



# FLAVORITE GROUP



DECEMBER 2023

## Chief Executive Officer Update

Dear Flavorite Team,

I am thrilled to share our end-of-year newsletter, summarising key aspects of our business, acknowledging Christmas, emphasising safety, quality, our exceptional team, and celebrating our remarkable 30-year business milestone.

### Christmas Celebrations

This Christmas, Flavorite is shining brightly with festive promotions, ensuring our customers have access to premium, seasonal produce. Our Marketing and Sales teams have demonstrated creativity and dedication, adding a touch of Christmas magic to our offerings. Plenty of promotions on all products to sell through the massive volumes we produce at this important time of the year.

### Safety First

The safety of our team is paramount, and I am pleased to report that our safety initiatives have been making a difference in maintaining a safe work environment. As we celebrate, let's prioritize each other's well-being. Your commitment to safety has been outstanding, and I encourage everyone to stay vigilant during the busy production season.

### Quality Assurance

Flavorite continues to set industry standards for quality. Our produce reflects the dedication of our quality assurance teams. As we wrap up the year, let's take pride in the high standards we've maintained and commit to elevating our quality benchmarks in the coming year.

### Our People

Our success is fundamentally tied to the exceptional individuals who make up the Flavorite family. Each one of you contributes to the vibrant tapestry of our company. Thank you for your hard work, innovation, and resilience. Your dedication is the driving force behind our accomplishments. I have truly enjoyed travelling to our sites over recent weeks to meet all the new members of the Flavorite Team, and celebrate the long standing, long term employees that have chalked up service milestones of many years! Commitment and leadership shown by so many incredible people in our business is remarkable and very much appreciated...so thank you!

### 30-Year Business Milestone

This year marks a tremendous milestone in the history of Flavorite – our 30th year in business. This achievement is a testament to the passion and commitment of every team member, past and present. Let's celebrate this significant milestone together and look forward to a future filled with continued growth and success. Thanks again to everyone who participated in the making of our commemorative video, and I hope everyone enjoyed looking back on our achievements and what we plan for the future.

Thank you for being part of the Flavorite Family, stay safe, and enjoy a fantastic Christmas and New Year.

Mike Nichol

## Chief Operating Officer Update

Hi Everyone,

30 years ago a lot happened.

Pablo Escobar was killed by police, the world trade centre was bombed in New York, Jurassic Park was released, Nelson Mandela received the Nobel Peace prize, and...

Flavorite was born!

We have survived and thrived for 30 years. We owe that to our long serving team that have been with us for the journey. We are constantly amazed and humbled at the dedication and effort so many people have put into our business for so much of their lives. Thanks again everyone. I'm sure Mark Millis and Warren Nichol would be satisfied and

impressed with the job we have all done with the business they started.

### Fun Facts

Flavorite Group currently employs 286 full time staff, of these full time staff;  
 119 have been working with us for more than 5 years  
 46 of have been working with us for more than 10 years  
 26 have been working with us for more than 15 years  
 10 have been working with us for more than 20 years  
 2 have been working with us for more than 25 years

Merry Christmas to all and have a safe and happy new year.

Chris Millis



## Wholesale Report

Hi Everyone,

In the blink of an eye, we've transitioned from winter into spring, and suddenly, summer has arrived at a million miles an hour. It almost seems a little unfair that while all parts of our business are bordering on full capacity many of our family and friends are winding down for Christmas and getting excited about their impending holidays.

Our Epping team have been riding the same roller-coaster and are about to hit our busiest week of the year. These few weeks see our biggest trading week of the year followed by our quietest, this in itself becomes a logistical nightmare as we do our best to ensure all our produce is sold and distributed as efficiently as possible while it's still fresh and what we all strive for our consumers to experience. This

becomes extremely challenging given the ever-changing levels of demand.

I think many of us take things for granted but I must say, I constantly look at the people that work in the Flavorite business and feel very grateful. We all work alongside people who work hard and then step it up again when things need to be done, people who are proud of our business and really care about their job and the difference they can make. I believe this is the culture of our business and we all take pride in ourselves and others who follow the same ethic. This makes our business what it is. Thank you!

To the whole Flavorite Family, we wish you all a safe and enjoyable Christmas and New Year and thank you all for your tireless commitment.

Grant & the Epping Market Team



## Marketing & Sales

Hi Flavorite Team,

Here we are at Christmas another year on! The last six months have been challenging however, the silver lining is our ability to emerge from these challenges with resilience and a clear understanding of the steps needed to navigate tough times. We have successfully turned the corner regarding pricing and quality and we're looking forward to a good summer season.

We have just finished the 8th year of our Maddie's Month campaign, which was a great success bringing our total donations to \$800,000. We had excellent market exposure,

with our specially marked punnets finding their way into the shopping trolleys of consumers. The funds raised will go towards finding a cure for Bone Marrow Failure syndromes.

You will have seen our packaging start to transition into our new branded designs, there are only a few boxes and punnets/films to move over now which is very exciting.

The blueberries are also starting at Warragul, the 3rd and most significant year. They are looking great and tasting even better.

Have a Merry Christmas and a safe summer. Thank you for all the effort put into Flavorite.

Sam Kisvarda



## 'Twas the Week Before Christmas'

'Twas the week before Christmas,  
When all through the night,  
Epping Markets Flavorite team,  
Are working in moon light.

Our children are resting all snug in their beds,  
While visions of Sugar Plums dance in their heads.

Capsicums, eggplant, tomatoes and more,  
All come from our farms, we send to Mums door.

As the moon lights the sky,  
It's not a sleigh that we see,  
But a red bearded Stewie  
With a load of produce as fresh as can be.

With Grant in charge,  
We all move lively and quick  
Like the elves that do jobs  
For good old Saint Nick

More rapid than eagles  
Our forklifts do fly  
Hong and Jordie the pilots  
Delivering what our customers buy.

"Now Hayden ! Now Tezz, now Seb, Ty and Aiden. On David ! On Jimsta. On Paulie and Darren. Joley and K-man lighting the way  
We are better than reindeer's ,  
We deliver each day.

So as X-mas approaches  
We send best wishes to all !  
Night shift is brutal  
But we make it fun for all.

So on this Christmas Eve  
We won't work that night  
But I'm sure all our dreams  
Will include Flavorite.

Author: Anonymous



## Finance

At the end of October, accounting firm KPMG completed their audit of our Annual Accounts and noted a "clean bill of health" for our financial systems and company governance. Thanks to all concerned for participating in that important corporate process. Particular thanks go out to the Finance Team members, who dealt with the demanding situation of completing Audit activities on top of their normal day to day activities, thus ensuring the continuation of timely collection of money from customers and payment of employees and suppliers.

We've had no changes to the Finance Team during the last quarter. In recent months, we've been focussing on cross training various people on various tasks, so that we'll be well placed to continue to offer our services to the Group whenever any of our team go on leave.

Catch you next time.

Jim Ilgoutz

## Health & Safety

Working in the heat - know the symptoms & watch your mates. With the predicted hot summer ahead there is an increased risk of heat stress related issues. Be sure to stay hydrated, apply sunscreen, and wear a hat!



## Special Team News!



Congratulations to Ravi Ramachandran, our Senior Grower/ Farm Manager at Mansfield, on receiving his Australian Citizenship in November!



Congratulations to Peter Bavaro from our Warragul maintenance team on the safe arrival of baby Jordan Bavaro born 28/07/2023.



Congratulations to Summer Huang from our Warragul packing team on the safe arrival of baby Luffy Daoxian Gallego born 29/06/2023.



Congratulations to Luke Farrugia from our Warragul packing team on the safe arrival of baby Lucy Jane Farrugia born 21/09/2023.

## Congratulations for Years of Service!

### 5 YEARS

Wendy Chao  
Aaron Massa  
Alvin Chen

Ali Gharalari  
Bernadette Pendergast  
Renee Wu

Ramandeep Kaur  
Eddie Anusornchonsaree

Tim Sorn  
Rruta Narula  
Abdullah Abdullah

10 YEARS  
Rob Gatiss

15 YEARS  
Nicole Fordham

Bronwyn Conway  
Alijon Yuldashev  
Lori Rhodes

20 YEARS  
John Panasewycz  
Tim Nicholas





## 30 YEARS OF FLAVORITE

2023 marks Flavorite's 30 years of growing, packing, marketing & selling premium glasshouse grown fresh fruit and vegetables.

The business has seen significant growth since founders Warren Nichol and Mark Millis started the business in 1993, with 1,200m<sup>2</sup> of greenhouses built in Warragul, Gippsland Victoria, with the intention to produce the best tasting Australian grown tomatoes for 12 months of the year.

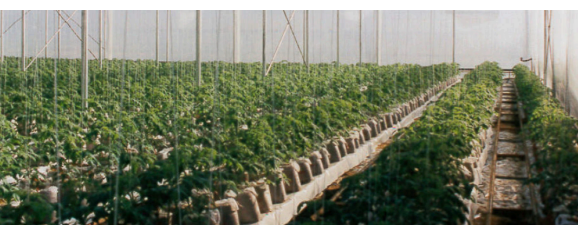
The journey hasn't been without its challenges as we dealt with weather systems, crop failures due to pest and disease, volatile markets and most recently COVID-19 where we had to remove crops for the first time due to the lack of resources to pick and manage them.

Our people, our values and our culture have created a strong backbone of resilience and continuous improvement. Our ability to adapt and keep learning has provided a platform for growth and is something we are immensely proud of. We believe in sharing knowledge with our peers and network as we want to see the industry flourish and grow.

As we reflect as a business it's not only those internal relationships that have shaped who we are today, it's our customers, suppliers, local communities and councils that we have partnered with over many years to find solutions and encourage more Australians to eat healthy fresh produce.


We are excited by the future and the opportunities that exist all over our business with the rapidly changing technological landscape. We only have to look at the humble process of pollinating a tomato plant which used to occur three to five times a week by hitting the wires with a stick to vibrate the plant and in turn shake the pollen from the flower. These tasks are changing as we see drones enter the glasshouse providing efficient and effective solutions to these manual yet necessary tasks.

The future remains bright as we expand into new categories and leverage our world class growing capabilities to deliver products and flavours that inspire and delight our customers and consumers. This is also underpinned by our sustainable farming approach which places us at the forefront of farming systems that will feed our growing population in the years to come.



Scan the QR code to watch our 30 year video



  
 We  
 wish  
 you a  
 Merry  
 Christmas  




8	2			7			5
				8	9	6	
5	7		1	4	2		
6				9	8	5	
	4		3	2		9	
	5	3	8				1
		9	7	6			1 2
	3	1	4				
7			2			3	4

# Flavorite Sudoku

Easy

Medium

	7		4		6		1
		3		2		7	
9			8		5		2
	9	8				2	3
4							9
	5	7				6	4
2			1		4		7
		5		8		1	
	6		7		2		9

7			4	2			
					2	5	
		3			8		9
	5			4			
6			8		7		3
				5			4
9		2				6	
	7	8					
			1	3			7

Hard

# Flavorite Executive Team



**Mike Nichol**  
Chief Executive Officer



**Chris Millis**  
Chief Operating Officer



**Sam Kisvarda**  
Chief Marketing Officer



**Grant Nichol**  
Chief Wholesale Trading Officer



**Jim Ilgoutz**  
Chief Financial Officer



**Will Millis**  
Chief Grower



**Jim Madden**  
Chief Production and Innovation Officer

