



The
**Co-operative
Difference**



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People & Community Factsheet

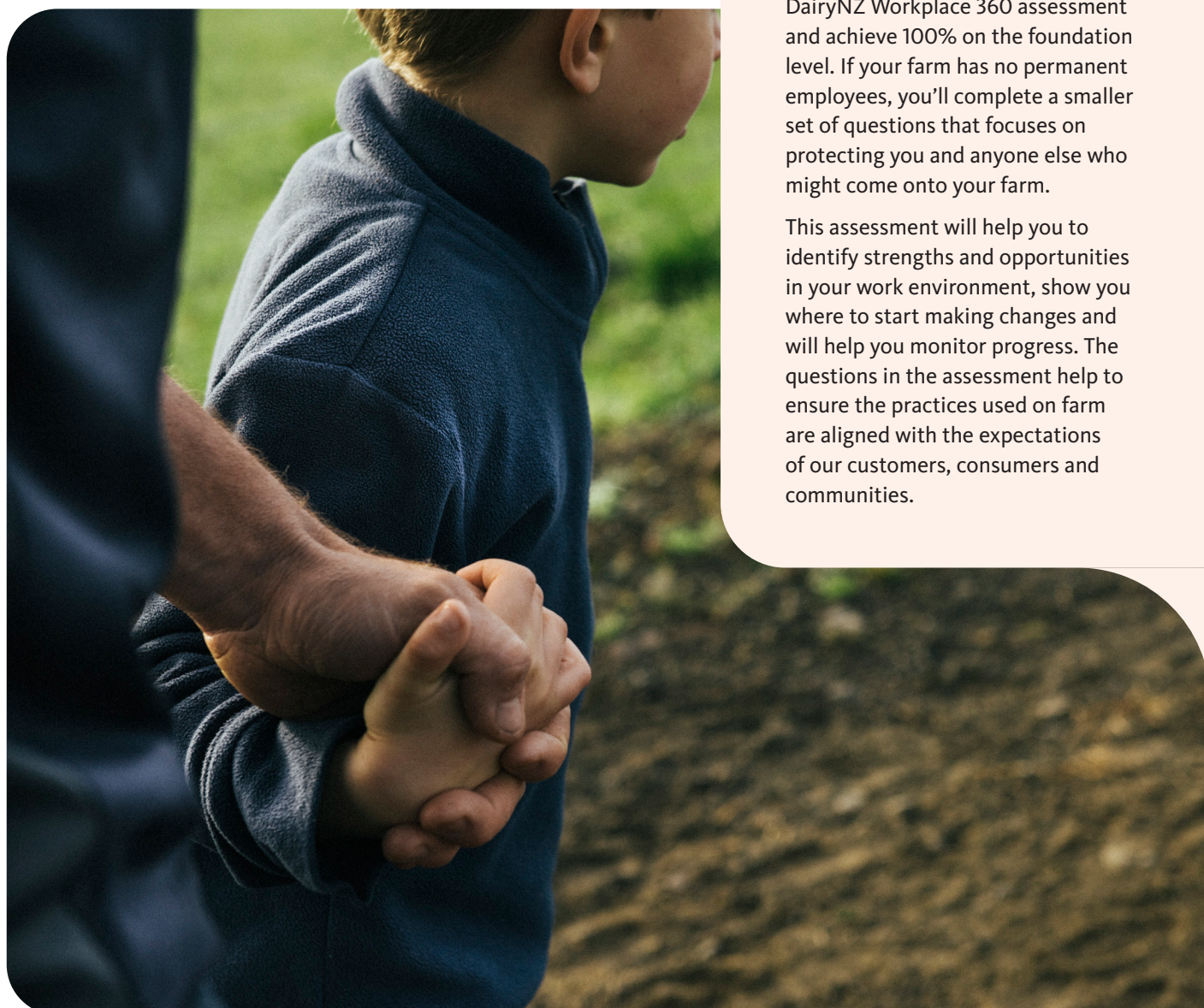
People & Community is one of the five focus areas of The Co-operative Difference.

Empowering people to create goodness for generations is what our purpose is all about. We need to ensure we are doing our bit to protect one another on-farm to ensure everyone gets home safe, every day.

You will need to

To meet the People and Community achievement you will need to complete all three sections of the DairyNZ Workplace 360 assessment and achieve 100% on the foundation level. If your farm has no permanent employees, you'll complete a smaller set of questions that focuses on protecting you and anyone else who might come onto your farm.

This assessment will help you to identify strengths and opportunities in your work environment, show you where to start making changes and will help you monitor progress. The questions in the assessment help to ensure the practices used on farm are aligned with the expectations of our customers, consumers and communities.





Why

We need to have great workplaces that attract, motivate, and retain the very best people and enable everyone to thrive. The People and Community achievement focuses on enhancing the industry's reputation whilst contributing to strong and healthy communities. Here's a few more reasons why this achievement is so important to the Co-operative:

- Many of our major customers have minimum expectations about the way that employees are treated on farm, and this will only increase.
- As an industry, dairy is facing challenges in attracting and retaining talent.
- Agriculture generally has a poor health and safety record, which we can all agree needs to change.
- Working conditions are also assessed under the Dairy Sustainability Framework.

Verification

Verification will occur at your annual Farm Dairy Assessment. At this time, if you've indicated through the Farm Source website that you have met this achievement, your assessor will ask to see:

- A copy of your Workplace 360 report where you have completed all sections and achieved 100% on the foundation level; and
- Evidence to support the answers you have provided in the assessment.

Support

We have partnered with DairyNZ for this focus area:

- You can find a wealth of resources in the People section of their website
<https://www.dairynz.co.nz/people/people-resources/>
- They can also support you in using the online tool – contact them on
0800 4 324 7969

If you have any questions about The Co-operative Difference, please call your Fonterra Area Manager or the Service Centre on
0800 65 65 68

Frequently Asked Questions:

Q. I already have a detailed health and safety plan for the farm, do I need to do this also?

Yes, these are different things. The Workplace 360 assessment is a work environment and leadership assessment tool. It helps you identify the areas you need to work on to continue to improve; whether that is meeting the basic legal requirements or becoming a leader in the industry in this space.

Q. How long will it take me to complete?

On average it takes approximately 25 minutes to complete all questions across the three levels.

Q. Who needs to answer the questions?

That's your choice, but you need to be confident that the answers truly reflect the situation on your farm, as inaccurate data may result in disqualification from The Co-operative Difference Payment for the current, and/or future seasons.

Q. What happens if I have more than one Fonterra farm, do I have to complete this assessment for each farm?

That's your choice. If your farms have the same structures, facilities, processes and procedures in place, you may be able to complete the assessment once to cover all these farms, but it is your responsibility to ensure that the answers are true and accurate for every individual farm. If this cannot be achieved with a single assessment, we recommend that they are completed individually as inaccurate data may result in disqualification from The Co-operative Difference Payment for the current, and/or future seasons.

Does the person who completes the 360 assessment have to be present at the Farm Dairy Assessment as well?

No, as long as the person at the Farm Dairy Assessment has the relevant documents on hand.

Q. What happens if I only complete section one of the Workplace 360 assessment but get 100%?

To be eligible for the People and Community achievement you must complete all three sections and get 100% on the foundation level.

Q. If I have completed the Workplace 360 assessment last season do I need to do it again?

You're not required to, but you need to be confident that you are continuing to meet the requirements of the foundation level. You will be required to provide the report and current evidence for verification.