

OFFER OF EMPLOYMENT

This offer is for "as and when required" employment during the fruit season. It means that when we have a need for staff, we will contact you to offer work for a number of hours or days.

There are no fixed or minimum hours of work guaranteed or promised. The work may be for part of a day, or for a number of days or weeks. We will try to give you 48 hours notice of when you may be required.

On some days, work that has been offered may be interrupted or cancelled because of bad weather or because the demand for our crops has reduced, or some other operational reason. If you are at work and it is interrupted, you will be paid for the hours actually worked. There is no pay for hours not worked.

Central Cherries Packhouse Ltd has a number of people working "as and when

required" during the fruit season. The Packhouse reserves the right to decide which people will be offered work on any particular day, and the order in which people will be laid off as the season ends.

The start and finish of the fruit season varies with the weather, the quality and quantity of the crop to be harvested, and the demand for our fruit. This is reflected in your proposed employment agreement.

If you decide to accept this offer of employment, please complete the information required overleaf, sign the employment agreement, and return this part of this form to us. Thank you.

Central Cherries Packhouse Ltd

The position being offered, the pay rates, and the

conditions of employment are contained in the ___employment agreement attached.

ACCEPTANCE

PLEASE PROVIDE THE FOLLOWING DETAILS, SIGN, DETACH AND

RETURN THIS PART OF THIS FORM.

Name:

Address:

Telephone Number: _____ Age (if under 20):

Passport No: _____ Country:

If I am ill or injured, please notify

Name:

Address:

Telephone number: _____

Please pay my wages into account number:

Bank Branch Account No Suffix

Health declaration

D I am not allergic or sensitive to substances or chemicals

used in packhouse operations. _____

D I do not have any injury, illness or other condition which

prevents me from undertaking these duties _____

I attach:

D a completed tax code declaration

D a signed copy of the employment agreement

Note: this offer of employment is conditional on the above health declaration, and that you will sign an employment agreement before commencing work. If you want changes made to the proposed employment agreement, these must be agreed to by us before you sign the agreement. You are entitled to obtain independent advice about the proposed agreement before you sign it. If we cannot agree about the terms and conditions, this offer of employment is withdrawn.

I accept the employment offered:

Signature: _____ Date:

CODE OF CONDUCT

Conduct which threatens other staff, clients, visitors, personal health, well-being or security, or which endangers plant, property, produce or services, is unacceptable.

The following are examples of serious misconduct which may lead to instant dismissal

- " Falsifying your own or another person's timesheet or tally sheet or other company records
- Having or consuming illicit drugs or alcohol at work without authorisation
- Reporting for work under the influence of alcohol or illicit drugs or both
- Gambling on the job
- Possessing property which does not belong to you without permission or authorisation
- Taking packhouse property or produce away from the premises without permission or authorisation
- Boisterous play which injures or has the potential to injure another person
- Wilful damage to packhouse property or produce
- Wilful or deliberate act which affects hygiene, produce quality or safety
- Irresponsible use of fire protection or safety equipment
- Assaulting or sexually harassing another person on packhouse premises
- " Smoking in unauthorised areas
- Refusing to perform work or walking off the job
- Refusing to obey lawful instructions
- Sleeping on the job
- Unauthorised absence from the job
- Failing to report hazards or work injuries
- " Failing to use required safety clothing, equipment or procedures
- " Misrepresenting Central Cherries Packhouse Ltd
- Unauthorised disclosure of classified or confidential packhouse information

The following are examples of misconduct which may result in a warning or which if repeated may lead to dismissal

- Preventing other persons from carrying out their work
- Arriving late or leaving early without authorisation, except in emergencies

- Inappropriate language or harassment offensive to another person while on premises or on packhouse business
- Wilful or unauthorised use of packhouse vehicles, tools, plant and equipment
- Defacing packhouse property including timesheets and notices
- Leaving the assigned place of work during working hours without authorisation
- Boisterous play
- Wasting time or materials
- Placing offensive notices anywhere on packhouse property
- Not observing safety rules or working in an unsafe manner
- Failing to report fires, use of fire protection equipment, or work related non-injury accidents
- Lack of application to assigned tasks or failing to complete a full day's work without reasonable excuse
- Unacceptable personal hygiene
- Improper parking of personal vehicles
- Note: the above are examples. Other similar behaviours may also be considered serious or other misconduct

IT IS AN OFFENCE TO TAKE FRUIT OR OTHER PRODUCE AWAY FROM THE PACKHOUSE WITHOUT THE EXPRESS PERMISSION OF MANAGEMENT

CONDITIONS FOR PIECE RATE PACKING

- The fruit sorted must be of the quality standard required by Central Cherries Packhouse Ltd. If sub-standard fruit is sorted, the sorter will re-sort their fruit.
 - The Employee must be available for a minimum of 8 hours packing each day unless some other arrangement has been agreed. The number of hours to be worked will be agreed beforehand, and may be more or less than 8 per day.
 - The minimum required weight of fruit to be processed in an 8 hour day by a sorter is 200kg
- No unsorted fruit are to be left at the end of the day.

HEALTH AND SAFETY

Personal Safety

- Wear and use issued safety clothing and equipment
- Wear footwear which provides adequate protection

- Keep out of blocks being sprayed - check with the manager
 - Use recommended lifting techniques (bend knees, keep back straight) when lifting heavy loads and when lifting and handling crates, emptying picking bins or moving pallets
- Tractors, Forklifts, Hydraladders and Mobile Equipment
- Do not carry passengers
 - Keep clear of vehicles and mobile equipment - remember that the operator may not be able to see you
 - Keep clear of forklifts - do not walk under raised loads or move in front of forklifts loading trucks
 - Keep clear of tractors operating mowers or sprayers
 - Keep clear of hydraladder wheels, especially the single wheel
 - Do not operate tractors, forklifts or other mobile equipment unless authorised
 - Pull pallet trolleys in preference to pushing them so as to be able

to see where you are going

Roadways and Intersections

- Shelter belts, netting and buildings restrict visibility
- Give way to moving tractors, forklifts and other moving equipment
- Approach and drive through intersections cautiously

The Dam

- Swimming in the dam is strictly at your own risk
 - The dam is deep and has steep sides
 - You could drown
- Sunburn
- Take care to avoid sunburn. Dress appropriately.

Pack House Operations

- Pack house equipment is protected by guards. No equipment shall be operated without all guards in place
- Guards removed for any reason must be replaced before attempting to restart the machinery
- Keep clear of forklifts operating inside or around the pack house
- Forklifts have right of way in and around the pack house

Sorting Tables and Graders

- ON/OFF switches are located at the smoko end of the sorting tables, office and beside the main control panel.
 - Keep hands and feet clear of belts and rollers
 - Ensure machinery is stopped before attempting to clean
- " Exercise caution when working near the motors located underneath the sorting tables and graders

Pallet Stacks

- Keep your feet well clear when pulling pallets from stacks
- Control noise and danger by not allowing pallets to crash to the floor

Cool Store Operations

- Keep hands and feet clear of the Cool Store door.
- Keep Cool Store doors closed whenever possible. Minimise opening
- Know that light switches are located at all doors
- Know how to open Cool Store doors in emergencies

Housekeeping

- Keep entrances, exits and transit areas free of debris and fallen fruit
 - Beware of hazards created by fallen fruit on floors
- Ground Conditions
- Beware of fallen and rotting fruit, rabbit holes, and slippery areas and mud resulting from rain and irrigation.

Chemicals and Other Substances

- Do not enter the Spray Shed unless authorised
 - Ensure that the Spray Shed is locked when not in use
 - Wear appropriate safety equipment when handling chemicals and other substances
- Only Growsafe certified personnel may initiate an application of chemicals. Their instructions must be followed.

STAY OUT OF THE NETTED AREA.