

14 February 2020

Dear East Region Supplier,

**FONTERRA AUSTRALIA SUPPLIERS' COUNCIL
– East region Councillor vacancy**

The Fonterra Australia Suppliers' Council (FASC), created in late 2019 from the merger of the Bonlac Supply Company (BSC) and the BSC Supplier Forum, provides an important link between Fonterra and our Australian Suppliers.

The FASC is comprised of 6 executive board members (previously the BSC Board) and 12 regional councillors - made up of a cross representative group of the supply base, across all supply regions. This new structure means there is a total of 4 representatives from each region (Regional Executive and 3 Councillors), plus 2 additional executive board members - a chairperson, plus an independent.

We currently have **1 vacancy in the East region** following the resignation of Nicole Saunders. To be eligible to join FASC, you must be a supplier in the region in which you are applying.

Attached to this letter is a high-level description of what it means to be a regional councillor of the FASC and what is expected from you. A fee of \$7,500 pa + GST is paid to FASC councillors.

We also have a program where all new members of this group will attend a professional development and understanding Fonterra program run by Fonterra in Auckland within the first 6 months of joining. Other ongoing formal training opportunities will also be available.

The Chairperson of FASC is currently West region supplier John Dalton. The FASC structure is designed to be regionally focussed – with the FASC regional Executive and the 3 regional councillors working together in their region and reporting up (through the regional executive) to the FASC chairperson. All regions are also further supported by the Fonterra Farm Source team.

Appointment as a councillor to the FASC is for a term of 2 years with the option of a 2nd 2 year term. Appointments to vacated positions are open to all eligible suppliers from the applicable region, by application. The councillor position and any reappointment for the 2nd term are subject to performance and conduct reviews.

The current incumbents in the East are listed below:

South West Victoria Stuart Griffin (FASC Executive), Dean Turner (Councillor) and Dave Algie (Councillor). One vacancy.

Key dates for the applications process are;

Wednesday 26th February 2020: Applications close
Early March 2020: Interview and selection sessions commence
26th March 2020: Next meeting of all members of the FASC (Melbourne)

To apply please complete the attached application form and return (by Wednesday 26th February):

By email: will.kermode@fonterra.com or

By post to;
Will Kermode – FASC Company Secretary
Level 2, 40 River Boulevard
Richmond VIC 3121

If you would like more information, please contact Will Kermode (FASC Company Secretary),
ph 0409 232 992 or will.kermode@fonterra.com

A copy of this letter and a full copy of the FASC Councillor Handbook (including more details
on the position of councillor) is also available on the FASC / BSC Website:
www.bonlacsupplycompany.com.au

Alternatively you should feel free to chat to your local FASC Member or your Fonterra Area
Manager about the FASC councillor roles and the benefits to both yourself and your fellow
suppliers of being part of the FASC.

Yours Faithfully,

A handwritten signature in blue ink that reads "William Kermode". The signature is written in a cursive, flowing style.

Will Kermode
Company Secretary – Fonterra Australia Suppliers' Council

Fonterra Australia Suppliers' Council

- Councillor Application Form



To apply, please fill out the following details and return this form by Wed 26th February – ideally by email (or by mail) to:

Will Kermode – FASC Company Secretary
Level 2, 40 River Boulevard
Richmond VIC 3121

email: will.kermode@fonterra.com

☐ Yes, I would like to apply for the position of Councillor on the Fonterra Australia Suppliers' Council

Name: _____

Address: _____

Farm number: _____ Phone: _____

Email: _____

My reasons for applying include: *(please attach extra pages if needed)*

Signed: _____ Date: _____

Please provide the names and farm numbers of two Fonterra Australia suppliers outside your immediate family who are prepared to support your application:

1. _____ Farm no: _____

2. _____ Farm no: _____

For further information contact;

Will Kermode, ph 0409 232 992, or on email address above.

Please note that a more detailed resume may be requested prior to the interview process.

FASC Councillor – role overview (summary)

The FASC has 12 regional councillors who will concentrate on milk supply and supplier issues. As a reference group representing the views and opinions of Fonterra suppliers, they play a vital part in helping FASC and Fonterra Australia's management, staff and suppliers grow in their understanding of themselves and the business with which they are involved.

The key role of all FASC members is open and honest engagement and communication. This communication is intended to be upwards communication (to the FASC regional executive, to the FASC Chairperson and to Fonterra management). It is not intended that the FASC councillor's role be a regular or formal communication medium back to suppliers (unless specifically requested) – that is the role of the FASC Executive and Fonterra management.

Through their involvement, Councillors will develop their own industry knowledge and leadership skills. These learnings are intended to not only assist councillors with their immediate roles on the FASC, but to also help them with future roles in the broader Dairy Industry and also the broader community.

The FASC Councillors will not be involved in price negotiations or operational issues that sit with Fonterra (and the FASC Executive). It will also not be a platform for special interest groups.

The FASC is an important part of Fonterra Australia's constant two-way communication with its entire supplier base.

Councillors will possess an excellent dairy farm business understanding, with a desire to learn more and share these skills. You will be open and honest communicators, with strong relationship building skills and can develop appropriate networks within both the industry and with other suppliers.

You will also be approachable, listen to people, show leadership and be willing to be a sounding board to fellow suppliers.

A full copy of the FASC Councillor Handbook including position descriptions etc is available on the FASC / BSC Website www.bonlacsupplycompany.com.au, or from Will Kermode – will.kermode@fonterra.com

Annual FASC Councillor activities <i>(approximate)</i>	No. Of Days
EXPECTED COMMITTED DAYS	
3 x Major FASC Meetings - approx. 1 full day each plus travel	6
4 x Regional FASC meetings (half day each incl travel)	2
PREFERRED ADDITIONAL DAYS	
Attendance at Supplier meetings	1
Attendance at Field Days/stalls	1
Present at other Fonterra lead meetings	1
Presence at local/ regional/ industry group meetings, e.g., Discussions Groups, RDPs	2
WORKING GROUP DAYS	
Participation in Working Group activities, e.g., conference calls, planning, field work	1
Total	14