit varieties packed in 2022, in line with our target. We have achieved our target in six of the past seven years.

The 2022 harvest was impacted by labour shortages and fruit quality challenges.

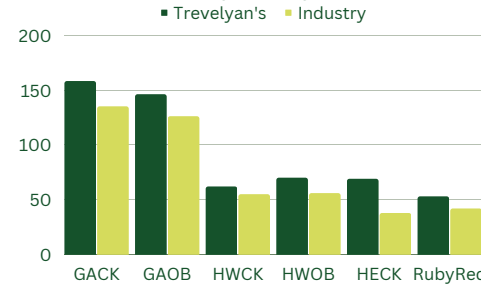
- The HVAC systems on Sheds 2, 3 and 4 allowed us to maximise the amount of fruit kept in buffer storage, which helped balance our harvest and labour demands throughout the season.
- We adapted our processes to manage explosive fruit and avoid contamination.

This kept our fruit loss lower than the rest of the industry across the four main fruit groups, in line with our target.

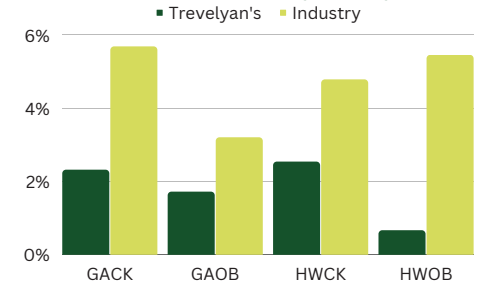
In 2022 we packed our first commercial RubyRed kiwifruit. We continue to develop our understanding on how best to handle this new variety.

In 2022, we started a multi-year regenerative horticulture trial, co-funded with Zespri. The project will help to understand which regenerative practices are feasible for kiwifruit orchards and to improve soil health.

**2022 OGR by Variety (\$000/Ha)**



**2022 % Fruit Loss by Variety**



## AVOCADOS

The average OGR for Trevelyan's avocado growers in the 2021/22 season was \$13,400 per ha, with our top orchard returning \$51,600 per ha (still to be finalised). The average OGR for the industry was \$18,130 (2022 NZ Avocado Annual Report). These were the lowest industry returns seen in the last ten years, making a challenging season for avocado growers.

The average yield for Trevelyan's growers was 13.2 tonnes per hectare, with one grower achieving 43.4 tonnes per hectare.

The average yield for the NZ avocado industry was 11.7 tonnes per hectare (2022 NZ Avocado Annual Report). This was the highest yield recorded in the last decade.

# WE'RE MOVING TOWARDS A CIRCULAR ECONOMY

Our purchasing decisions, resource use and process design impact our sustainability outcomes. We are moving away from the traditional linear approach to resource use: taking materials from the earth, making products, and discarding the waste. We are continuously looking for opportunities to reduce our environmental impact by moving towards a circular economy.

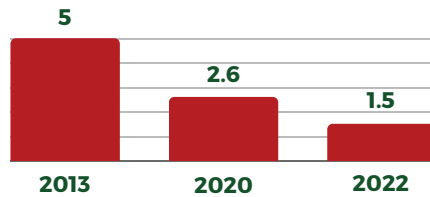
## WASTE

Reducing waste to landfill is a key aspect of moving towards a circular economy approach.

In 2022, we achieved a significant reduction in landfill waste associated with packing and storing fruit. Numerous initiatives focused on staff education, waste sorting, reporting, and identifying new recycling opportunities.

In the summer of 2022, we designed a new on-site Resource Recovery Centre to upgrade our existing compost and recycling facilities. We were unsuccessful in gaining partial funding for this project from the Waste Minimisation Fund, but it has helped us develop our future plans for improved waste management on site.

Tonnes of Landfill Waste per Million Trays Packed



- 95%** Non-fruit waste diverted from landfill. Target: 100%
- 12%** Reduction in landfill waste from 2021. Target: 10%
- 5** New recycling streams diverted from landfill.

## MANAGING RESOURCES

We are evolving our systems to better manage our ongoing resource use and looking at opportunities to move towards a more circular economy approach. Our resource use and material outputs related to the packing and cools storage of fruit are outlined on pages 20-21 of this report.

**Ta tatou whaingā: pare kore.**  
Our goal: zero waste

- 34%** Of paper tailings sent to a compost facility, instead of using it as animal bedding.
- 93%** Of the floor sweepings can now be diverted from landfill
- 25%** Reduction in PP strapping waste due to a new system for pallet checking.
- 245k** Improved trim design boxes trialed to reduce cardboard waste

## CHANGING LANDSCAPES

The waste landscape is changing rapidly. Both the NZ Government and our industry are introducing initiatives to encourage more responsible resource management.

- The increasing landfill levy and transport costs raise the financial cost of waste disposal.
- The NZ Government has banned the use of non-compostable fruit stickers from 1 July 2023.
- A new law banning plastic packaging on most fruit and vegetables (including fruit stickers) came into effect in France on the 1st of January 2022. Flanders in Belgium has also banned non-compostable fruit labels.
- Packhouse automation equipment has introduced new waste streams and limits packaging options.
- Zespri's packaging will be 100% recyclable, reusable or compostable by 2025 and if any plastic is used, it will be made from at least 30% recycled plastic.

**57%**

Increase in per tonne cost of disposing waste to landfill since 2018.

**87%**

Cost reduction achieved by diverting waste from landfill to recycling or compost in 2022.

**33%**

Increase in recycling volume from 2021.

**2**

Funded summer sustainability interns to focus on waste minimisation.

2022 Organic Waste (tonnes)



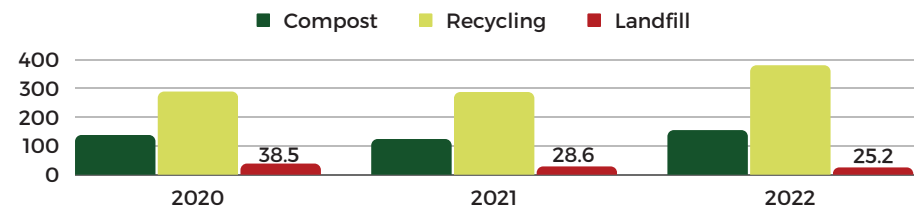
- Kiwifruit Leaves & Branches
- Mulched Avocado
- Paper Tailings
- Pollen Flowers
- Avocado Leaves & Branches
- Kiwifruit Dust
- Pig Food

2022 Inorganic Waste (tonnes)



- Cardboard
- Untreated Wood
- Metal
- Clear Soft Plastics
- Label Backing
- Black Strapping
- Glass
- Treated Wood
- Green Strapping
- Mixed Soft Plastics
- Mixed Recycling
- Plix Bags
- String
- Black Soft Plastics
- Landfill

TOTAL WASTE DISPOSAL (tonnes)



# RESOURCE INPUTS 2022

# MATERIAL OUTPUTS 2022

## PACKAGING

Trays:	11.4 M	Pocketpacks:	3.9 M
Liners:	11.2 M	Strips, boards & caps:	0.7 M
General Labels:	11.3 M	Strapping:	2,029 km

- Review and update quantities of packaging consumed annually.
- Work with our suppliers and the wider industry to minimise packaging impacts and identify circular opportunities.

## ELECTRICITY

Consumption: 16.4 MW  
Energy Source: 100% renewable energy supplied by Meridian

- Energy usage optimisation to reduce environmental impact.
- Improvement of energy monitoring.
- Continue to review options for on-site solar electricity generation.

## BINS AND PALLETS

SOH bins:	30,000	New pallets:	60,000
New bins:	14,519	Repaired pallets:	10%

- Identify causes of pallet and bin damage.
- Continue to repair any wooden bins and pallets that are damaged.
- Ongoing quality and condition inspections.

## FUEL

Diesel: 102,388 L    Petrol: 53,900 L    LPG: 9,420 kg

Diesel forklifts:	15 short-term & 9 long-term lease
Electric forklifts:	56 short-term & 26 long-term lease
Company fleet:	33 diesel & 17 petrol (4 leased)
RSE fleet:	8 diesel & 58 petrol (all leased)
Side by Side:	1 site & 2 orchard
Truck fleet:	2 owned & 3 leased gulley trucks
Diesel Tractors:	3 owned & 9 leased (harvest)
Trailers:	3 road & 12 orchard

- Replace retiring fleet vehicles with EVs or hybrids.
- Fuel use monitoring.
- Fuel use efficiency improvements.
- Data reporting to the fuel users.

**Inwards Fruit:**  
Kiwifruit: 214,304 bins.  
Avocado: 14,827 bins.

**Shipped Product:**  
Kiwifruit: 17.1M Class 1 trays,  
0.7M Class 2 & 3 trays.  
Avocado: 0.37M Class 1 trays,  
0.37M Class 2 & 3 trays.  
Pollen: 112.5kg  
Compost: 172m3

## GHG Emissions 2022

### SCOPE 1

1,968 tCO<sub>2</sub>e

26gCO<sub>2</sub>e  
per kg fruit receipted

### SCOPE 2

1,968 tCO<sub>2</sub>e

26gCO<sub>2</sub>e  
per kg fruit receipted

### SCOPE 3

8,261 tCO<sub>2</sub>e

109gCO<sub>2</sub>e  
per kg fruit receipted

## WATER

8805m<sup>3</sup> consumed  
from WBOP Council.

## WASTE WATER

Stored in septic tanks, and  
trucked off-site 181m<sup>3</sup>.

## REFRIGERANTS

R22, R404A, R407F, R449A,  
R134A, R410A, R32

## CHEMICALS

Fumigants, bin sanitisers,  
avocado washer biocides,  
pyganics.

## ORGANIC WASTE

### WASTE FOOD

Most reject kiwifruit is used as stock feed, some is processed into paste and juice, and small amounts are sent to food rescue. Rejected avocados are processed into avocado oil or guacamole.

Reject Kiwifruit:	782 tonnes
Reject Avocados:	341 tonnes
Food Scraps	7.6 tonnes

### ONSITE COMPOST

Most of the organic waste produced during packing and storing fruit is collected and composted on site. The product is then distributed back to the orchards.

Kiwifruit Riser Waste:	58.5 t	Pollen Flowers:	12.4 t
Kiwifruit Dust:	6.8 t	Garden Waste:	100 t
Avocado Riser Waste:	8.8 t	Shredded Paper:	0.3 t
Avocado Mulch:	53.9 t	Kitchen Compostables:	294 bags

## RECYCLING

### PLASTIC AND GLASS

Clear LDPE	Baled and recycled in NZ	11.8 t
Black LDPE	Baled and recycled in NZ	137 kg
Mixed PE	Soft plastics recycling in NZ	1.4 t
Plix Trays (PET)	Waste trays reduced to none	0
Plix Trays Packaging	Recycled by the NZ supplier	481 kg
String	Recycled offshore	427 kg
PP Strapping	Cut short and recycled into fence posts	4.7 t
PET Strapping	Cut short and recycled in NZ	1.6 t
Polystyrene	Recycled into construction materials	39 kg
Mixed Recycling	Sent to the local MFR	1.4 t
Glass	Sent to the local MFR	3.5 t

### FIBRE

Cardboard	Baled and recycled in NZ	264.9 t
Label Backing	Recycled offshore into tissue paper	6.5 t
Paper Tailings	Composted at a commercial facility	13.9 t
Documents	Securely destructed and recycled in NZ	256 kg

### WOOD AND METAL

Untreated Wood	Locally chipped into playground bark	68.3 t
Treated Wood	Chipped and energy recovered in NZ	1.9 t
Aluminium	Recycled locally	2.7 t
Copper	Recycled locally	32 kg
Batteries	Recycled locally	40 kg
Other metals	Recycled locally	9.0 t

## LANDFILL WASTE

25.2t

# OUR TEAM'S HEALTH AND SAFETY IS A PRIORITY

Looking after the health, safety, and well-being of our team is a core value and a priority for our business. By valuing our people, we create a positive company culture, and an environment where they can thrive.

## H&S FOCUS AREAS

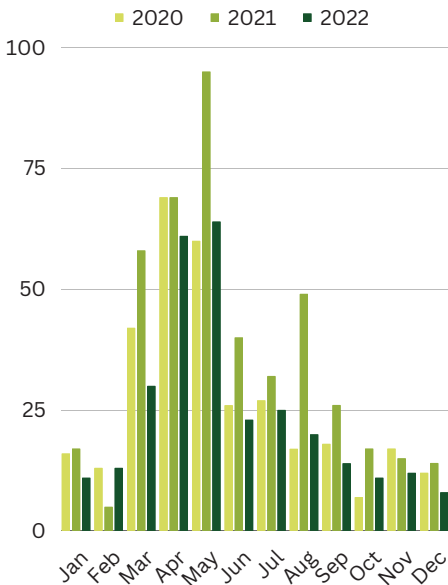
We are working smarter to reduce the number of H&S incidents on-site and improve the safety culture in our workplace. Our three priority areas are forklift-related incidents, vehicle safety, and work-induced strains and sprains.

## SYSTEMS

This year we launched the new Health and Safety management software system that enabled us to improve reporting of incidents, near misses, and observations.

**118** New and Returning Forklift Operators Trained  
**147** New and Returning Forklift Drivers Trained  
**24** Less ACC Claims than the Previous Year  
**70** Day Streak with no Lost Time Incidents

## INCIDENTS REPORTED EACH MONTH



## INCIDENT REPORTING

We continue to encourage that all health and safety incidents, regardless of severity, are reported. This allows us to learn from and prevent recurring issues. The seasonal nature of our operation results in the incidents rates increasing during the mainpack kiwifruit season.

The most common incidents reported in 2022 were strain/sprain, fruit spill, property damage, bruise and cut/graze. We are working to identify the causes and address these across the entire business.

## NEAR MISS REPORTING

We treat near miss reporting as a no-cost learning opportunity. 24 near misses were reported in 2022 and we have made efforts to prevent future incidents.

He aha te mea nui t te ao? He tangata, he tangata, he tangata.

What is the most important thing in the world? It is the people, it is the people, it is the people.

## FORKLIFTS

Forklifts are the greatest cause of H&S incidents on our site. In 2022, we have put additional focus on forklift safety. Some of the improvements were:

- Trained forklift instructors and additional mentors.
- Additional oversight requirements for drivers.
- Our forklift school continued in 2022, enabling us to support our drivers to improve their skills and gain qualifications.

## VEHICLE SAFETY

We recognise that traffic management is key to ensuring vehicle safety. In 2022, we developed and began work on implementing a one-way truck movements system as part of the site expansion project.

## MACHINE GUARDING

We commit to spending at least \$30,000 a year on machinery safety improvement projects. In 2022 we continued risk assessments on our packing equipment and installed additional guarding and sensors to prevent injuries.

## INDUSTRY INVOLVEMENT

The nature of our industry allows us to liaise with other postharvest operators to share knowledge and learnings on preventable incidents.

## SERIOUS HARM INCIDENT

**In June 2022 we experienced a forklift incident which resulted in serious injury to one of our staff members. This incident is currently the subject of investigation by Worksafe.**

We acknowledge the impact that such an event has on those involved as well as on our wider community, and we are committed to reducing the risks associated with forklifts operating on our site.

## FIRST AID TRAINING

We conduct first aid training for our staff during and outside of the season. 70 workers have completed training or refreshers in 2022.

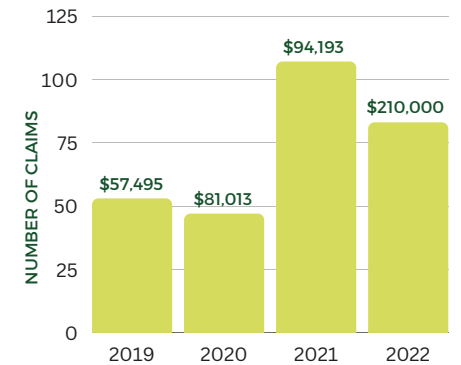
## LOST TIME INCIDENTS

In 2022 we started tracking the cumulative number of workdays lost to incidents. The total number of days was 939, of which 365 were forklift related. 80% of lost days occurred during the mainpack kiwifruit season.

## ACC CLAIMS

We target to reduce ACC claims year on year. In 2022, the number of ACC claims decreased by 24 incidents. The total value of ACC claims increased by \$115,807.

## ACC CLAIMS AND VALUE CLAIMED



We have taken the following actions as part of the internal incident investigation:

- Requirement for reverse parking was implemented immediately
- Reviewed all risk assessments associated with traffic management
- Reviewed all induction and training material for forklift operators
- Conducted a traffic management review
- Installed additional security cameras in high risks areas
- Installed physical barriers in pedestrian traffic areas

# TREAD LIGHTLY

**Tread lightly is our approach to operating a sustainable business by considering our impact on the planet and the industry.**

We acknowledge the potential effects of climate change and put in effort to minimise our footprint. Protecting biodiversity and biosecurity are instrumental in ensuring the longevity of the horticulture industry.

In this section:

**We tread lightly to minimise our carbon footprint**

Page 24

**Biodiversity and biosecurity are important to us**

Page 25

## Our 2022 performance:

### ELECTRICITY

**100%**

From renewable sources

### CARBON EMISSIONS

**62%**

From transport packaging

### SPONSORSHIP

**\$15,000**

Towards local biodiversity and biosecurity projects

# MINIMISING OUR CARBON FOOTPRINT

**Minimising our carbon footprint and responding to changes in climate and are complex challenges facing our business. We tread lightly to reduce emissions across our operations. At the same time, we must adapt to the realities and forecasts of a changing climate.**

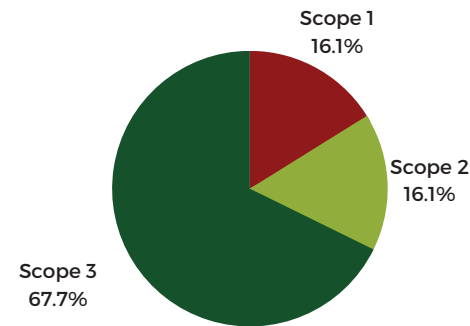
We have measured and reported our organisational carbon emissions since 2010. This year we have improved our reporting systems by increasing the frequency of updates to monthly and conducting the calculations internally.

## CARBON EMISSIONS INVENTORY

Our direct emissions (scope 1) include fuel used in company vehicles, forklifts, and other equipment, as well as refrigerant leaks. Scope 2 is the purchased electricity on site.

Indirect emissions (scope 3) from packaging, freight, business travel, etc. contribute to 68% of our emissions profile.

### Inventory 2022

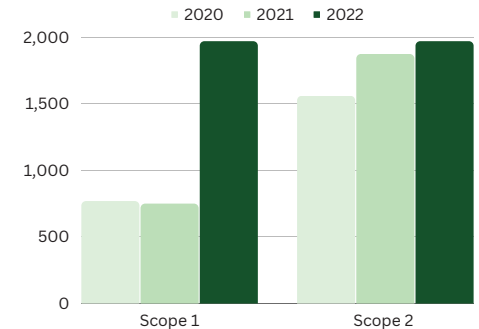


## REFRIGERANT GASES

Acknowledging the significance of the impact that refrigerant gases have on climate change, we have:

- Taken an inventory of our refrigerant gas stock.
- Conducted maintenance on all coolstores that contain the same equipment that contributed to the failure.
- Established a Carbon emissions reduction group.

## Scope 1 and 2 Emissions (Tonne CO2e)



The increase in our Scope 1 carbon emissions in 2022 was due to an equipment failure on one of our coolstores, which contributed to a significant refrigerant leak.

## ADAPTING TO CLIMATE CHANGE

We recognise that some degree of climate change is inevitable and is already impacting our industry. Climate change affects how and where we grow fruit, when we can pick it, how we transport it and the costs associated with doing so.

We provided input into the following climate work undertaken in 2022 to help support climate change adaptation:

- Bay of Plenty Regional Climate Change Risk Assessment.
- Climate Change Adaption Plan for the NZ kiwifruit industry, developed by Zespri.

We rely on a healthy and diverse ecosystem of plants and animal species to sustain our business. Pollinating insects are essential to the wider environment and ecosystems, and we are acutely aware of how our day-to-day operations can affect their natural populations. Equally, new and exotic pest species represent a significant risk to New Zealand's horticultural sector as a whole. We tread lightly to protect native species and support the natural systems that underpin our business.

## BIODIVERSITY

### 310 NO.1 ROAD

We operate from a single site on No.1 Road in Te Puke. Even though space is limited due to ongoing expansion, Trevelyan's site remains pretty special. Nearly all the plants on site are native or productive, and we have lots of native birds that visit regularly. Recent developments have seen us extend our coolstorage facilities onto the adjacent site. Further landscaping and redevelopment of our on-site walking track will take place once these projects are complete.

### VILLAGE GREEN

The 'village green' next to the original Trevelyan family villa provides a haven at the centre of our busy site. A stunning yellow-flowered Pōhutukawa tree provides shelter for a number of office "pods". Numerous fruit trees including mandarins, feijoa, guava and apples, provide fresh fruit for staff, and also contribute to a healthy ecosystem.

### CAMPGROUND

Our 1.5-hectare campground and three villas on site feel a world away from the busy packhouses, and provide welcome accommodation facilities for seasonal staff.

### ORCHARDS

Beyond our site, we encourage biodiversity by providing growers with liaison services and technical support. Ongoing topics for growers include regenerative horticulture, optimising spray use, soil health, water quality, water use and complementary planting to enhance biodiversity.

### SUPPORTING BIODIVERSITY

In 2022 we have supported two significant local biodiversity initiatives:

**\$5,000** Ōtāneiwainuku Kiwi Trust (OKT)

**\$5,000** Maketū Ōngātoto Wetland Society (MOWS)

## BIOSECURITY

### PESTS & DISEASES

A wide range of pests and diseases can affect the quality of a kiwifruit or avocado crop, as well as yields and market access. Well-publicised examples include the brown marmorated stink bug and fruit fly.

### SUPPORTING BIOSECURITY

In 2022 we supported TMBC, which is a local organisation dedicated to leading and taking collaborative action towards biosecurity excellence.

**\$5,000** Tauranga Moana Biosecurity Capital (TMBC)

# CASE STUDY

## CARBON NEUTRAL KIWIFRUIT

In early 2022, Zespri called for expressions of interest from growers and postharvest facilities to take part in a SunGold Kiwifruit Carbon Neutral Trial. The trial started in June 2022 and will run for two full seasons. Trevelyan's are excited to take part in this industry-wide undertaking. The project will aim to achieve the following:

*Measure carbon emissions across the supply chain.  
Identify opportunities to reduce emissions.*

### Where have we come from?

The kiwifruit industry's sustainability targets were released in February 2020 and the associated climate change strategy was released in 2021. The strategy sets out Zespri's approach through until 2035, to lead the kiwifruit industry's transition to a low-carbon, climate-resilient future.

### Where are we at now?

Climate change represents both an opportunity and a risk for the New Zealand kiwifruit industry. A recent report from the Ministry for Primary Industries shows the current locations most suitable for cultivating kiwifruit could shift around the country because of climate change. Recent heatwaves in Europe and flooding in the Southern Hemisphere are also highlighting the imminent impacts of a changing climate.

Many customers are becoming increasingly concerned about product carbon emissions, and research shows that the consumer segment that cares about carbon footprint is growing faster than any other.

### What is happening in other sectors?

Silver Fern Farms launched its first carbon-zero-certified beef in the United States in January 2022. Other producers with carbon-zero-certified products include Fonterra, Waitoa, Lion and Yealands. Greek kiwifruit supplier, Zeus, first calculated their carbon footprint in 2012, and this was updated in 2021.

### How long will it take?

The trial will take a phased approach, similar to that used when introducing new cultivars;

- First Season (2022/23) - measure baseline carbon emissions from orchards and throughout the supply chain to identify significant sources of emissions.
- Second Season (2023/24) - Reducing emissions and exploring opportunities to sequester carbon.

### What will growers be recording?

Growers will manually enter information into the provided tool including petrol/diesel, electricity use, number of hours contractors use machinery on the orchard (to estimate fuel use), fertiliser and compost use, agrichemical use, orchard data such as hectares and production, capital items like tractors, quad bikes, netting, irrigation and other orchard structures. Growers will also be asked to provide a description of any areas on their orchards that may be sequestering carbon.

### What is happening in postharvest?

Trevelyan's are one of three postharvest suppliers involved in the carbon-neutral kiwifruit trial. We provided input to Zespri at an early stage in the project and have provided feedback for both the orchard and postharvest carbon calculators. Trevelyan's has eight orchards supplying fruit for the trial and we are keen to support our growers on this journey.

# RESPECT OUR PEOPLE

Respect our people is being accountable for the social impact of our decision-making.

We have a real opportunity to make a meaningful difference in people's everyday lives and we take that responsibility very seriously. We support our local community through our sponsorship program. We take care of our staff, their health and wellbeing through our Wellness program.

In this section:

**We invest in our local community**

Page 28

**Trevelyan's is a great place to work**

Page 29

Our 2022 performance:

SPONSORSHIP  
**\$66,332**  
to our local community

WORKWELL  
**SILVER**  
Accreditation achieved

**17.5%**  
Permanent staff  
voluntary turnover

**258**  
Staff comprehensive  
health insurance policies

**#1**  
First place in Sustainable  
Wearable Art Competition

# WE INVEST IN OUR LOCAL COMMUNITY

It's important to us to look after our growers, our staff and our community. We invest in local schools, health projects, sports clubs, emergency services and community groups to create positive connections, build meaningful relationships and help address specific social and environmental needs in our wider community.

In 2022 we supported:

- Fundraising events at local schools, including the Top School event at Paengaroa and Quiz night at Pongakawa.
- Local education projects such as Te Puke Playcentre Bike Track and Te Puke Primary Outdoor Classroom.
- Sports clubs in our community, including rugby, football, cricket, squash and boxing.
- The purchase of a Community Patrol vehicle for the Te Puke area.
- Emergency services within our region, including the BOP Rescue Helicopter.
- Health initiatives including CCIS, Daffodil Day, and knitting clothing for premature babies.
- Sustainable BOP Trust to provide advocacy and education for sustainable initiatives in our region.



## LOOKING AHEAD

- Support our local community with financial sponsorship, as well as surplus fruit and labour in kind, when we can.
- Continue to provide educational site tours to a wide range of groups to showcase our sustainability efforts.
- Support projects to build local infrastructure including the Te Ara Kahikatea Pathway at the Te Puke end of No. 1 Road. We hope to see a pathway along the side of No. 1 Road one day.

"Your contribution has enabled the 'Knit and Natter' ladies to mail three envelopes each fortnight to nine permanent recipients".  
Margaret Edge

"It all helps to make profound positive changes for the young people in our community".  
Graeme Dingle Foundation

# TREVELYAN'S IS A GREAT PLACE TO WORK

Attracting and retaining quality staff is an ongoing challenge in the horticulture industry. Our culture of family values, and operating as a whānau, with respect for our people, helps us overcome this challenge. They make Trevelyan's a great place to work – keeping our team engaged, productive, and committed to our sustainable future

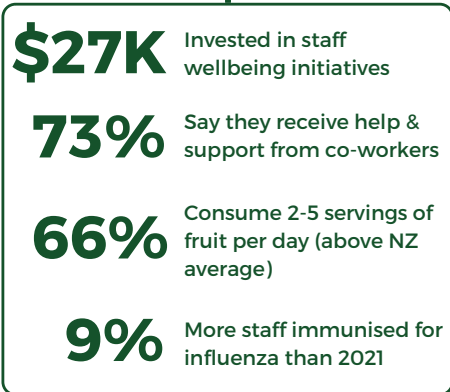
## — ENGAGING & RETAINING QUALITY STAFF —

We work hard to engage and keep high-calibre staff, and to provide a healthy work-life balance. Our talented team is what sets Trevelyan's apart from the rest. Many of our people look forward to the new challenges that each season brings.

### 2022 CHALLENGES

This was another challenging year for seasonal recruitment as Covid spread throughout NZ. Increased uncertainty also led to a higher turnover of our permanent staff. We implemented a number of initiatives to support our workforce including:

- Paying (at minimum) the living wage for all employees.
- Prize draws, free transport and morning tea for seasonal staff.
- Full-time Covid Coordinator to manage staff absences and returning to work.



## — WELLNESS AND WELLBEING —

Some initiatives we have implemented this year to support staff well-being are:

- Free fortnightly wellness checks for staff with Poutiri Trust.
- GoodYarn mental health workshops.
- Staff team building activities and fundraisers.
- Healthy meals and low-sugar drinks provided by our canteen.
- Subsidised pilates, yoga and healthy eating sessions.
- Newsletters promoting health & wellbeing.
- Subsidised health insurance for permanent staff.
- Access to EAP (Employee Assistance Program) to support staff wellbeing.
- Month-long challenges encouraging staff to improve their health.

Our Wellness Committee meets fortnightly. One of the major achievements this year was achieving Silver WorkWell accreditation. As part of further action and evaluation we conducted a Staff Survey to identify main areas of priority which now are:

- |                             |                     |                                    |
|-----------------------------|---------------------|------------------------------------|
| • Sun Safety                | • Physical Activity | • Infection Control & Immunisation |
| • Mental Health & Wellbeing | • Healthy Eating    |                                    |
| • Alcohol & Other Drugs     | • Smoking Cessation |                                    |

# CASE STUDY

## — SHOWCASING SUSTAINABILITY —

An opportunity to take part in the Envirohub Wearable Art Challenge in 2022 provided a catalyst to look at sustainability from a different perspective, develop our people, and build relationships within our team. We were pleased to receive first place at the awards and take the opportunity to showcase our efforts in responsible waste management.

### Kirihou e Kore e Kitea (Invisible Plastics)

### Elements of the Design

Our wearable art piece was designed in the tradition of Tikanga Māori.

Large quantities of waste that are produced annually by the postharvest sector go largely unseen by the consumer, so this piece aims to put a spotlight on these Invisible Plastics.

All materials used in the creation of this project were sourced from waste streams on-site at Trevelyan's. These materials would have otherwise been recycled or composted.

Inspired by the concept of Kaitiakitanga, this wearable art piece highlights the importance of responsible resource management in horticultural production.

Our relationship with and guardianship over our environment have cultural consequences spanning beyond pollution and carbon emissions. Rebuilding the links between people, food, and land is critical, as the loss of biodiversity and degrading environment undermine the cultural identity and heritage of Te Ao Māori.

The item was modelled by Jaye Tumai who is an Assistant Packhouse Manager and Waste Co-ordinator in the Packhouses.

- **Pari.** This bodice was made from waste strapping that is used to secure pallets of kiwifruit and packaging.
- **Piupiu.** The green string, made from plastic, is used to temporarily hold empty kiwifruit boxes on a pallet before packing.
- **Panekoti.** The underskirt is made from a waste plastic wrapping that is used to deliver plix trays to the packhouse.
- **Poi.** These were handcrafted from hair nets, bin liners and netting bags.
- **Korowai.** The cloak was created from the label backing from fruit stickers and box labels.
- **Pounamu.** The pounamu necklace is woven from plastic strapping.



GRI Standard & Disclosure	Reference	Omission Reason & Comment
2-1 Organisational details	Page 5	
2-2 Entities included	Pages 3 & 7	
2-3 Reporting Period, frequency and contact point	Pages 3 & 32	
2-4 Restatements of information	None	
2-5 External Assurance	Pages 11 & 14	External assurance is not undertaken for sustainability reporting. External assurance was undertaken by Deloitte in 2022 to review our material impacts for our SLL.
2-6 Activities, value chain & other business relationships	Pages 6-9	Trevelyan's Managed Orchards (TMO) was merged into TPCL at the end of 2022 and has been included as such for this report.
2-7 Employees	Pages 10 & 29	
2-8 Workers who are not employees	Page 10	This is a new GRI requirement. Data is incomplete for 2022. More data to be collected for 2023.
2-9 Governance structure & composition	Page 5	
2-10 Nomination & selection of the highest governance body	Page 5	
2-11 Chair of the highest governance body	Page 5	
2-12 Role of the highest governance body in overseeing the management of impacts	Pages 3, 11 & 13	Material topics and impacts are reviewed and approved by the Managing Director on behalf of the Board.
2-13 Delegation of responsibility for managing impacts	Page 13	The Head of Sustainability is responsible for overseeing the management of Trevelyan's impacts.
2-14 Role of the highest governance body in sustainability reporting		The Sustainability Report is reviewed and approved by the Managing Director on behalf of the Board.
2-15 Conflicts of interest		Conflicts of interest related to any items on the agenda are recorded in the minutes of every board meeting.
2-16 Communication of critical concerns	Page 10	
2-17 Collective knowledge of the highest governance body	Page 5	The Trevelyan children share common values around sustainability. Alistair Hawkey (former CEO) was responsible for initiating Trevelyan's sustainability efforts.
2-18 Evaluation of the performance of highest governance body	Page 13	The Strategic Plan and annual Sustainability Report provide a mechanism for evaluating Trevelyan's performance in managing its impacts.
2-19 Remuneration policies	Page 10	Trevelyan's have a redundancy policy.
2-20 Process to determine remuneration	Page 10	
2-21 Annual total compensation ratio	Page 10	
2-22 Statement on sustainable development strategy	Pages 3 & 4	
2-23 Policy commitments	Page 10	Policies to be reviewed in 2023 to include authoritative instruments, due diligence and the precautionary principle. Human rights are considered. Policies to be added to Trevelyan's internet page in 2023.

GRI Standard & Disclosure	Reference	Omission Reason & Comment
2-24 Embedding policy commitments	Pages 7-8, 11-13	
2-25 Processes to remediate negative impacts	Pages 10-11	Processes to be reviewed and policy developed in 2023.
2-26 Mechanisms for seeking advice & raising concerns	Page 10	
2-27 Compliances with laws & regulations	Page 22	Incident is still under investigation. Significant instances are those where non-compliance with laws has occurred.
2-28 Membership associations		Wasteminz, TMBC, HortNZ, KGI, COKA
2-29 Approach to stakeholder engagement	Pages 7-8,11	
2-30 Collective bargaining agreements	Page 10	
3-1 Process to determine material topics	Page 11	
3-2 List of material topics	Page 12	
3-3 Management of material topics	Pages 15-30	
301-1 Materials used by weight or volume	Pages 19-20	
302-3 Energy intensity	Pages 19-20	
304-2 Significant impacts of activities, products and services on biodiversity	Page 25	
305-1 Direct (Scope 1) GHG emissions	Page 24	
305-2 Energy indirect (Scope 2) GHG emissions	Page 24	
305-3 Other indirect (Scope 3) GHG emissions	Page 24	
305-4 GHG emissions intensity	Page 20	
306-2 Waste by type and disposal method	Page 20	
401-1 New employee hires & employee turnover	Page 29	
401-2 Benefits provided to full-time employees	Page 10	



Manaaki whenua, manaaki tangata, haere whakamua.  
Care for the land, care for the people, go forward.

