

## NZKGI Remuneration Report to AGM 2022.

Members of the Remuneration Committee appointed by the NZKGI Forum are John Bourke, John Cook and Mike Williams (as independent representative).

In establishing a decision, the Remuneration Committee factored in the potential CPI, similar organisations, the workload, the challenges, the level of performance and any extraordinary circumstances predicted for the 2023 year. We had meetings and discussions with Chairman Mark Mayston, Deputy Chair Whetu Rolleson, CEO Colin Bond, the Executive and the full Forum.

The Remuneration Committee is aware that it acts on behalf of levy paying growers who need to see value in what NZKGI achieves. The Committee also needs to ensure that the level of remuneration does not discourage growers who wish to participate and contribute to NZKGI Forum activities. Membership of the Forum is an ideal entity to develop governance skills which are paramount to the continual development and success of our industry.

The Committee wishes to advise that it was pleased with the overall performance of NZKGI whilst encouraging continued efforts to add value for growers. It is essential that the operations of NZKGI need to give certainty that grower interests are never unduly compromised. Hi-Cane review, Labour issues, Government relationships, operational matters, supply and performance are all part of the workload and acknowledged. The dangers facing mental health and well-being amongst the growing community is an increasingly concerning development, which we are pleased that NZKGI are aware of and taking action.

The following recommendations were made:

### 2023 Remuneration Rates

Role	2023 Recommended Rates	2022 Rates
President	\$73,575.00 pa	\$67,500.00 pa
Vice President	\$37,985.00 pa	\$35,500.00 pa
ISG Representative	\$16,000.00 pa	\$16,000.00 pa
Meeting fees	\$482.00 a day \$250.00 ½ day \$100.00 minimum	\$400.00 a day \$200.00 ½ day \$100.00 minimum
Mileage	IRD specified rate	IRD specified rate
Executive members	\$14,000.00 pa	\$12,500.00

Off orchard time for those reps residing outside of BOP	\$200.00 per day	\$200.00 per day
Special allowance at the discretion of the Executive Committee	\$15,000.00	\$10,000.00

John Bourke

**Chairman**