



Slavery and Human Trafficking Statement

Zespri Group Limited is a corporatised cooperative, 100% owned by more than 3,000 current and past New Zealand kiwifruit growers. Zespri was formed in 1997 as a global marketing organisation for New Zealand Kiwifruit, and now distributes premium quality kiwifruit to more than 53 countries worldwide. The kiwifruit supply chain in New Zealand comprises approximately 2,900 individual orchards that supply approximately 30 post-harvest operators, running over 50 packhouses and 62 coolstore facilities.

Zespri is committed to ensuring that Zespri kiwifruit is grown and distributed in a socially-responsible way, and that the people who help grow our kiwifruit are treated fairly. As an industry which is seasonal and labour intensive industry, there is potential for unfair work practices to exist in the supply chain, primarily in those areas which employ temporary or seasonal labour. Zespri expects kiwifruit industry employers to comply with all employment laws and regulations, and works with New Zealand Kiwifruit Growers Inc. and the NZ government to ensure industry compliance with labour standards.

During the financial year ending 31 March 2016, Zespri undertook the following steps to ensure that slavery and human trafficking is not taking place in any of its supply chains:

- developed and launched a pilot contractor compliance programme for the 2016 season to provide an enhanced level of monitoring to ensure on-orchard labour complies with New Zealand law and relevant international standards. This programme will gradually be rolled out across the industry and included into the existing GlobalG.A.P. contractor audit programme;
- developed and implemented a distributor code of conduct for direct sale markets which includes requirements for Zespri distributors to:
 - Comply with all applicable laws
 - Provide a workplace free from discrimination, harassment or any other form of abuse
 - Treat employees fairly, including with respect to wages, working hours and benefits
 - Prohibit all forms of forced or compulsory labour; and
 - Prohibit the use of child labour and provide safe and healthy working conditions.
- Commenced revision of its social responsibility policy to incorporate labour issues and fair treatment of workers;
- Supported New Zealand Kiwifruit Growers Incorporated on the launch of an “ID card” to provide proof of legal entitlement to work for non-NZ workers in viticulture and horticulture along with the broader industry and labour experts;
- Commenced incorporation of the GlobalG.A.P. labour issues add-on (GRASP) into the Zespri audit and monitoring processes;
- Endorsed the Recognised Seasonal Employer (RSE) scheme which alleviates labour shortages in the horticultural industries, which directly supports community development across the Pacific by providing seasonal employment as well as pastoral care and support.



Peter McBride
Director