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# Allied Pinnacle Pty. Ltd.

## Corporate Strategy for Recruiting and Retaining Talent

Meeting the people challenge of our Industry

2023 IAOM Southeast Asia Conference & Expo

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# WHO WE ARE?





## Corporate Philosophy

“the basis of business is built on trust”

“be in tune with the changing business climate”

“contributing to a healthy and fruitful life for all”

The Nisshin Seifun Group is engaged primarily in the manufacture and sale of wheat flour.

The corporate group’s business areas include processed foods, prepared dishes and other prepared foods, yeast and biotechnology, healthcare foods, engineering and mesh cloth.

# NISSHIN SEIFUN GROUP - GROBAL MILLING NETWORK

Enhancing Synergy & collaboration in group companies.



**27 operational plants  
World Wide**

**With a grinding capacity  
of nearly 20,000T per day**

Employees **over 1,800** in our milling network

This includes **1,100** people employed as shift workers

- Grain intake
- Maintenance
- Millers
- Warehouse
- Packers
- Quality

**300** of those employees are **Millers**

- Crucial to ensuring our plants run efficiently and our products are of the highest quality standard



# ALLIED PINNACLE

## FROM GRAIN TO TABLE

At Allied Pinnacle and Champion, we bake the future from flour and have been doing so for over 100 years.

We partner with farmers and growers across the country and are a leading manufacturer and supplier of Flour, Bakery Ingredients, and Frozen Baked Goods.

With customers ranging from the smallest of bakeries through to some of Australia and New Zealand's largest retailers and brands, we transform Australian and New Zealand grains into iconic and much-loved household products.



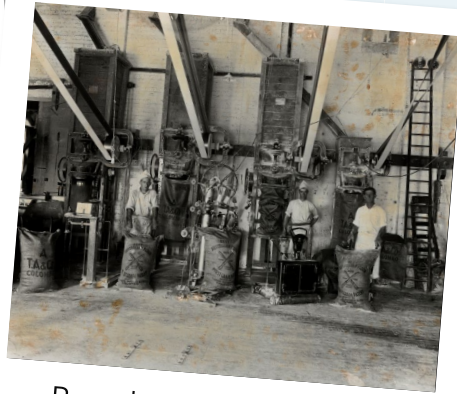
# ALLIED PINNACLE

## A PROUD HISTORY

Allied Pinnacle has a history in milling that dates back for **more than 100 years.**



A milling history like no other



Proud millers for over a century

- 1856 ● Waitemata Flour Mill is built in Riverhead, Auckland
- 1864 ● Charles Cocks builds a flour mill in Toowoomba, QLD
- 1949 ● Thorpes, Munco Scott, and Keys & Co. merge Australian operations to form Allied Mills
- 1986 ● Allied Mills is taken over by Fielder Gillespie Davis Ltd, and subsequently merged with the Goodman Group to create Goodman Fielder
- 2002 ● GrainCorp and Cargill acquire Allied Mills from Goodman Fielder
- 2017 ● Allied Mills is purchased by Pacific Equity Partners and merged with Pinnacle Bakeries to form Allied Pinnacle
- 2019 ● Allied Pinnacle is acquired by Nisshin Seifun Group

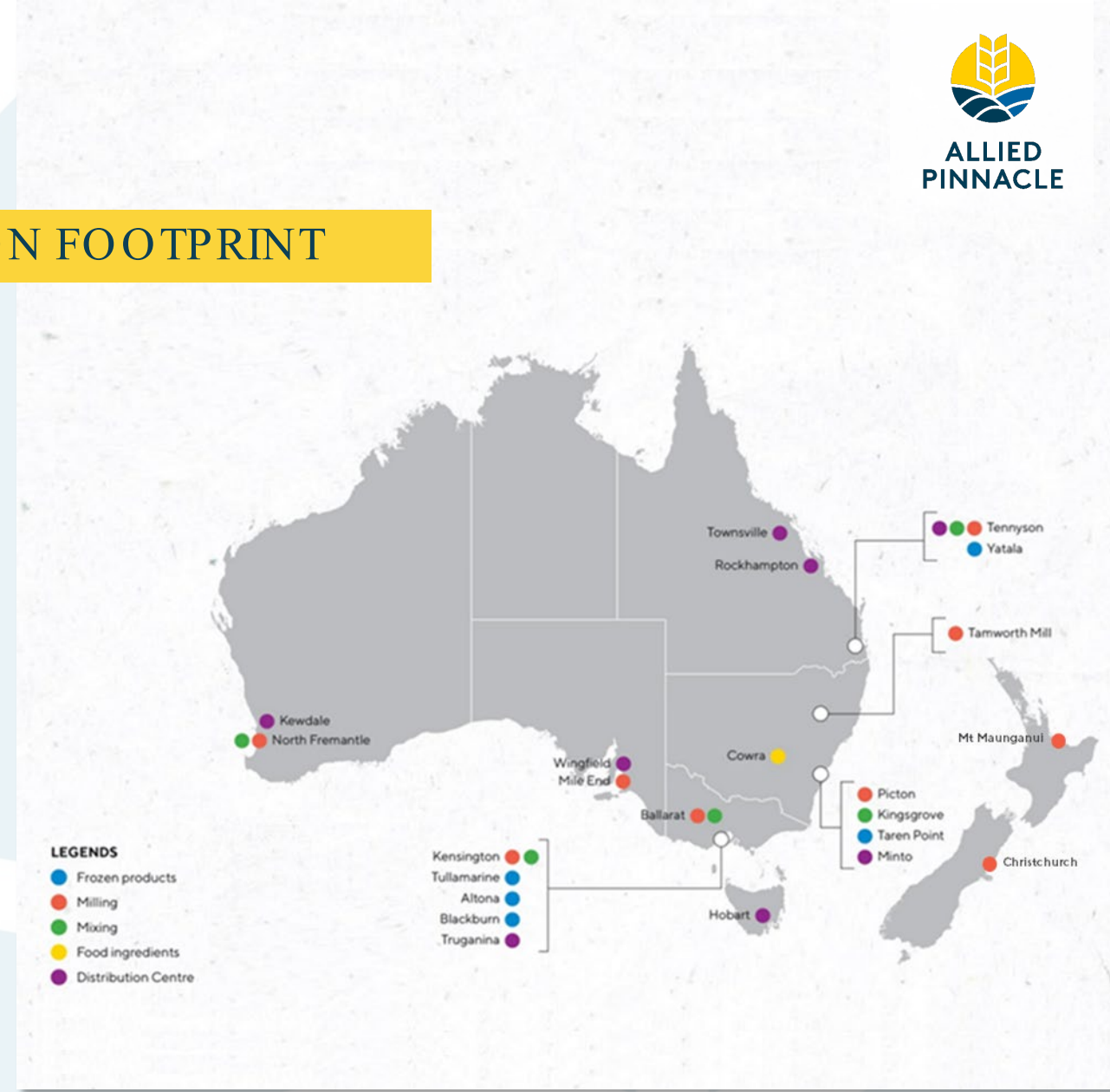
# ALLIED PINNACLE

## OCEANIA MANUFACTURING & DISTRIBUTION FOOTPRINT

Allied Pinnacle operates 7 flour mills across Australia, along with 5 baking sites and 8 distribution centres nationally with a dedicated mixing plant that blends our much-loved cake & bread mixes together, and an ingredients plant producing a wide range of fillings, icings and glazes.

In New Zealand, our sister company Champion Flour Milling operates 2 flour mills across both islands.

The Oceania mills employ 350 people, including 80 millers. Recruiting, training and developing millers is very important to our ongoing success!



ALLIED  
PINNACLE





# Corporate Strategy for Recruiting and Retaining Talent

Meeting the people challenge facing our industry



# PEOPLE...

- **The Heart and Soul of any organization and Fundamentals of business continuity**
- **Hard to get, Easy to lose**
- **ANZ MILLING INDUSTRY FACES CHALLENGES IN RECRUITING AND RETAINING SKILLED TALENT**

# HOW CAN WE ATTRACT NEW TALENT?



NISSHIN SEIFUN



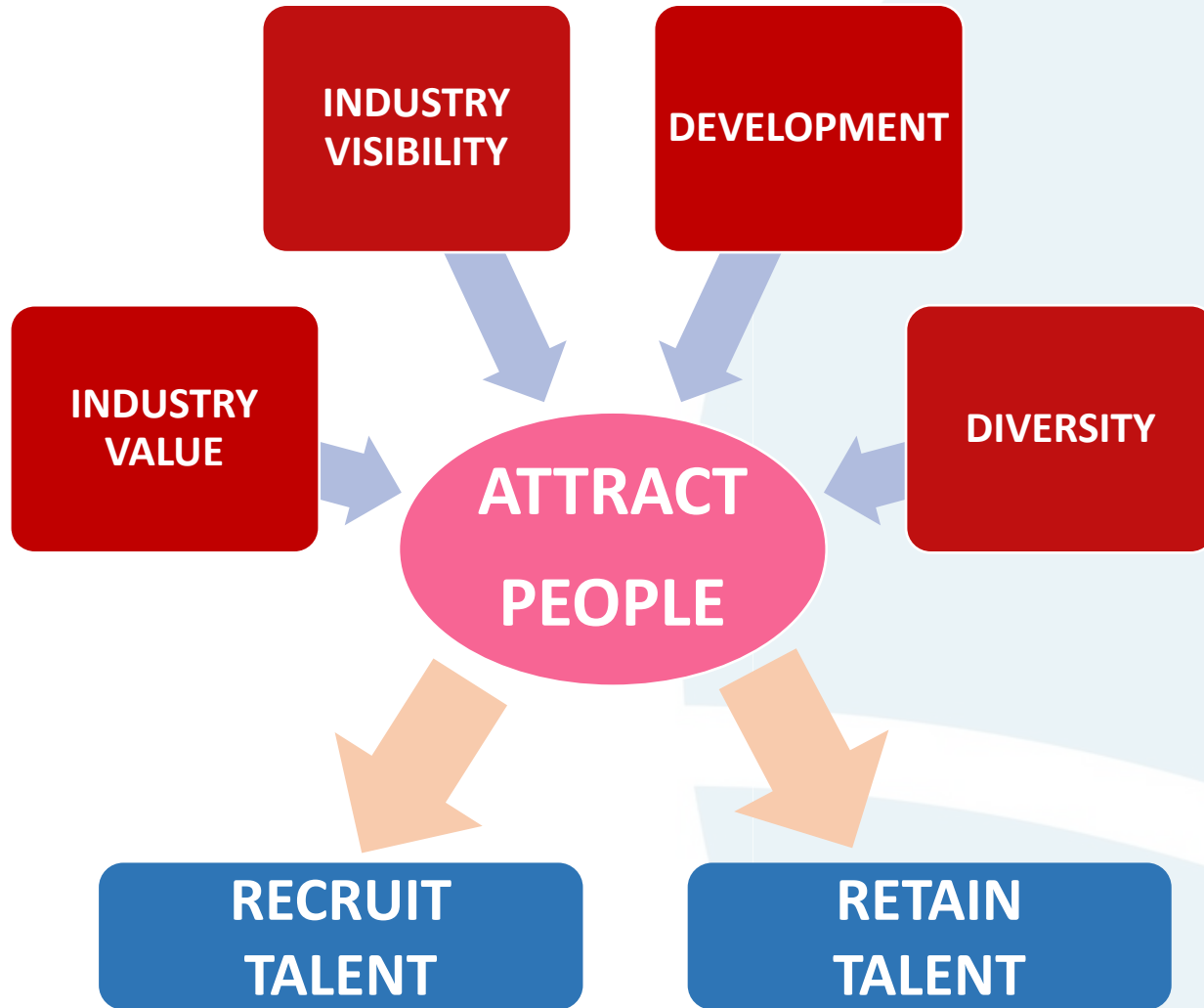
ALLIED PINNACLE  
ALLIED PINNACLE

Champion

Champion



# HOW TO ATTRACT PEOPLE?





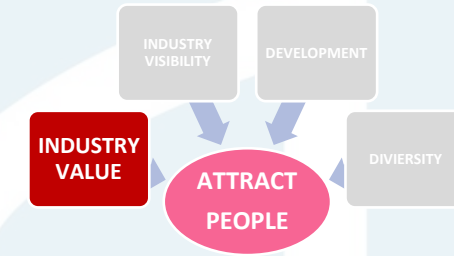
# NOT AN ATTRACTIVE INDUSTRY?

**Milling industry may be the place...**

- **Lack of visibility as a career choice**
- **Younger generations interested in digital employment**
- **Niche skills required, not readily transferrable from other industries**
- **People not feeling valued**
- **Lack of gender diversity**

**It makes  
Recruiting or  
Retaining staff  
Difficult**

# Industry Value



## Milling industry is..

- **Infrastructure** of food industries
- Driving **Human health** around the world
- **Mature, Stable** and able to provide **Employment security** for many people

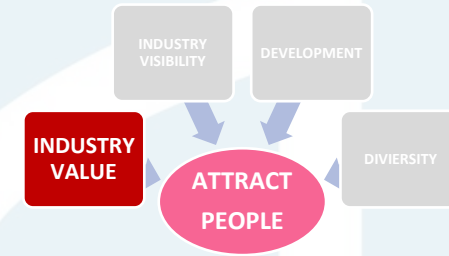
**Make the people aware of our value!!**



# Industry Value

Opportunities from **advancing technology**

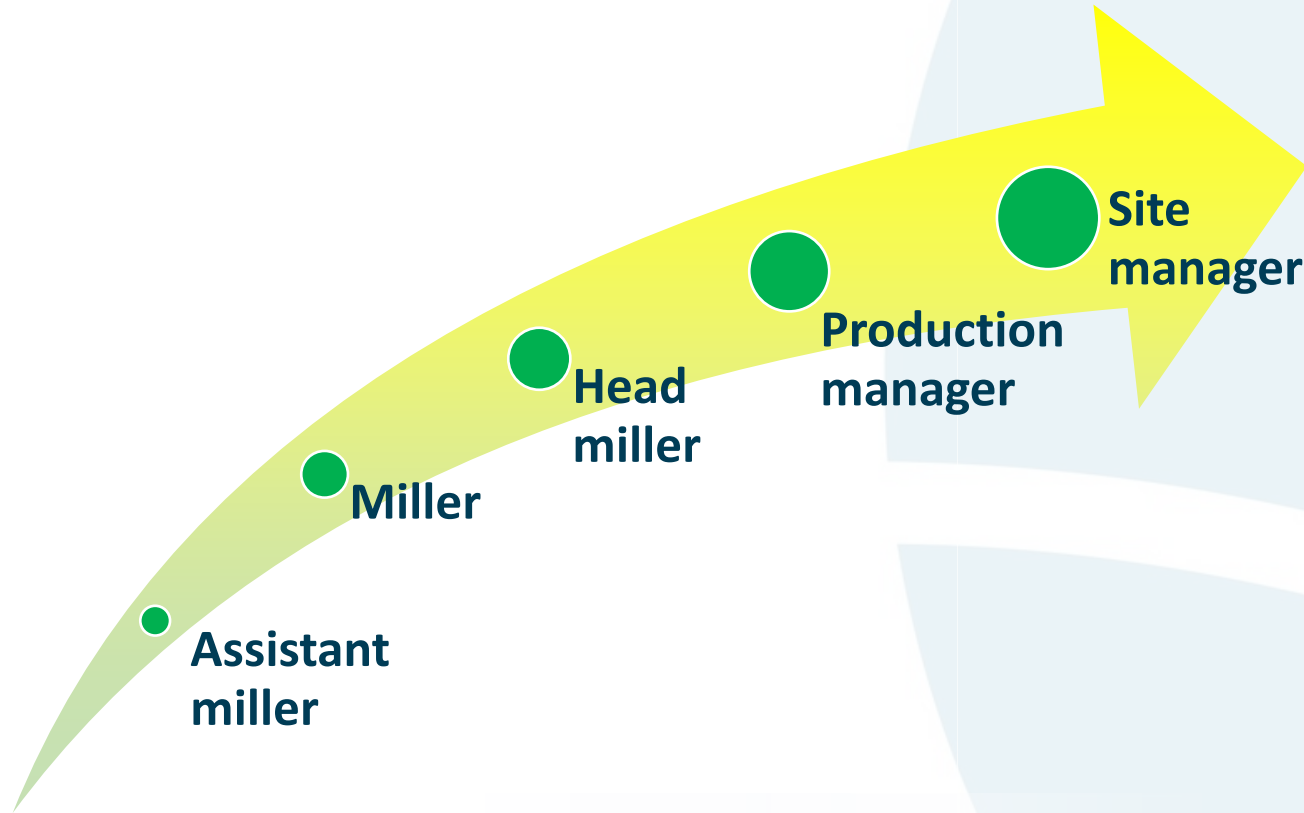
**Automation**  
**Digital Technology**



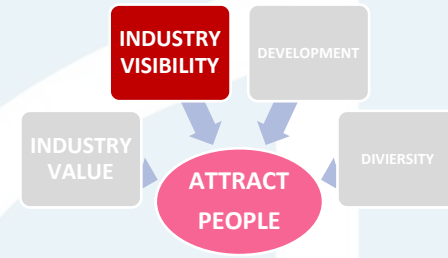
**Open the door to  
a new group of  
potential  
employees**

# Industry Visibility

## Highlight career pathways



**It's not just a job, it's a lifelong career!**



NISSHIN SEIFUN



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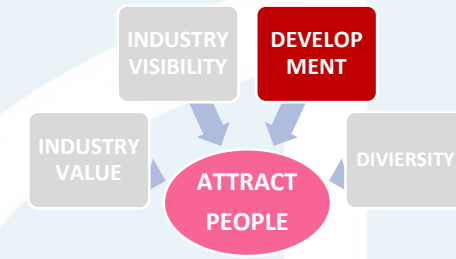




# Developing PEOPLE

- Allied Pinnacle Milling Training Academy
- Develop other skills to grow their career from miller to **business leader**
- Foster a **culture of innovation**

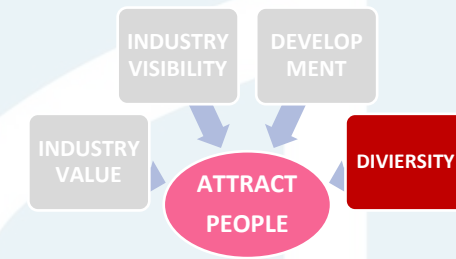
## Unlock hidden talents within our teams



# External Training Program



# Diversity

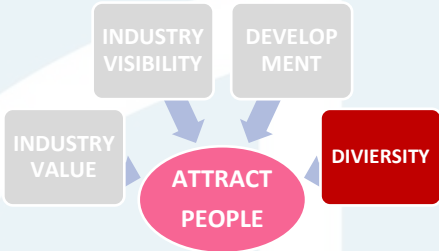


**Opens up a large talent pool – multiply the number of people!**



- Create a culture of inclusiveness
- **Women** in flour milling
- **International Industry**

# Diversity



**OPEN  
THE  
BORDERS  
FOR  
MILLERS!**





# We address the people challenges of our Industry through..

- Broadcasting Industrial Value
- Improving Industry Visibility
- Developing People
- Increasing Diversity

