

11 June 2024

Speirs Foods Addresses Payroll Issue

Speirs Group Limited is a majority owners of Speirs Foods (2018) LP (Speirs Foods) , a Limited Partnership based in Marton which manufactures and supplies fresh foods, mainly salads, to supermarkets and the food service industry across New Zealand.

Speirs Foods recently identified an error in the wages paid to some waged employees dating back to 2018.

This has resulted in a number of employees being paid less than they were contractually entitled to. The principal cause of the issue was due to a misinterpretation of the terms of the employees' individual employment agreements.

The bulk of the underpayment relates to the last 24-month period and the total underpayment is \$382,601.71 with \$247,263.69 of this owed to 55 current staff and \$135,338.02 owed to 113 former employees.

Current staff were advised of the error on 11 June 2024 and will receive the backpay they are owed, in full (net of IRD and Kiwisaver deductions), immediately.

Affected former staff will be contacted commencing the week of 17 June and paid on a case-by-case basis, as soon as practicable after confirming contact with each individual.

The matter is being led internally by Chief Executive Officer Jerem Wylie supported by Robert Speirs, Chairperson of the Speirs Foods General Partner Limited Board of Directors.

The Speirs Foods leadership team has been robust in its efforts to investigate, address and communicate the matter to staff.

Speirs Foods was concerned to uncover this mistake and to learn that it went unchecked for so long.

Speirs Group can advise stakeholders that immediate steps were taken to rectify the issue, commencing in late 2023. This was led by Jerem Wylie, then a newly appointed Chief Executive, with the support of a new Financial Controller and expert guidance from an employment law specialist and an external Chartered Accountant.

Improvements have subsequently been made to the internal management and payroll systems of Speirs Foods ensure this mistake cannot happen again.

While our key focus has been working with the affected employees to correct the error, relevant stakeholders including Government departments, suppliers and clients have been notified where appropriate.



For further information please contact:

Lee Simpson
Executive Chairman, Speirs Group Limited
lees@speirs.co.nz

06 350 6004

Robert Speirs
Chairman, Speirs Foods General Partner Limited
Robert.n.speirs@gmail.com

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