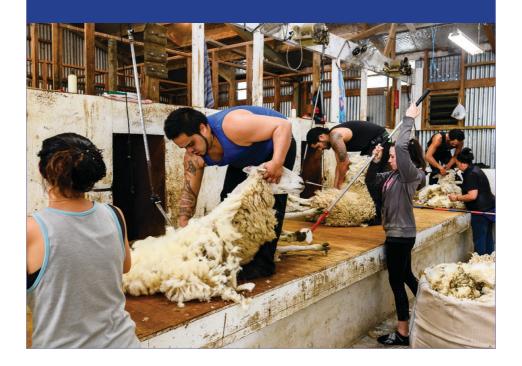


Strategic Plan 2025-2028





Our **Purpose**, **Vision**, **Mission** and **Values** shape our culture and focus.



Champions of the wool harvesting sector.



Lead, support and grow capability, in the wool harvesting sector.



To lead and unify shearing contractors in New Zealand.





Values: Our Core Beliefs Our values are at our core, they shape our actions, inform our behaviors, provide guidance in our decision making and keep us accountable.

| Integrity | Whānau | Kaitiakitanga/ Guardianship |
|---|---|--|
| We do what we say we will. We keep things real and measured. We give and earn respect. We are professionals and strive for excellence. | We are a people business, we care about our whānau and community. We hold each other to account. Our people are important, we nurture their growth and development. We work as a team. | We remember the past, protect the present and look to the future. We are proud to be part of New Zealand's wool harvesting sector. We champion the industry's sustainability and vitality. |



NZSCA Strategic Priorities

Significant & Respected

- Strong animal welfare focus and delivery.
- Enhanced wool sector credibility and trust.
- Engaged membership.
- We are at the right table.
- Strong relationships/partnerships in place.
- Measured, clear, messaging and communications.
- NZSCA, is a valued, respected, and influential partner.

Whānau & Community

- Diversity of thoughts and views embraced.
- Health & Safety embedded in our culture.
- Resilience and wellbeing programmes in place, understood and accessed.
- Care about our people and nurture their growth.
- Mentoring/coaching/personal development tools and support structures in place.
- Local jobs for local community.

Recruitment & Training

- Lead, and drive advocacy for funding support for training providers.
- Sustainable wool harvesting career pathways in place and understood.
- Position and drive wool harvesting as an attractive and vibrant career option with real personal and professional development opportunities.
- National Industry standards and seals are symbols of industry excellence and are sought after.
- Leverage impact of shows and records as a tool to drive industry recruitment and interest.
- Professional development is a core focus.

Animal Welfare

- Lead, wool harvesting animal welfare discussion and initiatives as the clear subject matter expert.
- Improved animal welfare and husbandry practices and programmes in place and embedded in our culture.
- A safe workplace & infrastructure for all team members/employees, contractors and animals.
- Clarity and alignment on NZSCA animal welfare policy and expectations.
- Zero tolerance for any issues or breaches of the Animal Welfare code.
- Animal welfare, social license enhanced and strengthened.
- ShearNZ established as the lead quality programme.

To find out more visit www.nzshearing.co.nz

Or contact us at manager@nzshearing.co.nz