Growing TER BERRY



A BETTER BERRY

Burlington Berries is located in the beautiful Tasmanian, Northern Midlands agricultural hub of Cressy, and specialises in growing a delicious range of strawberries, raspberries and blackberries.

With a focus on quality, teamwork and innovation, Burlington Berries is committed to providing a 'Better Berry' for all Australians to enjoy.





WELCOME TO BURLINGTON BERRIES

Burlington Berries is a family company. We are recognised as leaders in the horticultural industry, producing berries of the highest quality. Our berries are delicious and can be used in so many different ways and we are very proud of our Tasmanian provenance.

Here at Burlington Berries we are making a difference. Our berries are different – full of flavour and taste sensations. Our production methods are different - we are using the latest growing systems and technology. Our employment opportunities are different - we value every worker and their contribution to the whole business. Our pastoral care is different – we want the best for our workers and provide a home away from home. Our impact is different – we are having a positive influence on our community, the wider district and overseas.

As a family company we have invested not only in what you can see but also in the many aspects which happen behind the scenes and have maintained strong links to Europe and our partners in Hugh Lowe Farms and Driscolls.

Berry growing in Tasmania is stimulating and challenging and we are looking forward to the future with excitement and anticipation.

Experience the Difference with Burlington Berries.

Kate Sutherland

Managing Director of Burlington Berries



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4



Recruitment	28	
Community	30	
Management team	28	





Ben Adam Pack House Team Member



6

OUR VISION

"To grow the best soft fruit company, excel in all areas (plant to punnet, people to production), enjoy a safe and inclusive workplace, and responsibly manage the environment while benefiting the local community."

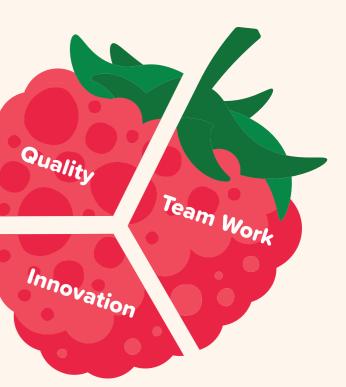
MISSION STATEMENT

"Burlington Berries uses advanced technology and agronomy skills to provide high quality berries to valued customers, with our team focused on innovation and growing a successful company."

VALUES

Being the Best

"Never let it rest, until our good is better and our better is best."



"I've worked across farms in the UK, China, Europe & South Africa and the work we are doing at Burlington is world-leading"

Laurie Adams General Manager Burlington Berries General Manager, Laurie Adams and Assistant Farm Manager, Libby Sutherland inspect the latest trial planting of 'Zara' Strawberries. Coco

BUSINESS OVERVIEW

lington Berries Agronomist nabel Hutchinson examines raspberry plants to ensure they are healthy and have balanced nutrition.

COMMITTED **TO GROWING A BETTER BERRY**

Located in the Northern Midlands, our 60 hectare farm grows a variety of soft fruits including raspberries, blackberries and strawberries. From pickers to packers, management to machinery operators, our diverse team is committed to growing a 'Better Berry' for all Australians to enjoy.

Situated on the banks of the Macquarie River near the township of Cressy, Burlington Farm is renowned for its nutrient rich soils, abundant water and cool temperate climate, providing the ideal environment for producing a range of soft fruits.

Every year, over 450 team members work together to produce in excess of 2,500 tonnes of berries destined for local and national markets.

Many people join us on our farm, from Europe to Asia, Tasmania to Tonga, South America to Samoa. We are proud of our rich cultural diversity and the mixed demographic of workers. We are only as good as our people and they bring their expertise and passion in horticulture, agriculture and management to our farm. Our harvest season starts in mid October and runs through to early June with peaks from December to March. Harvest is when we pick our ripe and delicious berries and send them all around Australia via our partnership with Driscoll's Australia.

Whilst harvest is often the busiest time of year, Burlington Berries is an all-year-round operation with team members busy preparing, propagating, planting and planning to ensure everything is ready for harvest time; the culmination of our year's work.

Growing under protected cropping allows Burlington to operate in an environmentally sustainable way. We employ advanced agronomy techniques combined with biological control methods which minimise the need for chemicals whilst maximising our opportunity to use more natural methods.

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5.25m

Bees helping to pollinate our berry plants

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2,050

Tons of berries produced annually



450



Hugh Lowe Farms (UK), established in 1893, has been producing quality berries in Kent, England for 120 years. Our partnership and the collective experience of proprietors Marion and Jon Regan was central to establishing Burlington Berries as a leader of innovative soft fruit farming. Hugh Lowe Farms are one of the leading European soft fruit producers and they are the suppliers of strawberries to the world-famous tennis tournament Wimbledon. The international connection provides many opportunities to work collaboratively and counter seasonally in many areas.



GROWING PARTNERSHIPS SINCE 2012

Working with our trusted partners, Driscoll's and Hugh Lowe farms, Burlington Berries has access to over 120 years of collective agricultural knowledge.



Burlington Berries supplies Driscoll's Australia (Driscoll's) with Driscoll's bred varieties and in turn, Driscoll's Australia manages the marketing and distribution of our quality Tasmanian grown berries across Australia. Our partnership with Driscoll's means that we can focus on growing delicious fresh berries, confident in the knowledge that Driscoll's distribution and expertise will deliver them to our customers in premium condition. We all know that a fresh berry is a tasty berry.

HUGH LOWE FARMS

At Burlington Berries we work closely with a range of industry partners, fostering collaboration and industry best practice.







GROWING BERRIES

GROWING DELICIOUS VARIETIES OF STRAWBERRIES, **RASPBERRIES AND BLACKBERRIES**

Burlington Berries specialises in producing the highest quality strawberries, raspberries and blackberries. We use advanced protective cropping tunnel systems to create a specialised microclimate. We maximise our fruit quality and yields unaffected by weather and adverse climate conditions.



We grow a Driscoll's variety of raspberry called 'Maravilla'. Maravilla is a large, firm berry with a delicious sweet and refreshing taste. Tasmania provides ideal growing conditions for raspberries which require frosts over the winter to set the plant up for a spring/summer crop. With a cool climate and mild summers, Maravilla has two fruiting peaks with a primary flush in December and a secondary flush of fruit in February and March. The fruit is grown on long canes supported by a complex trellis. 50% of our farm is dedicated to growing Maravilla.



Strawberries

We grow a Driscoll's variety called 'Amesti', a sweet, full flavoured berry, with a traditional shape, scarlet colouring and impressive shelf life. Burlington's sun soaked fields, innovative growing methods and annual/biannual plant replacement system are ideal for high quantity production and quality yields. Amesti is an ever-bearer variety providing fresh berries from October through to late May. Commencing 2022 we are growing new premium varieties, Zara and Katrina. These are the latest Driscoll's varieties to be released commercially which will be marketed under the Sweetest Batch label, and are lifting the bar in taste and consumer experience.

Blackberries

Blackberries are a part of the Rubus genus. Our Driscoll's variety is called 'Victoria' and is renowned for its extra large berry with a sweet taste and juicy texture. Victoria Blackberries are thornless making them enjoyable to pick from December through to June . The key to a good harvest is to have well presented canes, active pollinators, and skilled pickers who are able to select berries at the right time.



Ana Bela Barreto Moniz is one of 450 seasonal workers who pick fruit at Burlington Berries each year.

GROWING BERRIES

HOW WE GROW OUR BERRIES

Tasmania's year-round cool temperate climate is ideal for growing a range of soft fruits. From the preparation required in the cooler months to the busy summer harvest, every season brings its unique challenges and to-do lists to create the perfect fruit. Discover how we grow our berries all year round using techniques and processes developed over years of innovation and experience.



Growing Strawberries in table tops

Our everbearer strawberries are grown in long bags suspended in gutters on table top structures, assisting with easy management and harvesting. These grow bags are filled with coir fibre which is the outside husk of the coconut and forms an ideal growing medium. The bags are fertigated with computer controlled individual drippers providing all the nutrients the plant requires. At the end of the season the coir is removed from the bags and it can be recycled as a soil conditioner. Strawberry plants are grown from small runners and may last for two years in their coir bag before being replaced. Flowers appear within two months of planting and mature in four weeks to form berries. These flowers are pollinated and each plant will produce about 40-50 delicious berries during the season.



Growing Raspberries & Blackberries in table tops

Our raspberries and blackberries are grown in large pots filled with coir, a natural coconut fibre that has superior growing qualities such as aerobic circulation and good moisture retention. All the plants' nutrition is delivered by fertigation provided through drippers. The plantlet grows into long canes which are supported on a complex trellis system.

Harvesting

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Harvest is a busy time on the farm starting in October with the early strawberries. At Burlington Berries our fruit is picked directly into the punnets held in a field tray. Once picked, the trays are counted and move quickly into the cooling fridges. This reduces the amount of handling and damage to the berries.

Each picker has their own barcode and so there is full traceability from the field to the pack house where further quality checking is carried out. It is essential to maintain quality throughout the harvesting process. Through this method we have full transparency and are able to provide quick feedback to our supervisors and pickers.

Picking frequency depends on the temperature, daylight hours and humidity. In summer crops are picked daily and by late autumn this might be every three to four days.

Once harvested, the berries are ready for processing through the pack house.



Pack house

Burlington Berries has an on-farm pack house consisting of intake and despatch fridges, three processing lines and a quality control section.

Fruit is picked, cooled, checked for weight, quality and lidded before being packed in Driscoll's boxes ready to go on pallets and be transported to the Driscoll's distribution centre at Devonport. The Spirit of Tasmania ships daily to the mainland for national distribution supply chains. Burlington Berries, efficient and innovative pack methods ensure our berries make it from the farm into the hands of our customers while still fresh and full of flavour.

GROWING A BETTER BERRY THROUGH TECHNOLOGY & INNOVATION

Burlington Berries' state-of-the-art technology and innovation practices is one of the key reasons our business consistently delivers a 'Better Berry'. From digital farming to fertigation and pest management, whenever there is an opportunity for growth and improvement, Burlington Berries aims to be at the forefront of the industry.

Nurseries

Long cane nurseries are the starting point of our innovative practices. We produce and grow 100% of our long cane blackberries and raspberries onsite at Burlington in dedicated nurseries. This ensures that our growers and agronomists can monitor and control the quality of our plants and berries, keeping production consistent and of the highest quality. Planted as a long cane, these plants are 'ready to go' and fast track the normal development process with blackberries, producing fruit in their first year of planting.

Cold Storage

Cold storage of plants during the winter allows us to alter the timing of our crop production to meet market demand and manage labour availability. Plants are collected in the autumn and stored in large cold storage facilities just below freezing. Cold storage allows our plants to remain dormant until they are replanted and provide sequential fruit production.

Digital Farming

Every step of growing our berries at the Burlington site is monitored and aided by digital farming. Tracking climate, moisture, fertiliser and crop measurements to provide cloud based real-time data across the fields. The data is collected by a variety of computer programs which allow us to analyse, trouble shooting and continuously improve our growing practices. In addition to digital insights, we conduct a range of experiments and trials across production fields and in our dedicated trial tunnels. It is important to keep assessing new varieties, improving crop management skills, exploring planting densities as well as seasonal crop strategies.

Pack House

Once harvested, our unique pack house facility and pack house team ensure that the quality of our berries remains high. Intake cooling, temperature controls, packing lines, additional quality control checking, and minimal handling contributes to the longevity and great taste and texture of our berries.

Technology

Burlington Berries is connected to world class technology. In collaboration with Dogtooth Technology UK, we have been investigating and trialing the use of robotic pickers with computer vision and machine learning. These robots provide data related to the harvesting of soft fruits and yield forecasting to improve crop analysis.

Burlington Berries Irrigation Manager Daniel Robinson

Waste Management

The final and one of the most important roles that technology plays on our farm is on seconds quality fruit management. We monitor crop seconds as a main Key Performance Indicator. This gives us weekly data from each field about quality breakdown, allowing us to focus and target our strategies. We also ensure all crop seconds are either reused within the farming business or sold for processing.







A YEAR AT BURLINGTON BERRIES

BURLINGTON BERRIES IS ALWAYS GROWING

Tasmania's year-round cool temperate climate is ideal for growing a range of soft fruits. From the preparation required in the cooler months, to the warmer busy summer harvest months, every season brings its unique challenges and to-do lists to create the perfect fruit.



Winter

Preparation for the coming harvesting season.

- Removing old crops and replacing poly tunnels
- Packing, grading and storing Nursery plants ready for planting in the spring
- Changing crops over, pruning and consolidating plant material
- Setting up and planting the new seasons crops
- Installing plastic doors, covering the crops with a cosy fleece, and other systems to ensure the plants don't all mature at the one time
- Reflecting on the previous season and looking at our processes and procedures, planning and budgeting
- · Capital improvements and making infrastructure changes and additions

June through to August

Averages 3-11 degrees celsius with heavier rainfall, winds and winter frosts

Berry season is dormant

What's in season?

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Spring

Everything is growing!

- · Recruiting harvest staff and supervisors
- Start picking early strawberry crops
- · Plant cold stored plants like Long Cane
- Plant Nursery fields of Blackberry and Raspberry
- Crop Husbandry to manage plant habit, growth and structure
- · Establish biological populations of beneficials to manage pest problems
- Introduction of pollinators

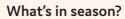


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September through to November

Averages 8-17 degrees celsius with varying rainfall

Berry season has begun





What's in season?





Summer is our busiest season!

• Picking Primocane Raspberries, Ever bearer Strawberries and Setback Blackberries

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- Working on the farm with early morning starts picking early means our fruit stays fresh for longer
- Cooling off the picked berries, down to 3 degrees in our coolrooms
- Packing all the cooled fruit ready for daily despatch on the Spirit of Tasmania to the mainland
- Packing secondary fruit for processing and manufacturing so no berries are wasted

occasional rainfall

Berry season is in bloom

· Managing over 450 seasonal workers whose teams pick, pack and manage the site for the summer harvest

December through to February

Averages 17-30 degrees celsius with





Autumn

Getting ready for the next growing season.



- Picking Primocane Raspberries, Ever bearer Strawberries and Setback Blackberries
- Finishing project work and field setup for next season
- · Deleafing removing old leaves
- Removing strawberry runners
- Re-trellising the raspberries and blackberries
- · Additional agronomy focus on pest and disease control
- Defoliating the fruiting plants. Improving air and light to
- reduce disease pressure and enhance quality



March through to April

Averages 9-17 degrees celsius with varying rainfall

Berry season is in bloom

What's in season?



SUSTAINABILITY

A BETTER BERRY FOR THE ENVIRONMENT

Sustainability is a major focus at Burlington Berries.



We use all the berries we pick. 95% are sold fresh and the others are sold as frozen Australian berries, jams, sauces, gin and even ice cream.



We use integrated pest management practices to minimise use of chemical controls.



Polytunnels are covered in a special luminescent plastic which distributes the light evenly. This plastic is used for up to five years and then is recycled or repurposed.



Irrigation is fed by The Macquarie River and new systems of capturing and recycling the water are being investigated.



ZERO WASTE At Burlington Berries nothing goes to waste. Our 'Wonky Fruit' Program ensures that berries that do not meet retail fresh quality standards are sold to local Australian companies. These are used in products including frozen fruit, gin, jams, ice creams and freeze-dried products. Zero waste is central to our sustainability initiatives and we strive to achieve it in the most delicious and innovative ways. Follow the links below to discover Mile Hale La La L more about the companies that ensure our berries never go to waste. You can find our seconds fruits go into delicious Australian products, including: Forager Fruits Joanna's Jams www.foragerfoods.com.au www.joannasjams.com.au Rhubru Island Berries Tasmania www.islandberriestasmania.com.au www.rhubru.com.au Southern Wild Distillery Aussie Frozen Fruit www.southernwilddistillery.com www.aussiefrozenfruit.com.au





We have invested in 126kw of solar energy to power the pack house, irrigation and our onsite accommodation.

20



Our coir growing bags are sourced from only sustainable producers.



We own 300 hives whose bees are carefully bred to become efficient pollinators producing delicious fragrant honey.



We have 4 solar powered electric tricycles for crop monitoring reducing our diesel needs.

"I liken Growing Berries to driving a Ferrari on a mountain road. So many variables, no cruise control and incredibly exciting"

Kate Sutherland



A FAMILY STORY

A FAMILY COMMITTED TO TASMANIAN AGRICULTURE

Burlington Berries was established in 2012 by Kate and Stewart Sutherland with lifelong friends and business partners Marion and Jon Regan from Kent, England. Originally from NSW where the Sutherland family has farmed for generations, Kate and Stewart manage Burlington Berries in conjunction with their other agribusiness which form the Tooma Group.

Consisting of farms in NSW, Victoria and Tasmania, the Tooma Group is a mixed farming venture with a focus on mixed broad acrea cropping, Fat Lamb and beef cattle. All seed produced on the farms is marketed through their pasture seed business Upper Murray Seeds, headquartered in Albury.

As passionate and experienced farmers, the Sutherlands have been committed to the Australian agricultural industry for 6 generations, and now the next generation of the Sutherland family - Emma, Charlotte, Sophie and Libby are all involved in various operational and management roles within the businesses.

The Sutherland Family: Stewart, Libby, Charlotte, Sophie, Emma, and Kate Sutherland.



With years of experience in producing, growing and selling premium agricultural products, the addition of a berry farm seemed like a natural progression for the Sutherlands. The family was already active in Tasmania growing pasture seeds as part of the Upper Murray Seeds operation. An opportunity to establish and develop a soft fruit enterprise was presented by Marion and Jon Regan in 2012, after Driscoll's Ltd recognised the potential to provide year round premium berries to the Australian consumer.

Growing berries requires a very special skillset and with the Regans of Hugh Lowe Farms in the UK, it was the ideal partnership. Located in Kent, England, the undisputed

berry capital of Britain, Hugh Lowe Farms was established in 1893 and is the official supplier of strawberries to the world-famous tennis tournament, Wimbledon.

The Burlington Berries partnership brings the Sutherland's Tasmanian investment and Hugh Lowe Farm's 120 years of experience together. It is now growing over 60 hectares of fresh berries in Tasmania, making it a leader of innovative soft fruit farming in Australia, and has plans for further expansion.





The next generation of Sutherlands.

Co-founders Jon and Marion Regan.

The future is very exciting

The business is always evolving and growing with many exciting projects in the pipeline.

Driscoll's new varieties are extending the harvest season providing year-round production and allowing us to provide our delicious berries to more customers more often.

Consumer demand is also driving the expansion of the farm's footprint with plans for a second 60 hectare site at Freelands Farm, also in the Cressy district.

This will not only allow Burlington to better meet market demand, but also allow the business to make







Sophie and Libby Sutherland inspecting one of the many raspberry crops.

further considerable investment within Northern Tasmania and offer more career paths and employment to local and international team members.

As the business grows, so does the family's involvement, with daughters Sophie and Libby in key leadership positions.

As the next chapter of the Burlington Berries story is written, it is reassuring to know the next generation is fully involved ensuring continued investment, local jobs and a 'Better Berry' for us all to enjoy for years to come.

AGONO

"From housing to visa advice, Burlington helps to ensure that all its workers are integrated not only into work, but also into our homes and communities"

Antonio Soares Do Carmo Picking Supervisor

SROP FRA



YOUR BURLINGTON BERRIES CAREER STARTS HERE

Our team members are the reason we continually grow a 'Better Berry'. We provide year-round employment to local team members, and hire up to 450 seasonal team members annually from over 30 countries during the 7-month harvest season.

Every member of our team is valued and we offer a range of support and pastoral care services, particularly to those who are joining us from overseas. It is all part of our commitment to ensuring a smooth transition not only to work, but also settling into life in Tasmania. We can connect you with a range of accommodation options, language assistance, visa and pastoral care assistance.

Burlington Berries offer varied work with pay rates that reward skills, productivity and commitment. We employ a diverse range of team members including local staff, new arrivals, students and seasonal workers through our connection with PALM programs from East Timor, Samoa, Solomon Islands, Tonga and Vanuatu.

Our commitment to positive employee experiences is the reason why so many of our seasonal workers choose to return year after year.

Burlington Berries Technical Manager Sarah Bensen examines strawberry plants ready for harvesting.

Our Tasmanian employees are central to our success - They are employed in all areas of management, supervision, non harvest and harvesting positions year-round. From mechanics to irrigation specialists, pack-house operators to agronomists, Burlington Berries always has positions available for local team members.

A diverse range of roles



Berry pickers are responsible for picking, sorting, and harvesting our berries ready for them to be sent for processing in the pack house.



Our maintenance team works yearround building new infrastructure and maintaining a network of polytunnels. This includes resheeting poly covers, installing new coir growing bags for our berries, preparation of trellising infrastructure, and climate control within the tunnels.



Our on-farm pack house is where our fresh berries get processed ready to be distributed to stores. Team members pack, sort, weigh and dispatch thousands of punnets every day.



The crop production team consists of our expert agronomists and horticulturists who are responsible for maintaining and managing optimum growing conditions for our soft fruit plants.



the nursery to the tunnel, ensuring they have the best start in life.

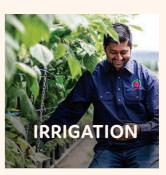
WORKING AT BURLINGTON BERRIES IS FULL OF OPPORTUNITIES

Local team members

International team members

The Pacific Australia Labour Mobility scheme (PALM) allows workers from 10 overseas countries to obtain agricultural work in Australia. Burlington welcomes all workers under these programs and offers a range of support and transitional assistance. We offer administrative support and pastoral care and integration into Tasmania and Burlington Berries is encouraged through connected housing, community sports and friendly mentorship. A skilled agricultural visa pathway also provides sponsorship opportunities.





The irrigation team monitors and controls the fertigation systems, ensuring our berry crops remain healthy and are delivered the right amount of nutrients at the right time.



The machinery team operates all the vital equipment including tractors, sprayers, mowers, and general plant which is used year round across the farm.

OUR COMMUNITY

Discover the stories of our community, how we support local and strive to build stronger businesses, sporting groups, schools and community organisations.



Supporting local businesses

"Many of our regulars work at Burlington and we see them everyday, making Burlington Berries a critical part of our business," reflects Katie. "Agriculture is woven into the fabric of Cressy, and businesses like Burlington are at the centre of our community's prosperity"

Katie & Jarrod Lamprey, Owners - Rustic Bakehouse

Rustic Bakehouse sits on the main street of Cressy, at its heart a 1926 woodfired Scotch oven that bakes the artisan breads, pizzas and pastries the locals and the Burlington Berries regulars love.



Growing our community

"Burlington Berries has given me a significant opportunity to step up, in both my career and personal life," reflects Daniel, "I am proud of where I am now and that is the result of moving to Cressy and becoming part of the Burlington Berries team"

Daniel Robinson, Irrigation Manager

Daniel is our expert Irrigation Manager in charge of all the plants fertigation, and is just one of many team members who have relocated to the Cressy area to take advantage of the employment opportunities available at Burlington Berries.

Giving back to our community

"Burlington Berries inspire so many of our dishes and our residents love them"

Nabiha Brett, Chef - Toosey Aged & Community Care

During harvest season, Burlington Berries donates our delicious strawberries, raspberries and blackberries to Toosey Aged and Community Care in the neighbouring township of Longford. Here the residents enjoy our fresh and local berries in their meals every week.

Toosey residents look forward to the delivery of fresh local berries every week and we love giving back to the community, supporting locals both young and old.



Playing in our community

"I love playing rugby, it's what I live for and to be able to do it here in Australia whilst also being part of the Burlington Berries team is a dream come true"

Sione Tokomaata, Player - Launceston Tigers

Whilst picking berries is the name of the game in summer, in winter the only game in town for many of our seasonal workers is rugby and Burlington Berries is fortunate to count many talented players amongst its ranks.

Every Tuesday and Thursday evening the 'Burlington Rugby Bus' leaves Cressy to take players to the Royal Park Rugby Grounds where our players join their Launceston Tigers team mates for training. **GET IN TOUCH**

BURLINGTON MANAGEMENT TEAM



Kate Sutherland Owner/Managing Director



Jon *Regan* Owner/Director



Marion Regan Owner/Director





Denis Serban Projects Manager Sarah Bensen Technical Manager



Stewart Sutherland Owner/Director



Laurie Adams General Manager



Libby Sutherland Assistant Farm Manager



Luke Richardson Financial Manager



Veronica Noble HR & SWP Manager







Sophie Sutherland HR & Welfare Manager



Michelle Jones

Pack House Manager



We love hearing feedback from our customers. Contact us today to discover more about our berries, career opportunities and more.

03 6397 6591 employ@burlingtonberries.com.au www.burlingtonberries.com.au @ @burlingtonberries

Burlington Berries Seasonal Worker Madalyn Kouto picking fresh raspberries.





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