# AsureQuality Kaitiaki Kai

# Interim Report 2021



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# Chair and Chief Executive Report

## Results Overview

AsureQuality's performance for the first six months of the year exceeded targets, with less disruption and impact from COVID-19 than originally anticipated. The success of the Mycoplasma bovis response programme and subsequent reduction in the prevalence of Mycoplasma bovis saw a decrease in biosecurity revenue compared to the first half of the previous year. The closing of borders due to COVID-19 has also decreased the demand for other biosecurity work such as Queensland fruit fly responses. and some international work such as training services.

Despite the \$9.4 million decrease in revenue, we have managed to maintain profits at levels similar to last year. Profits have been largely maintained due to efficiencies identified in the business and solid demand for TB testing and animal export related services. Net Profit is \$0.3m behind compared to the first half of the previous year. AsureQuality did not receive any of the COVID-19 financial support available from the New Zealand Government.

We have continued the focus on operational excellence during this period with an emphasis on the well-being of our people and improving the delivery of services to our customers. We also effectively negated the majority of the impacts of COVID-19 as we continued to operate as an essential service during the various

Our international strategy of partnering with Bureau Veritas in Australia and South East Asia continues to be successful with the addition of another laboratory in Thailand into the joint venture over the last six months.

## Shareholder Dividend

During the six months ending 31 December 2020, a final dividend of \$10.5 million was paid to the shareholder for the year ended 30 June 2020. This brings the total dividend paid relating to the 2020 financial year to \$12.0 million. In February 2021 an interim dividend of \$1.5 million was paid to the shareholder.

# **Strategic Direction**

AsureQuality is in the second phase of its renewal strategy which focuses on operational excellence with a pivot to growth. The priorities are:

- Engaged People creating performance driven teams who are passionate about what we do
- Engaged Customers delivering great customer experience consistently
- Sustainable Profitability creating operational excellence at scale so we can reinvest in our future
- Future Growth developing BVAQ International, Assurance Marks, Digital Services and Environmental Assurance

## In Conclusion

There has been a healthy start to the financial year across our portfolio. We have successfully dealt with the impacts of COVID-19 and managed our business to offset the negative profit impacts of a significant decrease in demand for biosecurity services over the period.

Our future success is dependent on providing excellent service to our customers, and the hard work and dedication of our team of food assurance and biosecurity experts.

We thank you all for your commitment, and we look forward to working with you in the second half of the year.



Dr Alison Watters, Chair

Kim Ballinger, Chief Executive Officer

# **Business Overview**



# Health and Safety

COVID-19 has provided many challenges for safety and well-being in the first half of this year. Regular updates of the changing situation were sent out to ensure our people felt supported and safe. We are proud of how AsureQuality was able to operate safely as an essential service and support our customers throughout the two lockdowns in March and August 2020.

Key highlights for the year to date include:

- Peer support network training completed
- Our response to the COVID-19 pandemic
- Record low injury rates
- Finalist in the innovation category of the Safeguard Awards
- Peakon engagement survey results continue to show health and safety as a key driver of engagement with new wellbeing questions added to our regular pulse surveys.



# **Testing Services**

NZ Testing volumes have been above last year, with the increase being driven by higher levels of testing in Wellington and Christchurch. There has been minimal impact from COVID-19 on testing volumes, but there has been significant impact on operations as the need for separate shifts, to maintain physical distancing, has led to higher labour costs and reduced operational efficiencies.

The proportion of high-value dairy products exported by our customers has reduced this year, due in part to a market-driven cyclic variation which occurs periodically. The impact of this is a reduction in the more sophisticated and higher margin testing services.

Additional faster pathogen testing methods using new rtPCR technologies and rapid confirmation tests were launched which delivered real advantages for our customers. These testing methods have had good uptake by our key and high-volume customers.

The Wellington Laboratory has had a solid start to the year with ongoing revenue from Mycoplasma bovis testing and serology testing for live animal exports. Testing levels in Christchurch have also been well above budget due primarily to higher levels of testing from existing customers plus the uptake of new rapid pathogen testing which has enabled better scalability.

For the first half of the year the AsureQuality Bureau Veritas joint ventures in Australia and South East Asia (SEA) have performed well, especially considering all of the locations of these businesses had varying levels of COVID-19 restrictions. In total, revenue across the joint ventures is higher than it was in the previous year, and the SEA laboratories are now operating under a connected Lab Information System, allowing the various testing facilities to operate as one network.



# Inspection and Certification

The key priority for the first half of the year has been bedding in structural changes made to the Inspection and Certification group. These changes were necessitated due to the substantial increase in activity and programmes becoming more complex, while customer demands and expectations were increasing. The outcome was a restructure of the business to achieve sustained profitability and accommodate growth. Other benefits of the changes have been the opening of wider opportunities for staff, better staff utilisation and the delivery of an improved and more cost-effective customer experience. The full positive impact of these changes will be ongoing and has begun to be realised in the second quarter of the year.

The Biosecurity business has focused on responding to the changes happening in this sector. The significant progress towards eradication of Mycoplasma bovis in New Zealand has resulted in a 90% decrease of our workforce for this programme and a renegotiation of contracts for service. A new team structure has been deployed to support tenders and RFP's from MPI's newly appointed Biosecurity Response Services Panel, plus to broaden our customer base and service offerings. While previous business activity was primarily working to support MPI, our new approach has seen the Biosecurity business undertaking work for other customers, as well as being appointed to a panel of suppliers for the Department of Conservation in Maruhiku (Southland).

The training Academy has been heavily impacted by COVID-19 due to related travel restrictions, increased business uncertainty, and an overall reluctance to participate in face-to-face training. We have responded accordingly and are now in a position to deliver a suite of virtual and online training services to our customers. Further to this we have pivoted our international strategy and are now domestically focused with strong engagement from our broad customer base.



# **Specialist Services**

Our Diagnostics business has remained focused on customer and product diversification. While this is a long term strategy, we've started to see significant growth through these initiatives. There has also been new customer growth and growth from large customers which has contributed to this very positive top line growth. Whilst we do not anticipate growth to continue at this level, diversification initiatives are ongoing, and expected to drive growth of >10% over the next 3+ years.

The Global Proficiency business has performed in line with budget for the first six months of the year. COVID-19 has created challenges, but we have navigated these and the overall impact to the business has been minimal. Several new projects have been completed including a proficiency programme of Contaminants in Dairy Powders for The Arab Accreditation Cooperation (ARAC), preparation of Infant Formula QC LabPak for AsureQuality, as well as securing a new contract with MPI for the delivery of the National Contaminants and Residues Programme (NCRP) for Honey Sampling Coordination. Several new categories (NurtureChek Micro and UHT Micro categories) have been validated and new product lines including Medicinal Cannabis and cream proficiency programmes have been developed for launch in the second half of the year.

The Assurance Marks business has had strong new customer acquisition in the first six months of the year. A focus on customer co-marketing partnerships has supported sales outcomes for brands licensed to the AQ Assured Transparency Programme. Applying AsureQuality's independent food assurance expertise to live streaming interviews on Chinese e-commerce platforms has been a key strategy for licensed products, with the rise in popularity of this approach resulting from COVID-19 restrictions. The recently launched AQ Certified Grass-Fed Mark has been well received by the dairy sector. Underpinned by AsureQuality's Grass-Fed Certification Standard, the AQ Certified Mark supports brand owners to leverage New Zealand's grass-fed advantage with a trusted point of differentiation.

## CONDENSED CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

for the six months ended 31 December 2020

	6 MONTHS DECEMBER 2020 UNAUDITED	6 MONTHS DECEMBER 2019 UNAUDITED
NOTE	\$000	\$000
REVENUE 6	114,171	123,564
Employee benefit expenditure	(67,385)	(67,005)
Consumables	(12,158)	(10,861)
Contractors and subcontractors	(3,909)	(11,433)
Transportation expenses	(3,757)	(6,749)
Rental and operating lease cost	(587)	(868)
Other expenses	(9,387)	(9,825)
OPERATING EXPENSES	(97,183)	(106,741)
Depreciation and amortisation	(4,585)	(4,454)
Finance costs (net) 7	(655)	(851)
Share of profit of associates and joint ventures 8	1,281	1,696
PROFIT BEFORE INCOME TAX	13,029	13,214
Income tax expense	(3,812)	(3,739)
PROFIT FOR THE PERIOD	9,217	9,475
OTHER COMPREHENSIVE INCOME NET OF TAX		
Items that may be reclassified subsequently to profit or loss:		
Translation of foreign operations	(43)	(81)
OTHER COMPREHENSIVE INCOME NET OF TAX	(43)	(81)
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD, NET OF TAX	9,174	9,394
PROFIT FOR THE PERIOD ATTRIBUTABLE TO:		
Equity holders of the parent	9,144	9,457
Non-controlling interest	73	18
	9,217	9,475
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD ATTRIBUTABLE TO:		
Equity holders of the parent	9,101	9,376
Non-controlling interest	73	18
	9,174	9,394

 $The \ accompanying \ notes \ form \ part \ of \ these \ condensed \ consolidated \ interim \ financial \ statements$ 

# CONDENSED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

for the six months ended 31 December 2020

		SHARE CAPITAL	REVALUATION RESERVE	TRANSLATION RESERVE	RETAINED EARNINGS	ATTRIBUTABLE TO EQUITY HOLDERS OF THE PARENT	NON- CONTROLLING INTEREST	TOTAL EQUITY
	NOTE	\$000	\$000	\$000	\$000	\$000	\$000	\$000
BALANCE AT 30 JUNE 2019 (AUDITED)		22,100	9,614	137	25,678	57,529	95	57,624
Total comprehensive income for the period		22,100	16,025	(526)	43,813	81,412	-	81,412
TRANSACTIONS WITH OWNER	S RECORDE	DIRECTLY	IN EQUITY					
Acquisition of non-controlling interest in subsidiary		-	-	-	-	-	830	830
Dividend to equity holders	5	-	-	-	(15,400)	(15,400)	-	(15,400)
BALANCE AT 31 DECEMBER 2019 (UNAUDITED)		22,100	16,025	(607)	37,870	75,388	848	76,236
Total comprehensive income for the period		-	-	915	10,407	11,322	75	11,397
TRANSACTIONS WITH OWNER	S RECORDE	DIRECTLY	IN EQUITY					
Dividend to equity holders		-	-	-	(1,500)	(1,500)	-	(1,500)
BALANCE AT 30 JUNE 2020 (AUDITED)		22,100	16,025	308	46,777	85,210	923	86,133
Total comprehensive income for the period		-	-	(43)	9,144	9,101	73	9,174
TRANSACTIONS WITH OWNER	S RECORDE	DIRECTLY	IN EQUITY					
Acquisition of share of non- controlling interest	9	-	-	-	-	-	(401)	(401)
Dividend to equity holders	5	-	-	-	(10,500)	(10,500)	(143)	(10,643)
BALANCE AT 31 DECEMBER 2020 (UNAUDITED)		22,100	16,025	265	45,421	83,811	452	84,263

 $\label{thm:companying} The accompanying notes form part of these condensed consolidated interim financial statements$ 

## CONDENSED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

#### as at 31 December 2020

		DECEMBER 2020	
	NOTE	\$000	\$000
CURRENT ASSETS			
Cash and cash equivalents		2,032	3,111
Trade and other receivables		35,021	36,635
Inventories		7,497	8,538
Current income tax assets		208	-
TOTAL CURRENT ASSETS		44,758	48,284
NON-CURRENT ASSETS			
Property, plant and equipment		40,009	37,957
Intangible assets		8,051	8,363
Right-of-use assets	10	14,367	12,351
Investment in associates and joint ventures	8	47,640	46,358
Deferred income tax assets		4,456	5,449
TOTAL NON-CURRENT ASSETS		114,523	110,478
TOTAL ASSETS		159,281	158,762
CURRENT LIABILITIES			
Trade and other payables		29,976	33,133
Borrowings		10,100	2,500
Current lease liabilities		1,708	2,004
Derivative financial instruments	15	484	548
Current income tax liabilities		-	3,902
TOTAL CURRENT LIABILITIES		42,268	42,087
NON-CURRENT LIABILITIES			
Borrowings		15,723	15,733
Non-current lease liabilities	10	12,961	10,680
Payables		4,066	4,129
TOTAL NON-CURRENT LIABILITIES		32,750	30,542
TOTAL LIABILITIES		75,018	72,629
EQUITY	,		
Equity attributable to equity holders of the parent		83,811	85,210
Non-controlling interest	9	452	923
TOTAL EQUITY		84,263	86,133
TOTAL LIABILITIES AND EQUITY		159,281	158,762

The Board of Directors of AsureQuality Limited authorised these financial statements for issue on 17 February 2021.

Bruce Scott Chair Audit Committee

The accompanying notes form part of these condensed consolidated interim financial statements

# CONDENSED CONSOLIDATED STATEMENT OF CASH FLOWS

for the six months ended 31 December 2020

		6 MONTHS DECEMBER 2020 UNAUDITED	6 MONTHS DECEMBER 2019 UNAUDITED
	NOTE	\$000	\$000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		117,235	132,485
Payments to suppliers and employees		(100,866)	(111,168)
Interest paid net of interest and dividends received		(655)	(814)
Income tax paid		(6,939)	(7,264)
NET CASH GENERATED FROM OPERATING ACTIVITIES		8,775	13,239
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(4,293)	(2,460)
Purchase of intangibles		(398)	(72)
Acquisition of shares in subsidiary	9	(401)	(3,320)
NET CASH USED IN INVESTING ACTIVITIES		(5,092)	(5,852)
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		7,590	9,825
Dividend paid to shareholder		(10,500)	(15,400)
Lease principal payments		(1,706)	(1,480)
Dividend paid to non-controlling interest		(143)	-
NET CASH USED IN FINANCING ACTIVITIES		(4,759)	(7,055)
NET INCREASE/(DECREASE) IN CASH		(1,076)	332
Cash and cash equivalents at beginning of six month period		3,111	3,131
Exchange losses on cash balances		(3)	-
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD		2,032	3,463
RECONCILIATION OF THE PROFIT FOR THE PERIOD WITH CASH FLOWS FROM OPERATING ACTIVITIES			
PROFIT FOR THE PERIOD		9,217	9,475
ADJUSTMENTS FOR:			
Depreciation and amortisation		4,585	4,454
Share of profit of associates and joint ventures		(1,281)	(1,696)
Other non-cash movements		866	370
IMPACT OF CHANGES IN WORKING CAPITAL			
Trade and other receivables		1,614	7,123
Income tax		(4,110)	(4,170)
Trade and other payables		(3,157)	(1,678)
Inventories		1,041	(639)
NET CASH GENERATED FROM OPERATING ACTIVITIES		8,775	13,239

The accompanying notes and accounting policies form part of these financial statements.

## CONSOLIDATED NOTES TO AND FORMING PART OF THE INTERIM FINANCIAL **STATEMENTS**

for the six months ended 31 December 2020

#### 1. REPORTING ENTITY

AsureQuality Limited is a company registered under the Companies Act 1993 and is a company incorporated and domiciled in New Zealand. Condensed consolidated interim financial statements are presented, comprising AsureQuality Limited and its subsidiaries, and its investments in associates and joint ventures (the "Group"). The Group provides food quality assurance and biosecurity services and manufactures and sells animal diagnostic products.

The Group is designated as a profit-oriented entity for financial reporting purposes.

#### 2. BASIS OF PREPARATION

The condensed consolidated interim financial statements have been prepared in accordance with the State-Owned Enterprises Act 1986 and generally accepted accounting practice in New Zealand ('NZ GAAP') as appropriate for profit-orientated entities.

AsureQuality's management consider that the impact of COVID-19 will have no material impact on its ability to operate for the next twelve months and believe that it remains appropriate to prepare the condensed consolidated interim financial statements on a going concern basis.

The condensed consolidated interim financial statements have been prepared in accordance with NZ IAS 34 and IAS 34 Interim Financial Reporting.

The condensed consolidated interim financial statements do not include all of the information required for full annual financial statements. Accordingly, these financial statements should be read in conjunction with the annual report for year ending 30 June 2020. The Condensed consolidated interim financial statements have been prepared in accordance with the accounting policies set out in the 2020 Annual Report. A number of new or amended standards became applicable for the current reporting period. The Group did not have to change its accounting policies or make retrospective adjustments as a result of adopting these standards.

The financial information contained in this report has not been audited by AsureQuality's auditors.

#### 3. ACCOUNTING JUDGEMENTS AND ESTIMATES

The preparation of financial statements in conformity with NZ IFRS requires judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The judgements and estimates used in the preparation of these interim financial statements are consistent with those used in the annual report for the year ended 30 June 2020.

#### 4. SEASONALITY OF OPERATIONS

AsureQuality's revenues are seasonal and largely follow the primary production industry cycle.

#### 5. DIVIDENDS

During the six months ended 31 December 2020, a final dividend of \$10,500,000 representing 44.12 cents per share, relating to the 12 months period ended 30 June 2020, was paid by AsureQuality Limited to the shareholder (six months ending 31 December 2019: a final dividend of \$8,200,000 representing 34.45 cents and a special dividend of \$7,200,000 representing 30.25 cents per share, both relating to the 12 months period ended 30

During the six months ended 31 December 2020, NZIDT Limited (a company now 87% owned by AsureQuality Limited) paid a dividend of \$714,000, of which \$143,000 was attributable to outside shareholders (six months ending 31 December 2019: Nil).

#### 6. REVENUE

		6 MONTHS	6 MONTHS
		DECEMBER	DECEMBER
		2020	2019
		UNAUDITED	UNAUDITED
	NOTE	\$000	\$000
DISAGGREGATION OF THE GROUP'S REVENUE FROM CONTRACTS WITH CUSTOMERS:  Testing services		39,811	38,109
Inspection and certification		66,812	79,103
pecialist services 7	7,548	6,352	
Specialist services		,,0.0	0,002

# CONSOLIDATED NOTES TO AND FORMING PART OF THE INTERIM FINANCIAL STATEMENTS

#### for the six months ended 31 December 2020

#### 7. FINANCE COSTS (NET)

	6 MONTHS DECEMBER 2020 UNAUDITED	6 MONTHS DECEMBER 2019 UNAUDITED
	\$000	\$000
Interest expense on borrowings	(410)	(429)
Interest expense on lease liabilities	(312)	(391)
Interest income on short-term bank deposits	14	6
Movement of derivatives held at fair value through profit or loss	64	38
Net foreign exchange loss	(11)	(75)
	(655)	(851)

#### 8. INVESTMENTS IN ASSOCIATES AND JOINT VENTURES

NAME	COUNTRY OF INCORPORATION	PRINCIPAL ACTIVITIES	BALANCE DATE	OWNERSHIP AND VOTING INTEREST 2020	OWNERSHIP AND VOTING INTEREST 2019
Bureau Veritas AsureQuality Holdings Limited (BVAQ AU)	Australia	Independent food testing laboratories	31-December	49%	49%
BV-AQ (Singapore) Holdings Pte Ltd (BVAQ SEA)	Singapore	Independent food testing laboratories	31-December	49%	49%

#### CARRYING AMOUNT OF INVESTMENTS IN ASSOCIATES AND JOINT VENTURES

	6 MONTHS DECEMBER 2020	
	\$000	
Investment at the beginning of the period	46,358	
Share of profit	1,281	
Share of other comprehensive income of associates	1	
BALANCE AT 31 DECEMBER 2020	47,640	

#### 9. ACQUISITION OF SUBSIDIARY

On 4 December 2020 the Group acquired 7% of the non-controlling interest of NZIDT Limited, increasing its continuing interest to 87%. Consideration of \$401,000 was paid in cash. The carrying value of the non-controlling interest has been adjusted by \$401,000.

#### 10. RIGHT-OF-USE ASSETS

During the six months ended 31 December 2020, the Group had lease additions and modifications of \$3,721,000 (six months ended 31 December 2019 \$464,000). There have been no material disposals or reductions to the right of use assets (December 2019: Nil).

#### 11. CONTINGENT ASSETS AND LIABILITIES

There are no material contingent assets or liabilities as at 31 December 2020 (December 2019: Nil).

## CONSOLIDATED NOTES TO AND FORMING PART OF THE INTERIM FINANCIAL **STATEMENTS**

#### for the six months ended 31 December 2020

#### 12. RELATED PARTY TRANSACTIONS

The ultimate shareholder of the Company is the Crown. The Company undertakes many transactions with other State-Owned Enterprises and Government entities and departments in the normal course of business. These transactions are carried out on a commercial and arm's length basis. The Company made significant sales of biosecurity services to the Government, Ministry of Primary Industries, during the six month period. The remaining transactions were not significant and are exempt from related parties disclosures (under NZ IAS 24 (Revised) Related Party Disclosures). The following represents the major ongoing transaction types but should not be taken as a complete list: product and environmental testing services, animal health services, accident compensation levies, air travel services, energy products, postal and courier services, specific scientific advisory services and rental and leasing services.

The Group made sales to and purchases from its associates, Bureau Veritas AsureQuality Holdings Limited and BV-AQ (Singapore) Holdings Pte. Ltd during the period.

The following transactions were carried out with related parties:

	6 MONTHS DECEMBER 2020	6 MONTHS DECEMBER 2019
	UNAUDITED	UNAUDITED
	\$000	\$000
SALES OF SERVICES:		
Sales of biosecurity services to Government	14,914	31,476
Services provided to associates	2,068	2,198
EXPENSES:		
Purchase of services from associates	135	180

#### 13. SIGNIFICANT EVENTS AFTER INTERIM BALANCE DATE

On 4 February 2021, the Board of Directors declared an interim dividend of \$1,500,000 relating to the 12 months ending 30 June 2021, representing 6.30 cents per share. As the dividend was declared after balance date the financial effect has not been recognised in these financial statements.

#### 14. COMMITMENTS

	DECEMBER 2020 UNAUDITED \$000	DECEMBER 2019 UNAUDITED \$000
CAPITAL COMMITMENTS		
Capital expenditure contracted for at reporting date but not provided for	1,172	77

#### 15. DERIVATIVE FINANCIAL INSTRUMENTS

The Group enters into various financial instruments to either eliminate or manage its exposure to interest rate and foreign currencies movements. Interest rate swaps are used to economically convert the Group's exposure to floating interest rates to fixed rates.

Forward exchange rate contracts are used to economically convert material exposures to foreign exchange. Other financial instruments may be used from time to time to reduce risk.

The Group holds the following instruments:

	NOTIONAL PRINCIPAL		FAIR VALUE		MOVEMENT OF HELD AT FA THROUGH PRO	IR VALUE
	DECEMBER 2020	JUNE 2020	DECEMBER 2020	JUNE 2020	DECEMBER 2020	DECEMBER 2019
	\$000	\$000	\$000	\$000	\$000	\$000
Interest rate swaps	7,747	7,793	(484)	(548)	64	38

# COMPARISON WITH PERFORMANCE TARGETS INCLUDING THE STATEMENT OF CORPORATE INTENT

For the six months ended 31 December 2020

	6 MONTHS DECEMBER 2020	6 MONTHS DECEMBER 2020	12 MONTHS JUNE 2021
	TARGET	ACTUAL	TARGET
FINANCIAL PERFORMANCE TARGETS			
Revenue	\$98.5m	\$114.2m	\$208.2m
Earnings before interest and tax	\$3.9m	\$13.7m	\$17.0m
Net profit after tax	\$2.8m	\$9.2m	\$11.7m
Net cash flow from operating activities	\$2.2m	\$8.8m	\$17.7m
Operating margin <sup>1</sup>	8.6%	16.0%	13.0%
ANNUAL KEY RATIOS			
Critical programme audit failures	Nil	Nil	Nil
Critical facility audit failures	Nil	Nil	Nil
Staff turnover rate <sup>2</sup>	<12%	8%	<12%
Total recordable injury frequency rate (TRIFR)	<4.0	3.2	<4.0

<sup>1.</sup> Operating margin is calculated as Earnings before interest, tax, depreciation and amortisation divided by Revenue
2. Staff turnover rate is calculated as a rolling average of permanent staff (excluding redundancy) who have left the business in the last twelve months.

# Helping Aotearoa shape a better food world



With 1800 dedicated people working closely with our partners across the food and primary production sectors, we offer the broadest range of food assurance services in Aotearoa.

People in the food and primary industry sectors work hard to uphold what Aotearoa stands for in food – a higher standard of quality and safety. We are proud to work with them, at every point in their food supply chains, to help them build and protect this enduring trust in food. We actively collaborate, sharing knowledge, resources and skills so that everyone benefits – not just in the immediate future, but for generations to come.

# Kaitiaki Kai Guardians of <u>food</u>



### AsureQuality Limited

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