

EMPLOYEES

McPherson's people represent the key to the Company's future success. Clear structures and reporting programmes have been established to ensure that a safe and comfortable working environment exists for all employees.

During the year ended 30 June 2009 the Company's employees decreased by 76, the major decrease occurring in Australia employee numbers. At 30 June 2009, the Company had 942 employees based in four countries as shown in the table below.

McPherson's is committed to maintaining positive and effective relations with their employees through safe working conditions, training programmes and in endeavoring to help all employees reach their full potential.

The Company maintains a policy that requires all business units to recruit new staff members on the basis of merit, in line with affirmative action principles and without discrimination. Ongoing performance management processes exist which allow the Company to develop staff to their full potential, and for them to effectively contribute to the success and growth of the Company.

Training, as an investment in the future, continues to be a high priority at all sites. Employees at all levels are encouraged to improve their range of skills and business knowledge through in-house, external and on the job training programmes.

McPherson's Limited – Employees By geographical area at 30 June 2009

Australia	780
New Zealand	99
Hong Kong/China	27
Singapore	36
	942

Safety

Safety in the workplace is treated as a very serious issue, with all McPherson's business units being required to maintain comprehensive safety management systems and accident prevention programmes.

There is an ongoing commitment to reduce accidents and injuries, the results of which are monitored at various levels within the organisation, including reporting to the McPherson's Limited Board on a regular basis. The Company requires that the safety committees maintained at each site place great emphasis on all aspects of occupational health and safety, including increased training and additional accident prevention initiatives.

Superannuation

Superannuation arrangements provided by the Company in each country are at a minimum consistent with the local practices and legal requirements of those countries. For most Australian employees, the Company outsources the superannuation function to ensure that employees are able to access the full range of benefits and options that superannuation specialists provide, and to fully comply with fund choice legislation.

Environment

The Company has a specific policy under the terms of which it is mandatory for all business units within the Group to operate in a manner that complies with all applicable environmental laws and regulations. Where appropriate, site audits are required to be carried out to assist continuing compliance.

Procedures are in place whereby all businesses throughout the Group are required to report environmental matters to the Board on a regular basis, including confirmation of compliance with Company policy.

Community

The Board approves a number of specific donations annually, which include donations to major charitable institutions such as the Australian Red Cross, the Salvation Army and the Brotherhood of St. Laurence. Business units also provide some assistance to designated local charities, hospitals and community service clubs.