



SELECT HARVESTS

## SELECT HARVESTS LIMITED

### KEY APPOINTMENTS AND NEW EXECUTIVE TEAM STRUCTURE

**2<sup>nd</sup> November 2012**

Paul Thompson Managing Director of Select Harvests is pleased to announce a number of key appointments to the executive team. The new executive team is structured to closely align responsibilities with the Company's core operations across farming, almond processing and sales & marketing. The changes are effective from 1<sup>st</sup> November 2012.

Bruce van Twest joins Select Harvests as General Manager Operations, from Kraft Foods where he was the Group Manufacturing Manager, Australia & New Zealand. Bruce oversaw the integration of Kraft and Cadbury's trans-Tasman operations following the merger of the two businesses across six manufacturing sites. He will have responsibility for Select Harvests' processing and post-farm gate supply chain operations at Thomastown and Carina West. The focus of the team will be to increase quality and productivity, drive safety and food hygiene programs and assist in product development and innovation.

Mark Eva has been appointed General Manager, Sales and Marketing – Consumer Products. Mark has strong FMCG experience across branded, private label, and commodity products with a track record of driving profitable sales growth. He joins Select Harvests from SCA Hygiene where he was the Director of Sales and Marketing, Consumer. He was previously General Manager - Marketing, Sales and Innovation at Bulla Dairy Foods. Mark and his team will be responsible for growing Select Harvests market leading brands, developing opportunities with consumers and ensuring retail customers receive outstanding service. He will work alongside Lawrence Van Driel – Trading Manager, who will continue to manage Select Harvests sales in the export and wholesale markets.

Paul Thompson, Managing Director, Select Harvests, said, "We are extremely pleased to have secured two outstanding, candidates in Bruce van Twest and Mark Eva. Bruce has a strong track record in driving operational improvements and Mark has proven expertise in driving sales growth. Their appointments will significantly strengthen our executive team.

Peter Ross, formerly the General Manager Processing, Almond Division, has been appointed to the role of General Manager, Horticulture. Peter has been with Select Harvests since 1999 and was previously Operations Manager for the Almond Division. He has a wealth of experience in the almond industry and will oversee initiatives to ensure best-in-class horticultural practices, targeting increased yields and improvements in crop quality.

Tom Kite, who was previously the head of Human Resources for the Food Division, has been appointed Human Resources Manager for the entire Select Harvests business. Tom's responsibilities will include Human Resources, OH&S and Environment and he will champion the One Select program driving closer integration and communication across the Company's operations.

The executive team also includes Paul Chambers, Chief Financial Officer & Company Secretary and Lawrence Van Driel, Group Trading Manager.

Paul Thompson said, "Select Harvests now has a new management structure and an expanded leadership team in place with a breadth of experience and complementary capabilities across the business. I am looking forward to working collaboratively with the team as we focus on driving operational improvements and ensuring the business is well positioned to benefit from continued strong fundamentals in the global almond market."

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## **EXECUTIVE TEAM:**

### **Paul Thompson – Managing Director:**

Paul joined Select Harvests as Managing Director in June 2012. He is an experienced executive with over 30 years of management experience. Before joining Select Harvests he was President of SCA Hygiene Australasia, responsible for a \$600 million turnover business across all of its divisions (FMCG, Pharmacy, Industrial/Foodservice & Healthcare).

At SCA Hygiene Paul managed 1300 employees over 5 manufacturing sites and three geographies. He also oversaw leading brands including Sorbent and Handee. Mr Thompson is a member of the Australian Institute of Company Directors and has formerly held positions as a Director of the Australian Food & Grocery Council and on other industry bodies.

### **Paul Chambers – Chief Financial Officer & Company Secretary:**

Paul joined Select Harvests in 2007. Paul is a Chartered Accountant with over 20 years of experience in senior financial management roles in Australian and European organisations.

He was CFO, Henkel ANZ and prior to that he held corporate positions with the Fosters Group. He has managed complex change, acquisition and business integration projects.

### **Bruce Van Twest – General Manager, Operations:**

Bruce Van Twest was previously the Group Manufacturing Manager, ANZ, at Kraft Foods. He had accountability for overall trans-Tasman manufacturing performance including integration after Kraft purchased Cadbury in February 2010.

Prior to his role at Kraft, Bruce was the Chief Executive Officer at Bizwear, a corporate apparel and workwear manufacturer. He has also held Supply, Manufacturing and Operational roles with SCA Hygiene and South Pacific Tyres.

### **Mark Eva – General Manager, Sales & Marketing – Consumer Products:**

Mark Eva joins Select Harvests from SCA Hygiene where he was the Director Sales and Marketing, Consumer. Mark led a 100 member Sales and Marketing team across Australia and New Zealand driving significantly increased sales and developing a strategy to recover raw material cost increases. Prior to SCA, Mark was the General Manager Marketing, Sales and Innovation, at Bulla Dairy Foods.

Mark has held a number of other Marketing and Sales roles at FMCG companies including Henry Jones Foods, Colgate Palmolive and ICI Australia.

### **Laurence Van Driel – Trading Manager:**

Laurence joined Select Harvests in 2000. Laurence has over 20 years' experience in trading edible nuts and dried fruits.

He has a comprehensive knowledge of international trade and deep insights into the trading cultures of the various countries in which these commodities are sold. He has held senior purchasing and sales management positions with internationally recognised companies.

**Peter Ross – General Manager, Horticulture:**

Peter Ross joined Select Harvests in 1999. Peter held the position of Plant and then Project Manager for the processing area of the Almond Division before being appointed to his current role in July of this year.

Prior to joining Select Harvests, Peter ran his own maintenance and fabrication business servicing agriculture, mining and heavy industry.

**Tom Kite – Human Resources Manager:**

Tom joined Select Harvests six years ago as the Food Products Division Human Resource Manager. He has worked with the Food Products Division department heads to implement the restructure of a number of company services, including the amalgamation of the company's Merriram processing facility activities into the Thomastown site, and the outsourcing of merchandising and sales teams to third party providers.

Tom has approximately 30 years human resource, industrial relations, training, OHS and WorkCover management experience. He is also qualified in Occupational Health and Safety, Governance and Administration and Workplace Training and Assessment.

**For further information please contact:**

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## **Paul Thompson - Biography**

Mr Thompson is an experienced executive with over 30 years of management experience. He began his career as a Management Trainee at Shell Australia rising to become Territory Manager, LPG for New South Wales.

Mr Thompson became Chief Executive Officer of Carter Holt Harvey Tissue before the business was acquired by SCA, one of the world's largest personal care and tissue products manufacturers.

As President of SCA Hygiene Australasia Mr Thompson was responsible for a \$600 million turnover business across all of its divisions (FMCG, Pharmacy, Industrial/Foodservice & Healthcare). He managed 1300 employees over 5 manufacturing sites and three geographies. He also oversaw leading brands including Sorbent and Handee.

Mr Thompson is a member of the Australian Institute of Company Directors and has formerly held positions as a Director of the Australian Food & Grocery Council, councillor in the Australian Industry Group and member of the CEO Forum. He was also an industry representative on the Pulp & Paper Industry Strategy Group which provided recommendations to the Federal Government on future strategy for the Pulp and Paper industry.

Paul was brought up in Melbourne, Victoria and attended Melbourne Grammar School before graduating from Monash University with a Bachelor of Business (Marketing).