



Dairy for life

Fonterra Elections 2021

Co-operative Council

Candidate Profiles
Ward 19 - Tasman / Marlborough



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NOTE ON CANDIDATE STATEMENTS

Each Candidate Profile Statement contains a maximum of 400 words (excluding the Candidate Interest Statement) provided by the candidate.

The Returning Officer and Fonterra Co-operative Group Limited note that 'shareholdings' in Fonterra or other companies disclosed by candidates may include shares held by third parties in which candidates have a relevant interest as defined by the Financial Markets Conduct Act 2013.

Any emphasis (including capitalisation, italics, bolding, underscoring and bullet points) has been added by the candidate.

The Returning Officer and Fonterra Co-operative Group Limited accept no responsibility for the content, or accuracy of the content, contained in Statements supplied by candidates.

Warwick Lampp, Returning Officer – 2021 Fonterra Elections
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Key information – 2021 election

Ward 19 - Tasman / Marlborough

There are three candidates – Deborah Rhodes, Simon Tripe and Jeremy Savage.

Votes may be cast via post or online and must be received by 1.00pm on Tuesday, 7 December.

Voting entitlement

Voting for Co-operative Councillors is on the basis of two votes per shareholder. Both votes may be used by the shareholder, or one may be given to a sharemilker. Votes are not weighted by milksolids production.

Voting system

The Co-operative Council elections are held on a Ward basis using Single Transferable Voting.

Lost or damaged Voting Papers

Replacement Voting Papers are available to shareholders who did not receive their Voting Paper or spoil or damage it. These are available from the Returning Officer until the close of voting at 1.00pm on Tuesday, 7 December 2021.

Replacement Voting Papers will be posted directly to shareholders. They cannot be collected by candidates or their assistants for distribution to shareholders.

Completed voting papers must be received by the Returning Officer by 1.00pm on Tuesday, 7 December 2021.

Key qualities and capabilities of a Councillor

The key capabilities required to successfully fulfil a Councillor's representation role are set out to below. A Co-operative Councillor is also expected to be willing to continually develop their capabilities around business understanding, communication and interpersonal skills, and teamwork.

- Honesty and integrity
- Courage to question/challenge the status quo
- In-depth farming knowledge
- An understanding of Fonterra's business
- Awareness of the regulatory frameworks in which the Co-operative operates
- An understanding of and empathy with the Co-operative
- An understanding of the key drivers of wealth - milk price and profit
- Business acumen - financial literacy and ability to think strategically
- Communication skills (including presentation/public speaking capability)
- Interpersonal skills (approachable nature, empathy with fellow farmers)
- Time available to undertake a Councillor's responsibilities
- A commitment to on-going training including building broad-based Co-operative and governance knowledge to enhance their effectiveness in the role.

Councillors are expected to commit an average of one day per week to their role.

The role of Council

There are 25 Co-operative Councillors representing Fonterra members in 25 Wards throughout New Zealand.

Council's functions are set out in Fonterra's Constitution. These functions, and the activities undertaken to perform them, can be summarised under three main themes:

Connection

- The primary role of Council is to connect members to their Co-operative
- Engagement activities within each Ward aim to build a comprehensive understanding of members' interests, needs, views and expectations and to provide members with regular feedback on Council's representation of these to the Board
- Councillors receive calls and emails from members and hold Ward meetings, and may be asked to represent Council at field days and other events
- Councillors are expected to report in a timely manner on the feedback and themes they hear
- Council arranges educational programmes for members, such as the Understanding Your Co-operative Programme (which Councillors host) and the Governance Development Programme.

Accountability

- Council seeks to ensure Co-operative members are fully informed about their Co-operative's performance
- Councillors meet with the Board at least four times each financial year to seek explanation on how well recent performance is meeting members' expectations, whether Fonterra is 'on-track' for meeting its strategic objectives, and what new and/or emerging challenges Fonterra is facing and addressing
- Council seeks to hold the Board to account by seeking from the Board explanation of and responsibility for Fonterra's strategy and performance
- Councillors refer to publicly available information and Council commissions external advisors to provide independent analysis
- Council regularly submits questions to the Board
- Council regularly and transparently reports back to members on its engagements with the Board, including the Board's explanations.

Guardianship

- Council acts as the guardian of the Co-operative Philosophy, including the Co-operative Principles, Purpose Statement and Values
- Council is also the primary channel for consultation when Fonterra is considering policy or operational changes that may affect members
- Council advocates publicly on members' collective behalf on matters relating directly to members' interests in the Co-operative
- Council also:
 - manages the Director election process in consultation with the Board
 - appoints the Milk Commissioner
 - consults with the Board in relation to the operation of the Fonterra Shareholders' Market and the Fonterra Shareholders' Fund
 - consults with the Board in relation to any changes to the Milk Price Manual and Principles
 - has four Councillor observers attend meetings of the Board's Co-operative Relations Committee.

Council has the power to:

- consider and, in consultation with the Board, propose to shareholders changes to the Constitution
- recommend the commissioning of a special report on specific projects or activities
- call a special meeting of shareholders, in certain circumstances.

In carrying out its representation role, Council represents the interests of all members of the Co-operative, who include shareholders, sharemilkers, farmers supplying MyMilk, and those farmers who supply milk to the Co-operative in New Zealand on a non-share backed basis.

Each Councillor is assigned to one of three committees - Connection, Accountability or Guardianship. However all Councillors are expected to participate fully in all Council activities.



Deborah RHODES

GOLDEN BAY

Mobile: 027 458 8234

Email: deborahrhodes1968@gmail.com

I am a hands-on dairy farmer based in Collingwood, Golden Bay, with my husband Tim and our three teenagers. We are second career people and came into the industry 2010 as farm workers. I also reared calves and measured pastures for farm owners before coming to Golden Bay.

I grew up in Richmond when it was more rural than today, trained as a Nurse in Nelson and Marlborough and was pleased to return to the region that I love and know well.

We bought a small dairy farm in 2014 and milk 130 cows. The farm's story was recently told in a Stuff article, depicting the life of the original owner and his design for operating. I too, believe in the simplicity of farming that produces from the low hanging fruit of good soil and sunshine, but in today's world that has become harder. We must collaborate well with each other as neighbours and peers, continue to share how we find solutions, and keep adapting.

Cooperating locally, listening actively and being an authentic representative living in our region is what I can offer with experience, like in previous roles:

- School bus transport advocate
- Community Arts Council Chairperson
- School Board Trustee
- Drought Feed organiser

I have demonstrated honest hard work and connection to our diverse local community with integrity and without judgement. The Co-operative Councillor must be able to connect on all these different levels and I believe these values are essential to maintaining a healthy world view. I have:

- the courage to challenge
- the business knowledge to notice gaps that are left unexplained
- a passion for our dairy to be created from the best environment to earn us full value returns
- been on the 2021 Fonterra Governance Programme in a small class of 12
- learned much more depth about accountabilities to keep our cooperative current and future proofed

I am ready and qualified to hear you as shareholders and represent your messages with clarity and precision upwards to the Fonterra Board of Directors.

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group:

- I am a supplying shareholder of Fonterra (as Rhodes Farming Partnership) jointly with Associated Persons (as defined in the Financial Markets Conduct Act 2013) and hold 52,498 shares and 123 units in the Fonterra Shareholders' Fund.

To the best of my knowledge and belief the disclosures set out above are full and complete.



Simon TRIPE

BLenheim

Mobile: 021 680 171

Email: simon.tripe@live.com

I am 46 years old and married with two children aged 18 and 20. I grew up on our family dairy farm in Koromiko, my wife grew up on a dairy farm in upstate New York and I have experienced farming over there on our travels. Outside of farming I am keen on fishing and boating and have explored a lot of Fiordland with my camera. I am a rural firefighter and have been the Brigade Controller for several years. I was also Chairperson of our school board while my children were at primary school.

My wife and I became shareholders of our family farm in 2001, this was also the year that we were married and our first born arrived. Fonterra was also formed at this time so I have been involved as a shareholder since the beginning. Prior to Fonterra I often attended our smaller Co-op meetings, this led to a lot of discussions leading up to the subsequent mergers.

I am standing for the Co-operative Council because I am and have always been passionate about our Co-op. I am proud of the fact that New Zealand's largest company is owned by everyday New Zealand farming families who all have a passion for what they do. I feel that it is important that our company keeps the connection back to our shareholder base. The Co-operative Council is a great link to the Fonterra Board from us down on the farm. By putting my hand up to be part of the Co-operative Council I feel that I am doing my part in helping with the future of our company.

It is very easy to sit back and accept what the Fonterra Board and management are doing. I probably have been guilty of this in the past. More recently I have spent more time thinking about this. It is important to challenge decisions and make sure they are truly justified. I am able to look at things critically and I feel that I would be an asset to the Fonterra Co-operative Council.

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group:

- I am a shareholder and Director of Waitohi Valley Farms Ltd which holds 139,399 shares in Fonterra.

To the best of my knowledge and belief the disclosures set out above are full and complete.



Jeremy SAVAGE

GOLDEN BAY

Mobile: 027 433 1069

Email: jeremy@mrb.co.nz

Together Rachel and I own a 350 cow dairy farm in Hamama, Golden Bay. We currently reside in Ashburton, and will be transitioning to live more in Takaka. I have been a Registered Farm Management Consultant, NZIPIM (Reg), with Macfarlane Rural Business, Ashburton for over 25 years. This role integrates science, finance, people and governance to achieve family business and agribusiness goals. Through this role, I have worked with farming families, equity partnerships, New Zealand's major dairy farming business and international agribusinesses.

Relevant Experience:

Executive member, New Zealand Institute of Primary Industry Management, 6 years.

Chair Person, Ashburton College Board of Trustees, 3 years.

Manager, South Island Dairy Demonstration Centre (SIDDC), (incorporates LUDF).

Directorships with equity partnerships and family farming businesses.

Qualifications:

Bachelor Agricultural Science (Hons).

Registered Farm Management Consultant, New Zealand Institute of Primary Industry Management (NZIPIM).

Fonterra Governance Development program, 2018 – 2019.

Agri One, Massey University. *Farm Succession and Governance Development Program*.

The Tasman / Marlborough ward represents one of Fonterra's heritage areas for milk production. Family farm ownership, length of tenure in families and the demands this creates for farming families are becoming unique in the Fonterra shareholder base. In these areas we note a high number of farmers ceasing dairy farming. Maintaining relevance and a voice for dairy farming families in these areas is becoming more important.

With experience on both sides of the board table, I have recognised the importance for sound governance in agribusiness. I have spent the last decade developing, studying and honing governance skills with farming business and industry good organisations.

With my role as a consultant, working with top, forward thinking farmers and institutions, I have been instrumental in developing positive change. I have an appreciation of what works on farm. How to integrate good science, farm management principles and the farmers hard work to deliver sustainable, profitable milk in balance with farmers goals. Increasingly, the customer and public are looking inside our farm gate, and having a greater say on how we can farm, and what are appropriate farm practices. It is important that we have a balanced conversation, and the outcomes and expectations are fair, reasonable and workable for the farmer. Fonterra have taken a greater role in this area with the Co-operative Difference which I endorse. However, we need to ensure this is a measured and workable approach. I have the skills, knowledge and experience to contribute in this space.

Candidate Interest Statement

Listed below are details of all business, investment and other relationships I have with Fonterra Co-operative Group Limited and its subsidiaries (the "Fonterra Group") (including as a supplying shareholder), or with any third party that transacts with the Fonterra Group or carries on business in competition with the Fonterra Group:

- I am a supplying shareholder of Fonterra as Director and shareholder of Maratoa Limited which holds 155,021 shares.
- I am a Director of Spotswood Plains Ltd, which recently became a supplying shareholder to Fonterra, and does not currently hold any shares.
- I am a 0.51% shareholder in Canterbury Grasslands Ltd which supplies milk to Fonterra and Synlait.

To the best of my knowledge and belief the disclosures set out above are full and complete.

Council Wards

- 1 Northern Northland
- 2 Central Northland
- 3 Southern Northland

- 4 Waikato West
- 5 Hauraki
- 6 Piako
- 7 Waipa
- 8 South Waikato
- 9 King Country

- 10 Northern Bay of Plenty
- 11 Eastern Bay of Plenty
- 12 Central Plateau

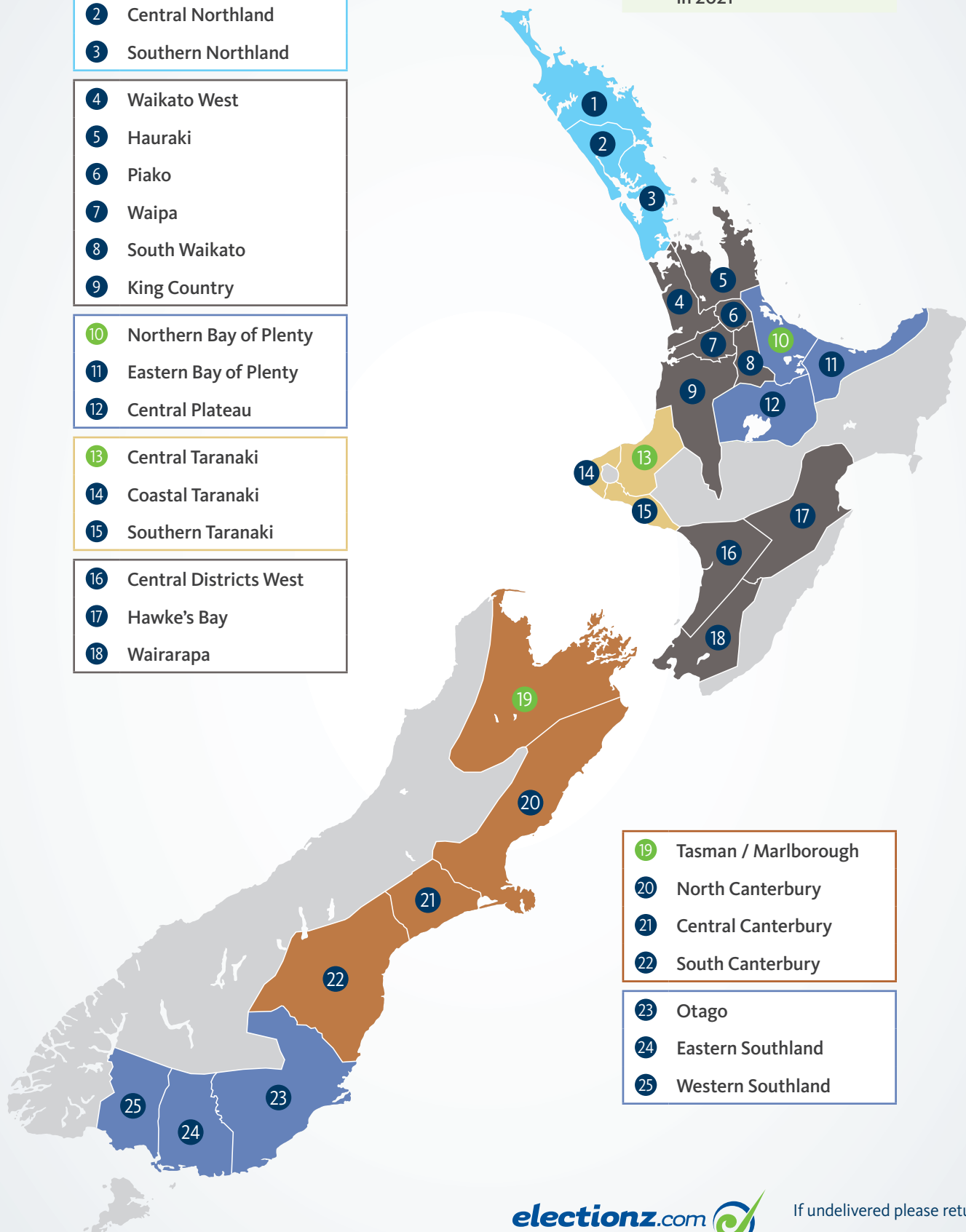
- 13 Central Taranaki
- 14 Coastal Taranaki
- 15 Southern Taranaki

- 16 Central Districts West
- 17 Hawke's Bay
- 18 Wairarapa

Wards going to election in 2021

- 19 Tasman / Marlborough
- 20 North Canterbury
- 21 Central Canterbury
- 22 South Canterbury

- 23 Otago
- 24 Eastern Southland
- 25 Western Southland



FONTERRA ELECTIONS 2021

Co-operative Council Election

VOTING PAPER 1



For the Co-operative Council Election you have received two Voting Papers for each farm that you own in Ward 19.

Votes for the Co-operative Council Elections are on a per farm basis, not on milksolids production.

- You are automatically entitled to two votes. You may use your two votes in the following ways:**
1. If you want BOTH YOUR votes to be the same just complete and return VOTING PAPER 1.
 2. If you want your two votes to be different, or give the second vote to your sharemilker, tick the blue box below.
- ☐ I want my two votes to be different and have completed both Voting Papers / I have given Voting Paper 2 to my sharemilker to complete.

WARD 19 - TASMAN / MARLBOROUGH
Election of ONE (1) Councillor

YOU CAN VOTE IN ONE OF THE FOLLOWING WAYS:

1

ONLINE VOTING

Electronically via Farm Source website at:
www.nzfarmsource.co.nz

- Login using your Farm Source login and password.
- Follow the voting links from the homepage.
- Enter your Personal Identification Number (PIN) and password – see below.

IMPORTANT: By entering the PIN and password you warrant and undertake that you are authorised to exercise the vote of this shareholder.

After voting online, you do not need to submit this Voting Paper and it can be destroyed.

Postal Voting Instructions

(Please read carefully)

- Please rank the candidates you wish to vote for in your order of preference by clearly writing a “1” beside the name of the candidate you most prefer, a “2” beside the name of your second most preferred candidate and a “3” beside the name of your third most preferred candidate.
- You can rank as many or as few candidates as you wish, **though your vote is most effective if you rank all candidates.**
- You can only write one number “1”, one number “2” and one number “3” and you must not give the same ranking to more than one candidate.
- **Do not** vote with a cross “X” or a tick, “✓”.
- If you make a mistake, cross it out and write the correct number next to it.

NUMBER HERE	Ensure each number is written neatly inside the voting box next to each candidate.
	Deborah RHODES
	Simon TRIPE
	Jeremy SAVAGE

OR

2

POSTAL VOTING

Post the completed “Voting Paper” to *electionz.com* in the freepost reply envelope provided.

To ensure your Voting Paper reaches the Returning Officer before the close of voting please post no later than Wednesday, 1 December 2021.

Please only use one of these voting methods
For enquiries phone the ELECTION HELPLINE: 0800 666 034

**VOTING CLOSSES AT:
1.00PM ON TUESDAY, 7 DECEMBER 2021**

FONTERRA ELECTIONS 2021

Co-operative Council Election

VOTING PAPER 2



For the Co-operative Council Election you have received two Voting Papers for each farm that you own in Ward 19.

Votes for the Co-operative Council Elections are on a per farm basis, not on milksolids production.

- You are automatically entitled to two votes. You may use your two votes in the following ways:**
1. If you want BOTH YOUR votes to be the same just complete and return VOTING PAPER 1.
 2. If you want your two votes to be different, or give the second vote to your sharemilker, tick the blue box below.
- ☐ I want my two votes to be different and have completed both Voting Papers / I have given Voting Paper 2 to my sharemilker to complete.

WARD 19 - TASMAN / MARLBOROUGH
Election of ONE (1) Councillor

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- You can rank as many or as few candidates as you wish, **though your vote is most effective if you rank all candidates.**
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- **Do not** vote with a cross “X” or a tick, “✓”.
- If you make a mistake, cross it out and write the correct number next to it.

OR

2

POSTAL VOTING

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NUMBER HERE	Ensure each number is written neatly inside the voting box next to each candidate.
	Deborah RHODES
	Simon TRIPE
	Jeremy SAVAGE