

Joint Modern Slavery Statement 2021

Our commitment to Human Rights

Kraft Heinz Australia Pty Limited

H.J. Heinz Company Australia Limited

Golden Circle Limited

Cerebos (Australia) Limited

Salpak Pty Limited



Message from ANJ President Simon Laroche

Our Purpose at Kraft Heinz is to “Make Life Delicious”!

It is an inspiring call to action and one of our key reasons to exist. We are a food and beverage company and with dedication and passion, we provide consumers and their families with products they know, love and trust. Quite simply, we help feed the world – and we do it deliciously.

The last two years brought us challenges unlike any we have faced before. The arrival of COVID-19 created an unprecedented crisis of health, economic instability and food insecurity. These issues – not to mention the ongoing threat of climate change to the world’s environment, have reshaped all our lives. The most vulnerable among us have been hit especially hard. The pandemic also highlighted the challenges faced in protecting the health and safety of workers and ethical labour practices in our operations and supply chain.

As one of the world’s largest food and beverage companies, we challenged ourselves to step up to the plate, demanding equality, supporting the creation of a fairer world for all of us and at the same time, continuing to delight our consumers. Our 2021 Modern Slavery Statement reflects what we achieved over the past year and yet also details the progress we still need to make.

It serves as a testament to our approximately 2,150 employees in Australia and New Zealand who went above and beyond to support our communities and each other during 2021.

Here are some highlights of 2021 Kraft Heinz’s Human Rights Initiatives across Australia and New Zealand

- We amplified our focus on Diversity, Inclusion, and Belonging by launching the Kraft Heinz Global Inclusion Council.
- We committed to a Reconciliation Action Plan and Gender Equality to ensure that our workplace reflects our deep respect for indigenous communities and our mission to empower women, fueling their potential.
- We upskilled our Human Resources Teams and key Team Leaders with Mental Health First Aid training, resulting in over 42 employees across ANZ being equipped with basic mental health knowledge.



Simon Laroche
ANJ President

Reporting Entity and Structure

This joint Modern Slavery Statement (**Modern Slavery Statement**) has been prepared by Kraft Heinz Australia Pty Limited ACN 622 234 379 in accordance with the Modern Slavery Act 2018 (Cth) (**the Modern Slavery Act**).

This Modern Slavery Statement covers Kraft Heinz Australia Pty Limited ACN 622 234 379, the Australian subsidiary of the US-based Kraft Heinz Food Company (**the Kraft Heinz Food Company**).

This Modern Slavery Statement also covers the owned and controlled entities of Kraft Heinz Australia Pty Limited, including the following subsidiaries, which are also reporting entities under the Modern Slavery Act:

- H.J. Heinz Co Australia Limited ACN 004 200 319
 - Golden Circle Limited ACN 054 355 618
 - Cerebos (Australia) Ltd ACN 004 304 803
 - Salpak Pty Limited ACN 004 536 636
- (each, a **Reporting Entity** and together **Kraft Heinz Australia**).

This Modern Slavery Statement describes the risks of modern slavery in the operations and supply chain of Kraft Heinz Australia for the period from 1 January 2021 to 31 December 2021 (**the Reporting Period**), actions taken by Kraft Heinz Australia to assess and address those risks and how Kraft Heinz Australia evaluates the effectiveness of these measures.

The term ‘modern slavery’ as used in this Modern Slavery Statement takes the meaning given to it in the Modern Slavery Act.





The Process Consultations

This Modern Slavery Statement covers each Reporting Entity, following an active engagement and consultation process with the Kraft Heinz Australia Human Rights and Sustainability Steering Committee and the executive leadership team of each Reporting Entity. This process included consideration and discussion of the Modern Slavery Act's reporting requirements, information regarding the actions we intend to take to address these requirements and the provision of relevant materials and regular updates. The full description of the Kraft Heinz Social Governance Structure can be found in the Social Governance Structure part of this Report.

As noted further below, the Human Rights and Sustainability Steering Committee meets regularly and includes representatives from legal, human resources, procurement, scientific and regulatory affairs, nutrition, product development and packaging functions and is co-chaired by Kraft Heinz Australia General Counsel and the Head of Government and External Affairs. The Human Rights and Sustainability Steering Committee reports directly to the Kraft Heinz Australia Board of Directors.

A copy of this Modern Slavery Statement was provided to each entity owned and controlled by Kraft Heinz Australia Pty Limited (including each Reporting Entity) on 16 June 2022.

This Modern Slavery Statement has been approved by the Kraft Heinz Australia Board of Directors on 29 June 2022 on behalf of all Reporting Entities..

WE ARE CONSUMER OBSESSED

We are a company of food lovers, and our brands hold a unique place in the hearts and homes of our consumers. We work every day to earn their loyalty and love. Our consumers are at the center of everything we do, and we are building a culture of creativity to anticipate and respond to their future needs, delivering appetizing food across our brands.

WE CHAMPION GREAT PEOPLE

We are a meritocracy. Attracting, nurturing and developing talent is our top priority. Great people have the vision to see what must be done, and the courage to do it. As a company we are only as great as the quality of our teams. Our people make the difference.

WE DO THE RIGHT THING

We lead with honesty and integrity. We will always do right by our customers, partners, suppliers and the communities we serve. We actively care about our environment, creating high quality, responsibly manufactured products.

WE DARE TO DO BETTER EVERY DAY

We are on a journey of continuous improvement, constantly challenging the status quo. Our curiosity ensures we are constantly learning and working to be better than we were yesterday. Our commitment to efficiency enables us to courageously invest in our business and fuel growth.

WE DEMAND DIVERSITY

We are inclusive. All voices matter. We will not just listen, but truly work to hear different points of view. Diverse backgrounds and perspectives make us stronger, more interesting, more innovative.

WE OWN IT

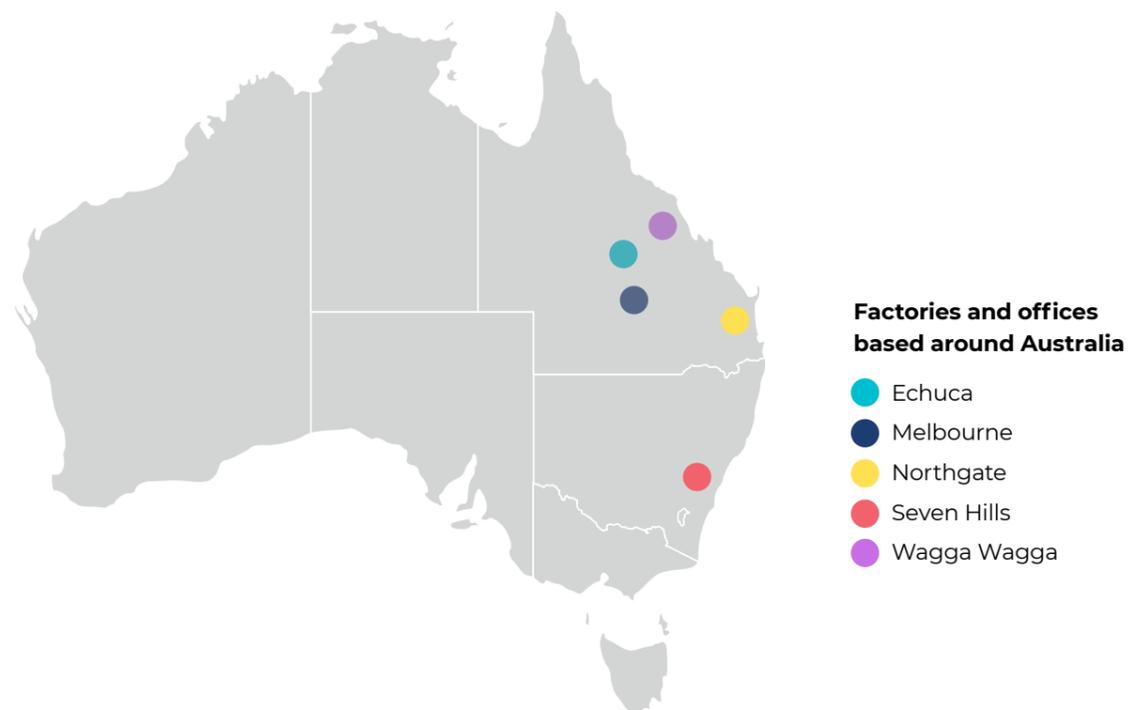
We are accountable. We act as owners each day, showing commitment and belief in our cause, making decisions and treating this business as if it were our own. We take responsibility for our actions and results, in the pursuit of building something together far bigger than ourselves.

Kraft Heinz Australia Operations and Supply Chain

As a large food and beverage company, Kraft Heinz Australia's operations are predominantly directed towards supplying food and beverage products to consumers, retailers and commercial customers in Australia and overseas.

Having begun its operations in Australia in 1935, Kraft Heinz Australia has grown to employ approximately 500 people across our Australian offices and factories. At the end of 2021, Kraft Heinz Australia had 4 company-owned factories in Australia

The following map shows the locations where our factories and offices are based around Australia:



Our Brands

We are proud to say we have been named as one of Australia's Top 100 Food & Drink Companies for 2021! Our beloved brands have continued to make the life of our consumers delicious with great innovations and new launches.



Our supply chain

Our supply chain focuses on the sourcing and warehousing of ingredients and packaging required for the manufacturing of our food and beverage products and procuring other indirect goods and services that are necessary for the manufacturing process.

With a diverse portfolio of iconic and emerging brands, we aim to engage with our suppliers in a long term and stable relationship and therefore seek to do business with suppliers that share similar ethics and sustainability practices to us. We also work with external companies (co-packers) to manufacture products for Kraft Heinz Australia under our own brands.

At the end of 2021, Kraft Heinz Australia had approximately 110 packaging suppliers, 840 ingredients suppliers, including growers, 2500 indirect goods and services suppliers and 65 external manufacturers.



Risk of Modern Slavery Practices in Our Operations and Supply Chain

Kraft Heinz Australia adopts a risk-based approach to modern slavery due diligence and has primarily focused on the human rights of our employees and contractors, along with the human rights of those employed by our suppliers and co-packers.

Our Operations

As of this Reporting Period, Kraft Heinz Australia has identified the actual risk of modern slavery in our own operations as low. This finding is based on the following initiatives and measures:

- Most of the Kraft Heinz Australia team members are employed directly by Kraft Heinz Australia and their employment contracts are governed by the relevant Australian law. Kraft Heinz Australia employs human resources and legal specialists to ensure that contractual employment arrangements for Kraft Heinz Australia are lawful and compliant with the relevant regulatory requirements. We have a number of well established and legally compliant resources, systems and processes to administer team member payments.
- Kraft Heinz Australia team members have high union engagement and membership, up to 85%.
- Kraft Heinz Australia team members are free to negotiate collectively and if required involve third parties, such as unions in such negotiations.

Kraft Heinz Australia continues to monitor risk of modern slavery in our operations through the regular employment engagement surveys, grievances raised by our team members through the human resources team and 24 hours help line and informal discussions, reflections and insights.

Supply Chain

Kraft Heinz Australia defines its supply chain as any business which supplies Kraft Heinz Australia with goods or services for the manufacture of goods by Kraft Heinz Australia. Kraft Heinz Australia acknowledges that although there are no direct examples of the modern slavery practices in its supply chain within the Reporting Period, due to the complexity and the multijurisdictional nature of our business, there is an inherent risk of modern slavery instances in our supply chain.

Towards the end of 2020 and beginning of 2021, Kraft Heinz Australia engaged ELEVATE, an industry leader in sustainability and supply chain services globally, to undertake an independent human rights risk assessment of our supply chain, based on risk assessment and segmentation methodology. This approach considered inherent sourcing risks (which considers country of origin and type of product and services sourced) and business leverage insights to determine which segments of our supply chain provide the greatest opportunity to influence change, manage risk and drive impact.

The results of our risk assessment help inform and influence our plans to continually improve our due diligence and management programs to identify and tackle modern slavery risks in our operations and supply chains, including our suppliers and co-packers. We have started a targeted due diligence program for selected suppliers falling under Moderate or Priority segments, more details can be found in Pilot Supplier Due Diligence Program section of this report.

Risk Assessment Methodology

Kraft Heinz Australia assessed its top 429 suppliers to the Australian business, across all four of our divisions: packaging, ingredient, indirect services and external manufacturers (co-packers).

The risk inputs involved evaluation of the relative risks of exploitation and human rights vulnerabilities involved in producing the products and delivering services within our supply chains.

Specific risk characteristics evaluated for each supplier included:

- **Workforce: relating to the nature of the work, required skills**
- **Product: including seasonality, production processes, costs, and value**
- **Business processes: involving labour recruitment issues, transparency, and complexity.**

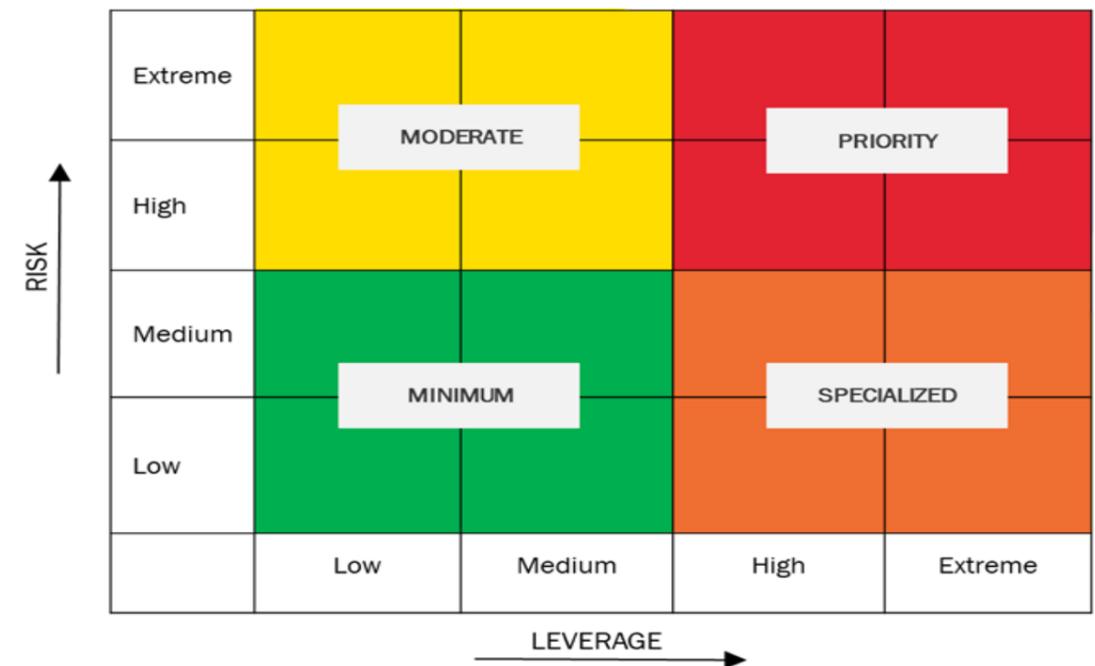
Inherent geographic and commodity risks were determined through a blend of public domain datasets (e.g. United Nations, World Bank, Global Slavery Index, ILO) and ELEVATE's country risk scores based on annual audit data to reflect working conditions and human rights non-compliances on the ground.

Ingredient sourcing is critical to the Kraft Heinz Australia business, therefore ingredient specific risk assessment irrespective of leverage has been also conducted. Ingredients and commodities that are core to our business and have been identified as an area of risk exposure, include tomatoes and other fresh produce, cereal and pulse products, oils and fats, seafood, seasonings and preservatives.

The leverage inputs evaluated Kraft Heinz Australia's spend, spend trends and length of the relationship with the supplier. Each supplier was then assigned a risk and leverage rating based on the methodology described. These ratings determined the supplier 'category' or 'segment' for prioritised actions.

The risk scores were coupled with Kraft Heinz Australia's leverage data and each supplier was assigned a risk/leverage rating, which determined the supplier 'category' or 'segment' for prioritised actions.

Risk Assessment Results





Actions taken to assess and address the risk of Modern Slavery

Over this Reporting Period, Kraft Heinz Australia has made significant progress in implementing further steps to assess and address modern slavery in our operations and supply chain. Some of these actions are described below.

Global Human Right Policy

Our commitment to responsible business practices, continuous improvement, and respect for human rights is engrained within our business. This commitment is embedded within our Global Human Rights Policy which applies to both our own operations and our global supply chain. Our Policy is based on the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We expect our employees, suppliers, and all other business partners to adhere to the core guidelines within the policy. Specific focus is placed on the rights of vulnerable groups including foreign and migrant workers, women, children, indigenous populations, minorities, and people with disabilities.

A Global Steering Group including the Chief Procurement Officer, Chief Ethics and Compliance Officer, and Head of Corporate Social Responsibility is responsible for monitoring compliance with the policy, and day-to-day monitoring of human rights due diligence activities. Our multiple grievance channels are available for stakeholders to raise concerns and complaints confidentially and without fear of retaliation.

Review of Policies and the Social Governance Structure.

In 2021 we conducted comprehensive review of our policies and updated our Social Governance Structure against the requirements of the Modern Slavery Act, the needs of our customers, people and communities and our commitment to tackling modern slavery risks in our operations and supply chains.



Our Social Governance Structure



Kraft Heinz Board of Directors comprises diverse and experienced team of the senior executive team members. The Board guides Kraft Heinz ANJ long-term strategy, including our ESG goals and aspirations, to help us achieve meaningful results. The Board of Directors approves the Modern Slavery Statement on behalf Kraft Heinz Australia Pty Limited and its subsidiaries and upon the endorsement by the Executive Leadership Team.



Executive Leadership Team consists of functional leads representing each business function of Kraft Heinz Australia Pty Limited and each subsidiary: General Counsel, Head of Government and External Affairs, Chief Financial Officer, Head of Supply, Head of Operations and Head of Human Resources, to name a few. The Executive Leadership Team is led by the ANJ President, Simon Laroche and reports to the Kraft Heinz Board of Directors. The Team provides oversight, and executional leadership of our ESG strategy and collaborates with the Human Rights and Sustainability Steering Committee. The Executive Leadership Team is ultimately responsible for managing human rights risks. They are directly accountable to the Kraft Heinz Board of Directors and the ANJ President and endorse the final Modern Slavery Statement.



The Human Rights and Sustainability Steering Committee consists of cross-functional team members and is responsible for mobilising and collaborating across departments to lead the development, implementation, continuous improvement, and measurement of relevant ESG policies, procedures, and programs and reports to the Executive Leadership Team. The Human Rights and Sustainability Steering Committee operates through technical matter experts and subgroups, such as Human Rights, Product Health, Sustainable Agriculture, Manufacturing and packaging and Animal Welfare and meets on the monthly basis.



The Human Rights subgroup is led by the Senior member of Kraft Heinz Legal Team and the goal of this subgroup is to ensure that human rights are understood, respected, and upheld in accordance with internationally recognised human rights principles throughout the Kraft Heinz organization. The Human Rights subgroup meets on a regular basis and is attended by Kraft Heinz Head of ESG ANJ, Kraft Heinz General Counsel and, when required, by senior leaders of each business function.

Kraft Heinz Global Code of Conduct

All employees, officers and directors are required to abide by the company's updated Global Code of Conduct. The Global Code of Conduct sets high standards for conducting business in a legal and ethical manner and serves as the foundation of our corporate policies and procedures. The Code has dedicated chapters on building a respectful, non-discriminatory, and safe workplace, and protecting human rights for our workers and workers in the value chain.

To ensure compliance with the Global Code of Conduct's tenets, Kraft Heinz Australia regularly provides training, communications, and guidance to our employees around the world. Further, employees are required to annually certify that they have read and will follow the Global Code of Conduct. The document is available in 14 languages and can be accessed here: [Kraft Heinz Global Employee Code of Conduct](#).

Sedex Ethical Trade Audits

We are an A/B member of SEDEX, one of the world's leading ethical trade data platforms, focused on improving the monitoring of working conditions in global supply chains. We use SEDEX risk ratings, SAQ and audit methodologies to inform our ethical sourcing approach.

In 2021, we conducted SMETA (Sedex Members Ethical Trade Audit) audits at the majority of Kraft Heinz's own factory sites in Australia and New Zealand. The audits either took place in-person, or virtually as a result of evolving COVID-19 related restrictions. The facilities that were audited are involved in manufacturing of a range of different food products, including canned products, frozen vegetables, condiments and spices, and baby food. The SMETA standard is aligned with the Ethical Trading Initiative (ETI) Base Code, and covers labour standards, business ethics, health and safety and environmental practices. The audits identify no non-conformances relating to modern slavery or forced labor practices in any of our own sites during the Reporting Period. The findings of the audits highlighted good practices and areas of improvement for our facilities. We are working with our sites on implementing corrective actions in a timely manner and to ensure relevant improvement practices are in place.

Our Supply Chain

Kraft Heinz Australia values all life. We have a zero-tolerance approach to human rights violations across our entire supply chain. As we look at our business, we know human rights are an essential part of being a good corporate citizen and doing the right thing.

ANZ Pilot Supplier Due Diligence Program

Following the success of our inaugural program during the 2020 reporting period, Kraft Heinz Australia has continued to partner with ELEVATE into 2021 on the deployment of a responsible sourcing pilot program to deeper understand our supply chain risk exposure and evaluate what measures are most effective to support our suppliers on mitigating risks. The pilot focuses on over thirty suppliers falling under "Priority" or "Moderate" segments assessed to have higher social and environmental risks associated with their operations.

Through the pilot we are engaging with our suppliers on their historical social compliance audit performance, and to understand how they monitor and mitigate these risks through the completion of self-assessment questionnaires (SAQs). The SAQs assess recruitment practices, wage payment structures, working hours, health and safety practices, and access to grievance mechanisms. The dual-phase approach of the pilot allows us to gain a deeper understanding of supplier baseline performance, and core areas where capacity needs to be built to address modern slavery risks more effectively.

We will be using the results of the pilot process to continue developing of our responsible sourcing program in ANZ region. Our progress will be reported in our next Modern Slavery Statement.



The Kraft Heinz Supplier Guiding Principles

In 2021, we launched our updated Supplier Guiding Principles (SGPs) with an aim to greatly increase transparency around human rights and our supply chain. The SGPs outline our requirements, standards and expectations for all our suppliers. This Policy covers areas including business ethics, human rights and ethical labour practices, occupational health and safety, supplier diversity, protecting animal welfare, as well as environmental stewardship. Suppliers are required to manage their subcontractors and supply chains in a manner consistent with the SGPs.

Acceptance of the SGPs and commitment to comply with the requirements contained in it is part of any supplier contractual arrangement or purchase order with Kraft Heinz Australia. Where required, Supplier's compliance with the Supplier Guiding Principles is monitored using the Sedex Self-Assessment Questionnaire for our direct suppliers and the EcoVadis Desktop Sustainability Questionnaire for our indirect suppliers. Kraft Heinz Australia may also conduct additional audits in order to further investigate potential non-compliance with the SGPs, review the implementation of corrective action, or to comply with regulator or other third party inquiries.

Suppliers are required provide a confidential mechanism for its workers to communicate any workplace grievances, misconduct, or violations of the SGPs, or legal or ethical concerns. Suppliers are also required to protect workers reporting violations in good faith or cooperating in any investigations against retaliation. In the event Kraft Heinz Australia becomes aware of supplier conduct that is not in accordance with the requirements of this Policy, Kraft Heinz will Australia take appropriate action to investigate any reported non-compliance and discuss the findings with the supplier.

In circumstances Kraft Heinz Australia determines remediation is required, the supplier is expected to implement a corrective action plan to promptly correct the non-compliance. In the event of serious or persistent conduct in violation of the SGPs, the conduct of the Supplier will be evaluated on a case-by-case basis. Kraft Heinz Australia reserves the right to terminate any agreement or business relationship with a supplier that fails to meet any of the Mandatory Requirements contained in the SGPs.

Kraft Heinz Australia supports our Suppliers with a new a SGP e-training series, which were launched in September 2021. The Kraft Heinz Ethics & Compliance Hotline is hosted by an independent third party and is confidential, multi-lingual, and available 24 hours a day. Reports can be made via country-specific, toll-free phone numbers or online via www.KraftHeinzEthics.com. Kraft Heinz Australia encourages suppliers to communicate the availability of the Ethics and Compliance hotline to their workers. Kraft Heinz Australia will not tolerate retaliation against any person or supplier reporting potential misconduct in good faith.

Suppliers and/or any of the suppliers' employees, contractors, or agents are also encouraged to report any potential non-compliance with these Principles or any violation or misconduct to the Kraft Heinz's Ethics & Compliance Hotline.

Sustainable Agricultural Practices Manual

For nearly 100 years, Kraft Heinz has been developing and growing tomato varieties for higher yields and draught resistance. Henry J. Heinz, a true pioneer in the food world, started breeding tomato varieties in 1934. Since then our proprietary blend of HEINZ tomato seeds has improved year after year.

In 2021, the Kraft Heinz Company updated its Sustainable Agricultural Practices Manual to provide our suppliers with a guide on how to grow more of the highest quality tomatoes while reducing our environmental footprint and reinforce the Responsible Labor Practices, Ethical Conduct, Occupational Health & Safety principles. Compliance with the requirements of the Kraft Heinz Sustainable Agricultural Practices Manual is part of any supplier contractual arrangement or purchase order with Kraft Heinz Australia.

Grievance Mechanisms for Employees and stakeholders

Kraft Heinz Australia provides several ways for employees, suppliers, business partners and other stakeholders to raise concerns or complaints. This includes the reporting of potential misconduct to managers, Human Resource professionals, the Legal Department and the Ethics & Compliance team, and our confidential Ethics & Compliance Hotline. The Hotline is open to all stakeholders, including rights holders, is maintained by a third-party provider and has multilingual staff available 24 hours a day. Reports can be made via country-specific toll-free phone numbers, or online.

Measuring effectiveness of our actions

Kraft Heinz Australia is monitoring the effectiveness of the processes and procedures to address the modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the Modern Slavery Act. As set out in further detail below, we assess the effectiveness of our actions in several ways, including through regular reporting by the Human Rights and Sustainability Steering Committee to the Kraft Heinz Australia Pty Ltd Board of Directors and ELT on the topics covered in this statement.

Ethics and Compliance Training

'We Do the Right Thing' is one of Kraft Heinz's core Company Values and is something everyone is expected to follow. Kraft Heinz utilises a modular training programme for the various components of the Employee Code of Conduct. These are the training modules and attendance metrics, completed by our employees in 2021 and are focused on honesty, integrity, respect, dignity and conduct of business in an ethical and legal manner. The 2021 global results are set out below. These results also reflect the completion rate in Australia.

Dignity and Respect in the Global Workplace 100% participation rate

Kraft Heinz Global Code of Conduct 99% participation rate

Whistleblowing: Managing Questions and Concerns 100% participation rate

Employee Engagement Survey

Our annual 'Employee Engagement Survey' is a key moment in our employees' calendar and helps us measure and shape our culture for today, tomorrow, and the future. It's part of our larger listening strategy designed to check in with our employees throughout the year and to help us continuously improve our employees' experience. The engagement survey provides you an opportunity for team members to share their honest feedback about what it's like to work at Kraft Heinz Australia.

The survey targets several key issues of employee engagement that research has found to be critical components of successful organizations and provides an opportunity for team members to share their honest feedback about what it's like to work at Kraft Heinz Australia. Since 2017 to 2021, we have seen a consistent engagement increase amongst Kraft Heinz Australia team members (64 → 74), with the response rate of 87%.

Our goal is to track our engagement levels and leverage survey results in an action plan to enhance our workplace culture and transform Kraft Heinz Australia into an even better place to work.

Complaints Investigations

We assess, monitor and investigate complaints that are raised in various forms including through our established grievance mechanisms and engagement with industry unions. During the Reporting Period, 6 matters were investigated. Complaints were received through the human resources department and 24 hours help line, and related to allegations of bullying and unprofessional conduct. None of the issues raised through our grievance mechanisms during the Reporting Period related to allegations of modern slavery.



Looking Ahead

We are making sound progress on meeting our commitments, but there remains much to be done. Our focus will remain on responsible sourcing, protecting vulnerable workers and collaborating with key stakeholders and suppliers to prevent and address modern slavery in our operations and supply chain.

Disclosure Matrix

	MANDATORY CRITERIA	DISCLOSURE REFERENCE (PAGE NUMBERS)
1	Identify the reporting entity	3-4
2	Describe the reporting entity's structure, operations, and supply chains	6-7
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	8-10
4	Describe the actions taken by the reporting entity and any entity it controls to assess and address these risks, including due diligence and remediation processes	11-17
5	Describe how the reporting entity assesses the effectiveness of these actions	17-18
6	Describe the process of consultation with any entities the reporting entity owns or controls	5

This Modern Slavery Statement was approved by the Board of Kraft Heinz Australia Pty Limited (in its capacity as the principal governing body of Kraft Heinz Australia Pty Limited and as the parent company of each other Reporting Entity) on 29 June 2022.

This statement was signed by Simon Laroche in his capacity as a director of the Board of Kraft Heinz Australia Pty Limited and ANJ President on 29 June 2022.

Simon Laroche, Director Kraft Heinz Australia Pty Limited
ANJ President

LET'S MAKE
LIFE
Delicious
KraftHeinz

Contact Information

Our Free Call Number

1800 037 058

Our Free Call Numbers are open between

By Post

Consumer Support Team

PO Box 439

Hastings New Zealand