



Stahmann Webster

Brisbane, QLD

**LEADING HARVEST FARMLAND MANAGEMENT PROGRAM
2025 AUDIT SUMMARY REPORT: ALMONDS 2025 SURVEILLANCE II**

6 June 2025



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EXECUTIVE SUMMARY

Stahmann Webster
Sustainability Officer Level 5, The Annex, 12
Creek Street
Brisbane, QLD 4001
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Certification Date:
June 6, 2025

Recertification Due Date:
May 31, 2026

Certification ID Number:
AVERUM-LHFMS-2025-0031

Stahmann Webster has performed well in demonstrating its management system's conformance to the Leading Harvest Farmland Management Standard. The properties we visited were well managed on their own with professional management staff, who utilised central management derived support programs. Business unit and technical managers are well qualified and experienced on sites. They take initiative when needed, and assume responsibility to address challenges for addressing challenges and emerging issues. The business unit and technical manager's willingness to share information and results from established and trial practices was a greatly appreciated benefit to the audit team. The documentation was illustrative and provided by responsible staff. Interview subjects were transparent and expansive in their responses. All parties have been extremely generous with their time.

TEAM LEADER RECOMMENDATIONS

Audit Dates: 03/04/2025 – 06/06/2025	
Corrective Action Plan(s) Accepted: Yes	Date: 17/06/2025
Follow-Up Visit Needed?: No	Date:
Continue Certification: Yes	Date: 17/06/2025
All NCR Closed: Yes	Date: 17/06/2025

AUDIT STAFF

Lead Auditor:
Matt Armstrong

Audit Team Members:
Jemma Lawrence (Auditor), Sarah Barrett (Independent Reviewer)

AUDIT SCOPE

Standard(s) Audited Against:
Leading Harvest Farmland Management Program 2025

Surveillance of Stahmann Webster’s management system of production farmland on direct-operated properties to monitor conformance with Leading Harvest Farmland Management Standard Objectives 1–12, and Performance Measures, and Indicators therein.

Accreditations: Approval by Leading Harvest to provide certification audits

Number of Certificates: 1

Proposed Date for Next Audit Event: Recertification to be completed in May 2026

Audit Report Distribution: Sustainability Officer, General Manager Science and Sustainability, Project Officer

INTRODUCTION

This report summarises the results of the June 6, 2025 audit conducted on Stahmann Webster (SW) managed almond properties. The audit was led by Matt Armstrong, Lead Auditor for Averum. Matt Armstrong has had experience with Leading Harvest throughout its development and is an assurance provider for multiple sustainability programs. Site visits and audit activities were conducted by Jemma Lawrence, Field Auditor. Jemma Lawrence has had experience with Leading Harvest throughout its pilot program in Australia, and has expertise in sustainable production, various agricultural production systems, and many Australian crop types. All senior members of the audit team hold training certificates in ISO 17021:2015 (Conformity Assessment), 14001:2015 (Environmental Management Systems), and/or IAF MD-1:2018 (Certification of Multiple Sites). The audit process and reports were independently reviewed by Sarah Barrett, who has expertise with the Leading Harvest standard and varied agricultural production systems.

SCOPE AND OBJECTIVE

In 2025, Averum was engaged by SW to perform a surveillance audit of sustainability performance on 0 - 4,000 hectares of managed almond operations and determine conformance to the principles, objectives, performance measures, and indicators of the Leading Harvest Australian Farmland Management Program 2025 (LH FMP 2025). SW transferred their certification to Averum, and will retain their initial certification expiration date. Information regarding Averum's certification transfer process may be found on our website. LH FMP 2025 objectives 1 through 12 were covered during site visits on properties in New South Wales. There was no substitution or modification of LH FMP 2025 performance measures.

Throughout the course of our engagement, it was determined that gathering additional information via meetings or correspondence with government agencies, community groups, affected Indigenous Peoples and conservation organisations was not required. Information provided during the course of our audit was determined to be sufficient to address relevant indicators of the LH FMP 2025.

COMPANY INFORMATION

Stahmann Webster is an independent agricultural investment firm. Farm management staff are responsible for the day-to-day farmland management services for Stahmann Webster's almond properties. Stahmann Webster opted to certify 100 percent of their almond properties in 2023, with separate certifications maintained for the different commodity types. SW intends to include multiple crop types in a single Leading Harvest enrollment during recertification in 2026.

During surveillance audits, one almond property in New South Wales was selected for a site visit in 2025. The audits were conducted with the almond technical manager overseeing the properties, with input from business unit managers on the properties. Managers overseeing decision making and standard compliance for sample sites were contacted for evidence requests and interviews. The properties in these regions are a representative sample of current practices in place and management decision making.

AUDIT PLAN

An audit plan was developed and is maintained on file by Averum. An online portal was established for Stahmann Webster coordinators to upload evidence and documentation securely for auditor review, and evidence was continuously uploaded throughout the audit. An opening meeting was held on April 3, 2025, preceding site visits. Following the meeting, a preliminary document review of the provided evidence was conducted by Averum. Field sites in New South Wales were examined on April 8, 2025. A closing meeting was held on June 6, 2025.

Throughout the audit engagement, information and communication technology (ICT) was employed for a variety of tasks. In addition to evidence submission, SharePoint was used to provide feedback on observation and notes, and for multiple levels of audit team reviews and signoffs. Throughout the audit engagement, conference calling technology (including Microsoft Teams, etc.) was leveraged for meeting with clients, conducting management interviews, follow-up interviews, and opening and closing meetings. As Leading Harvest engagements are geographically decentralised, the use of ICT was deemed not only appropriate, but necessary.

Opening Meeting: Conference Call

April 3, 2025

Attendees

SW:

Sustainability Officer, General Manager Science and Sustainability, People and Culture Manager, Group Finance Manager - Horticulture, Group Head of Finance, Pecan Business Unit Manager, Walnut and Almond Farming Business Manager, Technical Manager, Macadamia Farming Business Manager, Macadamia Farming Business Manager, WHS Compliance and Governance Manager, Project Officer, Research Officer Coordinator, Business Unit Manager Avocados and Mangoes, QA Officer - Fresh, QA Officer Processing Plant

Audit Team:

Matt Armstrong, Jemma Lawrence

Topics

The following topics were discussed and presented by Auditor Jemma Lawrence during the Opening Meeting:

- Introductions of participants and their roles
- Introduction of audit team
- Status of the previous audits
- Audit plan
- Expectations of program user staff
- Method of reporting

Closing Meeting: Conference Call

June 6, 2025

Attendees

SW:

Sustainability Officer, General Manager Science and Sustainability, Project Officer

Audit Team:

Matt Armstrong, Jemma Lawrence

Topics

The following topics were discussed and presented by Auditor Jemma Lawrence during the Closing Meeting:

- Opening remarks
- Statement of confidentiality
- Closing summary
- Presentation of the audit conclusion
- Major Nonconformances
- Minor Nonconformances
- Opportunities for Improvement (OFIs)
- Notable Practices
- Report timing and expectations

MULTI-SITE REQUIREMENTS

Stahmann Webster maintains operations on multiple properties in New South Wales. Stahmann Webster qualifies for multi-site sampling since the almond properties within the management system are centrally controlled and directed by regional management, with regular monitoring activities. The sustainability officer is responsible for developing corrective action plans regarding LH FMP 2025 conformance and report them to Stahmann Webster management. Stahmann Webster's current review and monitoring process is effective and ongoing.

Field visits and observations are conducted based on a sample of regions each year. Sampling methodology is provided in the LH FMP 2025. In accordance with International Accreditation Forum Mandatory Documents (IAF-MD) methodology, all sites were initially selected at random with consideration of any preliminary examinations and then coordinated to ensure representative coverage of the complexity of the portfolio, variance in sizes of properties, environmental issues, geographical dispersion, and logistic feasibility.

AUDIT RESULTS

Overall, Stahmann Webster's almond operations conform to the objectives of LH FMP 2025. Interviews and document reviews were performed to determine procedural and documentation conformance to the LH FMP 2025. Documentation of practices was continuously supplied throughout the audit when requested. Documentation from multiple sites was provided to auditors. Field visits were performed on one operating site in New South Wales. The visit was conducted during harvest on the almond properties, so harvest management was highlighted on site visits. Central management representatives, as well as farm managers, were present and interviewed to illustrate Stahmann Webster's conformance and policy implementation. Central office staff with roles that impact LH FMP 2025 conformance were interviewed to determine awareness of and support for LH FMP 2025 conformance, and to illustrate company practices and procedures not performed by on farm managers. Stahmann Webster's Sustainability Officer served as the guide and was available throughout the entire engagement, providing logistical support and honoring evidence requests wherever needed.

Region

New South Wales represents 100% of their enrolled almond properties.

Crop

Almonds

Properties Examined During Engagement

One (1) site visited during the audit

- Greenview Orchard

Management Population

- One (1) technical manager
- One (1) business unit manager
- One (1) orchard manager

KEY FINDINGS

FINDINGS IDENTIFIED DURING THE AUDIT	
PREVIOUS NONCONFORMANCE	Two (2)
MAJOR NONCONFORMANCE	Zero (0)
MINOR NONCONFORMANCE	Two (2)
OPPORTUNITIES FOR IMPROVEMENT	Six (6)
NOTABLE PRACTICES	Zero (0)

PREVIOUS NONCONFORMANCE

Stahmann Webster achieved initial certification to Leading Harvest in June 2023, under ACO's certification processes. During initial certification, two minor non-conformances were found, including performance measure 3.1 and indicator 11.2.1. Both minor non-conformances were closed during the year-one surveillance audit. There were previous opportunities for improvement identified in both the initial and year-one surveillance audit.

MAJOR NONCONFORMANCE

ZERO (0)

MINOR NONCONFORMANCE

7.3.2 DEFORESTATION

No deforestation policy currently exists, though it is noted that a policy previously existed but was never ratified. A new policy is scheduled to be developed within the next twelve months as part of the environmental, social and governance (ESG) updates within Stahmann Webster.

9.3.1 LOCAL COMMUNITY AND INDIGENOUS PEOPLES POLICY

Policy requires updating or the development of a new policy to cover community acknowledgment, which will be undertaken as part of the ESG updates.

OPPORTUNITIES FOR IMPROVEMENT

5.3.3 PREPAREDNESS FOR SEVERE CLIMATE AND WEATHER EVENTS

Emergency response/evacuation plans were not available for review, although they were referenced by staff during discussions.

7.1.2 SPECIES AT RISK PROTECTION &

7.2.1 NATIVE HABITATS AND NATURAL COMMUNITIES

Possible at risk species on farms have been identified through desktop assessments, however the opportunity exists to formalise this information into management materials for farm staff. Noting that there is a project underway to further assess biodiversity values on farms and identify opportunities for further habitat development. Actions will be monitored during recertification audits in 2026.

7.2.2 ECOLOGICALLY IMPORTANT SITES

Ecologically important sites on farms have been identified through desktop assessments, however the opportunity exists to formalise this information into management materials for farm staff. Noting that there is a project underway to further assess special values on farms and identify opportunities for further habitat development. Actions will be monitored during recertification audits in 2026.

7.3.3 RESPONSIBLE LAND ACQUISITION

Previous clearing is considered during the due diligence process of property acquisition; however, the opportunity exists for this to be further formalised during the development of the deforestation policy.

10.1.2 RESPECTFUL WORK ENVIRONMENT

A traffic management plan is not in place for the almond properties. Traffic management plans are a useful tool in ensuring farm safety, particularly in high traffic periods such as harvest, as casual staff, increased movements and dust can create higher risks on farm.

NOTABLE PRACTICES

ZERO (0)

KEY FINDINGS

(Continued)

Stahmann Webster

LH FMP 2025 AUDIT SUMMARY REPORT

REVIEW OF PREVIOUS AUDIT CYCLE

Stahmann Webster was initially certified to the Leading Harvest Australia Farmland Management Standard 2023 in 2023 by ACO Certification Ltd, with the first-year surveillance audit held in 2024. The surveillance audit in 2024 identified four opportunities for improvement where further information may be required in the future.

In 2025, Stahmann Webster's surveillance audit was conducted by Averum under Leading Harvest's updated standard the Leading Harvest Farmland Management Program 2025. Stahmann Webster will retain their initial certification expiration date, with recertification due in 2026.

FINDINGS ORGANISED BY PERFORMANCE MEASURE

The following are summarised findings organised by LH FMP 2025 performance measure. Specific nonconformances, opportunities for improvement, and notable practices have been described in the “Key Findings” section.

Objective 1: Sustainable Agriculture Management

1.1 SUSTAINABLE AGRICULTURE STEWARDSHIP

Conformance Evidence

Leading Harvest Australia Farmland Management Standard Reports
Environmental Due Diligence Report

Auditor Notes

- Stahmann Webster (SW) have a written sustainability statement created for initial certification stage.
- The goals are depicted in alignment with the United Nations Sustainable Development Goals (UN SDGs).
- Stahmann Webster’s ESG committee will be reviewing and revising policies and revising the statement to align with the updated policies.
- The new statement will be developed before the recertification next year.
- The sustainability team meets with business unit managers monthly to discuss opportunities and plans.
- Given challenging recent seasons, implementation of some sustainability projects has been delayed, however the business will be moving forward with some of these projects in the coming year.
- The Capital Expenditure (CAPEX) project toolkit is used to assess projects. From here, a feasibility assessment will be commissioned, including full costings and project plan. The CAPEX project toolkit (discounted cash rate toolkit) is used to inform the decision-making process for developments.
- SW has drafted a Climate Transition Plan (CTP), which includes their commitment to contribute to the improvement of food systems. SW are working towards formalising targets for the business which will be outlined in the finalised CTP.
- SW does not have a written policy regarding farmland conversion, however it is not a part of the long-term purpose of the business to convert area out of production.
- When new farmland is developed or converted into to a different crop type, the area is assessed for soil quality and development potential, including native vegetation assessments.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						1.1.1
						1.1.2
						1.1.3

Objective 1: Sustainable Agriculture Management

1.2 CRITICAL EXTERNAL FACTORS

Conformance Evidence

List of Climate Impacts

Redacted ESG Committee Meeting Minutes

CAPEX Toolkit Template

Risk Appetite Statement

Auditor Notes

- SW has a risk management matrix process and drafted climate transition strategy which considers climate risk in more detail.
- A physical climate risk report has been commissioned to outline risks such as flood, fire and storms and their potential impact on the business.
- The SW board considers the risk matrix and uses the risk factors to inform decision making.
- Actions are identified for on farm staff, for example, to assist with increasing water management efficiency, business unit managers were sent to attend courses on drought management and fertigation.
- When labour was particularly hard to find after covid, farm labour crews and recruitment agencies were used to assist in providing and recruiting staff.
- Where labour shortages meant further outsourcing of skilled workers (e.g. mechanics), this is factored into the budget.
- SW provided due diligence reports, water risk assessments, and a list of climate impacts for tree nut properties. Reports identify risks and provided recommended actions and associated costs to support long-term sustainability and profitability.
- SW provided a redacted report from their ESG Committee Meeting. Topics include several relevant factors, including material priority actions, shareholder ESG recommendations, and policy updates.
- SW provided a template used to evaluate CAPEX proposals. The template is intended to determine the feasibility, objectives, scope, and benefits of a project.
- SW has a Risk Appetite Statement with a Risk Matrix that clarifies how SW determines material risks that require mitigation, proactive management, active management, or no action.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						1.2.1

Objective 2: Soil Health and Conservation

2.1 SOIL HEALTH

Conformance Evidence

Cover crop photos

Soil sample results

Tissue test results

Almond Fertiliser Program

Fertiliser application records

Staff credentials and licences

Agronomist qualifications

Auditor Notes

- The soils of the almond property visited, are predominantly sandy loam soils, with two areas of heavier soils with poorer drainage. Soils on the northern block, are lighter and produce higher yields.
- Electromagnetic (EM38) soil surveys were completed during property acquisition.
- Strategic soil testing has been completed based on the EM38 survey, which will inform the soil testing program going forward, including annual soil testing and periodic deep core testing.
- The applications of soil ameliorates will then be based on the soil types and testing results.
- The SW orchard visited have cover crops in the inter-rows to provide groundcover and enhance soil quality.
- The development and application of the fertiliser program was involved over the last season, as Stahmann Webster took over operation mid-season.
- The fertiliser program will be developed in conjunction with agronomists going forward.
- The program is tracked in Excel, and applications are recorded in a farm software system.
- The fertiliser program will be based on yield potentials, past yield results and seasonality. The coming season's program will be reduced due to lower yields in the last season.
- The agronomist comes out fortnightly during the season to recommend adjustments to the program if required, tissue testing is used to inform in season adjustments.
- The drainage plan for the property has identified the opportunity to manage soils via irrigation management rather than widespread drainage upgrades. This will be monitored to determine effectiveness.
- A capital expenditure proposal (CAPEX) has been tentatively approved for some drainage upgrades in the heavier soils.
- Wheat has been sowed in the headlands to assist with managing compaction and erosion.
- Spraying of inter-rows is delayed after harvest and weeds and the previous cover crop are allowed to grow until late spring, in preparation for harvest.
- There has been some cover crops planted in the past, which reshoots when spraying is suspended.

FINDINGS ORGANISED BY
PERFORMANCE MEASURE

(Continued)

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						2.1.1
						2.1.2
						2.1.3
						2.1.4

Objective 2: Soil Health and Conservation

2.2 SOIL CONSERVATION

Conformance Evidence

Compost application record

Auditor Notes

- There have been no major erosion events on the farm, wheat is sowed on the headlands to protect them from erosion. It is resowed each winter once it rains.
- Gypsum and subsurface drainage has been implemented at one of the almond properties.
- Compost or manure is applied each year to the orchards.
- Soil moisture probes are scattered throughout the orchard, reading soil moisture down to 1m. The probes are used to monitor water movement in profile, to ensure irrigation does not occur past the root zone.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						2.2.1
						2.2.2

Objective 3: Water Resources

3.1 WATER USE

Conformance Evidence

Water Licences and Entitlements
Copy of Right of Access Certificates
Certificate of Shares
Water Titles
Water Usage Records

Auditor Notes

- Irrigation water is accessed through the Murrumbidgee Irrigation Scheme (MIS), water is ordered at least 24 hours in advance.
- SW work with a water broker to budget for the seasonal water requirements based on the worst case scannerio, and this is reviewed throughout the season. Additional water is released back onto the market throughout the season if it is in excess to farm needs.
- Water use is tracked daily within the farm and recorded against the water budget. Water use is recorded on a block by block basis with different soil types treated differently.
- The on farm entry points of the MIS water s are telemetered and internal water meter checks are completed by farm staff every Monday. Reconciliation occurs with the water broker monthly. The business unit manager is responsible for tracking the use against SW's allocation.
- Water use is reported back to SW's board monthly.
- The almond Business Unit Manager is the business representative at the MIS irrigator group.
- The Technical Manager is also part of the local Irrigation Research Group, who hold workshops in the region, most recently at a pistachio orchard. Ideas and innovations are brought back to trial on the farms if appropriate.
- The Department of Primary Industries (DPI) have previously held courses in the region which managers have attended.
- Dendrometers have been tested in partnership with the DPI, which expanded SW's use of the sensors.
- A combination of the soil moisture probes and physical spade tests are used to monitor soil moisture.
- The almond managers have submitted a CAPEX proposal to introduce additional monitoring on the almond orchards, to verify water movement around the orchard.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						3.1.1
						3.1.2
						3.1.3

Objective 3: Water Resources
3.2 WATER QUALITY

Conformance Evidence
Almond Fertiliser Program

Auditor Notes

- Soil moisture probes are installed up to 1m to monitor water movement in the profile and ensure irrigation and fertigation does not occur past the root zone.
- Fertiliser applications are all via fertigation, based on recommendations from the agronomists.
- Regular soil testing is completed down to 30cm.
- Tissue testing is completed multiple times throughout the season, and the fertiliser program adapted to meet the requirements if necessary.
- Hull testing is also completed after harvest.
- The spraying will all be completed internally by employees with chemical training certificaitions.
- No natural waterways are located near the property, the irrigation chanel is located outside of the property boundary.
- The dam water quality will be tested in the future.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						3.2.1
						3.2.2

Objective 4: Crop Protection

4.1 INTEGRATED PEST MANAGEMENT

Conformance Evidence

Almond fungicide program
Farm software system chemical application records

Auditor Notes

- Pest scouting consultants inspect the orchards weekly for pests and beneficials during the season. They have pest and crop specific threshold scales for pest control, off which they determine when control is required.
- Scouting records are maintained in Excel.
- Normalised Difference Vegetation Index (NDVI) imagery is used to monitor tree health on a broader scale.
- There is biosecurity signage at farm entry points, machinery is inspected on entry and consultants are required to come clean and/or are provided with an on farm vehicle for inspections. The biosecurity program is to be formalised across the business.
- Washdown bays are available on farm if required, records are not maintained at this point.
- Pest control has previously included spraying based on the almond board guidance material while under contractor management.
- The technical manager is working on a proposal for the introduction of beneficials for the next season, to support the population without chemical intervention as beneficial numbers are currently low. Beneficials would be predominantly for the control of mites in the orchard.
- The Integrated Pest Management (IPM) program is under development, with a base program developed for the budgeting process only at this stage.
- The pest scouting consultants recommend control, with soft chemicals used as much as possible when spraying.
- Chemical applications are recorded on a farm software system, and will be applied by employees with chemical training certifications using weather station information to inform spraying conditions.
- There are bait stations located at all of the infrastructure points on farm.
- When preparing the inter-rows for harvest, they are only sprayed if there is a high weed load, some weeds will die off naturally later in the season before the inter-rows are explained.
- Non-productive areas are allowed to grow, with slashing only completed periodically.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						4.1.1
						4.1.2
						4.1.3

Objective 4: Crop Protection
4.2 CROP PROTECTANT MANAGEMENT

Conformance Evidence

Staff chemical training certificates
Work Health and Safety Management (WHSM) policies

Auditor Notes

- Chemicals are stored on farm and all employees have chemical training certifications.
- SW have Safe Operating Procedures (SOPs) for chemical handling, mixing, applying (machine specific) which all employees must read and sign off on.
- The chemical mixing point is at the main shed with safety showers and spill kits accessible.
- Chemical applications are based on recommendations from pest scouting consultants and applied in line with Safety Data Sheet (SDS) and label requirements.
- Empty chemical containers are taken to DrumMuster, Intermediate Bulk Containers (IBCs) are returned to suppliers.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						4.2.1

Objective 5: Energy Use, Air Quality, and Climate Change

5.1 AGRICULTURAL ENERGY USE AND CONSERVATION

Conformance Evidence

Electricity invoices
Climate Transition Plan (DRAFT)

Auditor Notes

- There is no or minimal electricity access on the almond farms.
- Diesel usage is tracked using key fobs for each piece of machinery and for the irrigation systems and offices.
- Some resource usage is tracked by the finance team, while the sustainability team monitors it for greenhouse gas (GHG) assessments.
- Providing feedback to farm staff forms part of the drafted climate transition plan, which will include mechanisms to improve efficiency.
- While not yet implemented on this farm, there is GPS technology in farm machinery on the other farms to monitor efficiencies on farm.
- The service requirements and history (if buying second hand) are considered when purchasing machinery, and machinery is serviced as per the required hours.
- There are variable speed drives (VSDs) in approximately 50% of the farms, with the other 50% soft start. All pumps are diesel due to the limited electricity access.
- There is no solar installed on the almond properties due to the limited electricity use.
- Instead, a solar project is underway at the walnut farm at Leeton, as it also houses the processing facility.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						5.1.1
						5.1.2

Objective 5: Energy Use, Air Quality, and Climate Change

5.2 AIR QUALITY

Conformance Evidence

Dust suppression invoice

Auditor Notes

- GPS technology will be installed in all of the machinery to improve operating efficiency.
- GHG assessments have been completed since 2019, with the information used to inform SW's Climate Transition Plan which is under development.
- Water trucks are used to manage dust on the roads on the property. Groundcover is maintained where possible on headlands to reduce dust creation.

**FINDINGS ORGANISED BY
PERFORMANCE MEASURE**

(Continued)

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						5.2.1 5.2.2

Objective 5: Energy Use, Air Quality, and Climate Change

5.3 CLIMATE-SMART AGRICULTURE

Conformance Evidence

GHG Inventory Scope 1 and 2
Climate Transition Plan (DRAFT)
Freshcare and Leading Harvest training records
Leading Harvest training slides
Spill response procedures

Auditor Notes

- GHG assessments have been completed since 2019, following guidance provided in the GHG protocol. SW used to work with a GHG assessment company to assess the carbon sinks, but it was not able to capture all of the data from a corporate level, so they are considering other methods and programs.
- SW has drafted a Climate Transition Plan (CTP), which includes their commitment to contribute to the improvement of food systems. SW are working towards formalising targets for the business which will be outlined in the finalised CTP..
- The almond farm does not have significant risk of extreme events such as fire and flood, due to the local topography. There was frost this last season for the first time in over five years, frost mitigation measures have been investigated in the past, but it is not feasible with current risk levels.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
				5.3.3	5.3.1	5.3.2

Objective 6: Waste and Material Management
6.1 MANAGEMENT OF WASTE AND OTHER MATERIALS

Conformance Evidence

SOP examples
DrumMuster invoice
Waste management program
Example of chemical Safety Data Sheets (SDSs) in WHSM
SW “From the Ground Up” Sept 2024 Edition

Auditor Notes

- General waste is collected every fourth week from the farm, with general recycling and cardboard recycling separated.
- No oil disposal has been required to date.
- Intermediate Bulk Containers (IBCs) are returned to the suppliers.
- No vehicle or machinery batteries have been replaced yet, any batteries will be sent into Griffith.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						6.1.1
						6.1.2
						6.1.3

Objective 6: Waste and Material Management
6.2 FOOD AND AGRICULTURAL WASTE RESOURCE RECOVERY

Conformance Evidence

Crop quality records
Calibration records
Group Chat Screenshot - Harvest Monitoring

Auditor Notes

- During harvest, there are regular inspections completed of waste from the orchards. If required, another pass is completed, or settings are adjusted in the harvesters.
- Nuts which are too small for the harvesters remain in the orchard and if there is a high volume of leftover nut in the orchard due to pest damage or other issues, the inter-rows may be mulched.
- All of the harvested nuts are sent to the processor, either directly from harvesting or after storage on farm.
- The few nuts that are left on the storage areas will be mounded up and composted before being spread back onto the orchards.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						6.2.1
						6.2.2

Objective 7: Conservation of Biodiversity

7.1 SPECIES PROTECTION

Conformance Evidence

Nature accounting program- fauna and vegetation (email)
Stahmann Webster maps (email)

Auditor Notes

- Desktop biodiversity assessments have been completed for the properties. Information from assessments are not currently incorporated into training materials for staff, further work in being undertaken in the space within the business.
- SW are currently engaging with a natural resource management organisation to undertake some further assessments, and utilise their Woodland bird assessment method, although it is yet to receive final approval.
- SW have also started discussions with a company to complete remote sensing biodiversity assessments to verify previous assessments.
- The nature accounting program assessments will be prioritised, and after the baseline assessments will be completed annually.
- Based on the nature accounting program assessments, actions will be identified to improve the score over time.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
				7.1.2		7.1.1

Objective 7: Conservation of Biodiversity

7.2 WILDLIFE HABITAT CONSERVATION

Conformance Evidence

Bio assessments
Training records
Nature accounting program – fauna and vegetation
Stahmann Webster maps

Auditor Notes

- There is some existing remnant vegetation on farms.
- Some further native plantings have been completed, with bee friendly plantings in mind.
- The main canal for the MIS runs near the perimeter of one of the properties.
- Further nature assessments will primarily include bird assessments, as other wildlife is limited on these properties.
- Training sessions will be expanded to include further biodiversity aspects once this information is known.

**FINDINGS ORGANISED BY
PERFORMANCE MEASURE**

(Continued)

- Beneficial insects are supported and introduced on farms.
- Slashing of non-productive areas is delayed allowing for it to support flowers and hence provide habitat for beneficials.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
				7.2.1 7.2.2		7.2.3

Objective 7: Conservation of Biodiversity

7.3 AVOIDED CONVERSION

Conformance Evidence

Management interview

Auditor Notes

- The almond farms have historically been farmland, and no clearing has been undertaken on the property to enable development to horticulture.
- Stahmann Webster plan to expand the CSR policy or create a general overarching ESG policy to include a deforestation policy. It is not currently enacted for this reason. Once the policies are updated the content will be communicated to all staff.
- SW avoid acquiring properties that are recent conversions, instead investing in properties where they have previously been agricultural land (e.g. cotton or sugar cane) and this is converted to horticulture.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
			7.3.2	7.3.3		7.3.1

Objective 7: Conservation of Biodiversity

7.4 CROP DIVERSITY

Conformance Evidence

Management interview

Auditor Notes

- Five varieties of almonds are produced on farms, all from established trees.
- The cover crops are allowed to regrow over winter, to provide habitat for other pollinators.
- The bees are brought on farm, exactly as the tree flowers are ready as per best management practices for pollination.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						7.4.1

Objective 8: Protection of Special Sites

8.1 SITE PROTECTION

Conformance Evidence

Due diligence reports

Auditor Notes

- Farms were assessed to determine if special sites were present using publicly available information to meet LH requirements at the beginning of the certification process.
- No special sites were found on any of the properties during the assessments.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						8.1.1 8.1.2 (N/A)

Objective 9: Local Communities

9.1 ECONOMIC WELL-BEING

Conformance Evidence

Verbal discussions

Auditor Notes

- Payments are centralised at the head office for all the properties.
- Management accountants oversee compliance-based payments, for example, water or rates.
- Resources and service providers are sourced locally. SW try to spread purchases between multiple service and product providers in the community. For example, multiple chemical and fertiliser supply companies are utilised in the local community.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						9.1.1

Objective 9: Local Communities

9.2 COMMUNITY RELATIONS

Conformance Evidence

Sponsorship Invoices

Auditor Notes

- A donations and sponsorship register spreadsheet is maintained and payments are recorded in SW financial system.
- Some groups request sponsorship from SW and while there is not a policy outlining a process for assessing sponsorship opportunities, the business focuses on groups where SW employees are involved, and organisations/sporting groups that are in the towns local to the farms.
- SW also donate to national foundations, the country fire service (CFS), and organisations to support indigenous school children.
- SW support multiple PhD programs internally and looks to support scholarships for a couple of external PhD through universities with relevant specialties.
- The process for providing sponsorships will be updated this year, with the communications officer previously responsible for the sponsorship process, and this will be moving to the ESG team.
- Organisations supported in proximity to the almond farms include CanAssist, Griffith Festival, tennis club, Leeton Golf Club and Leeton Basketball Association.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						9.2.1

Objective 9: Local Communities

9.3 Rights of Local Communities and Indigenous Peoples

Conformance Evidence

Due diligence maps
Sustainability Reports

Auditor Notes

- There is no existing policy, however the need for one will be reviewed in the ESG policy updates in the next twelve months.
- The existing Social Compliance Policy does include reference to First Nations peoples, and their rights.
- The policy or lack thereof has previously been an area which has been identified as requiring further work to meet the requirements of the indicator, and has previously been marked as an OFI.
- The due diligence process identifies any potential sites or land rights of cultural significance.
- There are native vegetation and rivers in proximity to one of the properties that has the potential for cultural significance, however this is outside of farm boundaries.
- Farm staff are highly involved with the local communities, including local schools, hosting field days and school field trips.
- Contact information for staff is available on SW’s website and on signage at the orchard front gates.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
			9.3.1			
						9.3.2 9.3.3

Objective 9: Local Communities

9.4 PUBLIC HEALTH

Conformance Evidence

Employee qualifications
Chemical training accreditations
Work, Health Safety Management (WHSM) Chemical register
WHSM Safety Data Sheet (SDS) register
WHSM Storage compatibility
Safety management system hazard report
Safety management system learning management
Safety management system new incident report
Standard Operating Procedure (SOP) examples
Contractor risk assessment
Neighbour communications

FINDINGS ORGANISED BY
PERFORMANCE MEASURE

(Continued)

Auditor Notes

- A general safety induction and training update must be completed annually by all employees.
- There are SOPs for all new machinery pieces and new employees must be signed off on all of these by the farm manager before they can operate them independently.
- Health, Safety, and Environment (HSE) representatives are on all sites.
- If there is not an existing SOP for an activity, a risk assessment is completed for the item to capture the risks and mitigate.
- The Safety Management System logs all training requirements and will automatically issue reminders when action or updates are required.
- SW have an online system for capturing and managing risk and incidents. If an incident occurs a high level or detailed Incident Cause Analysis Method (iCAM) is completed depending on severity of the incident.
- Weekly toolboxes are held for on-farm staff, where incident outcomes are communicated if relevant.
- More important information is communicated through incident alerts or email.
- The safety committee meets once a month and is responsible for presenting findings, hazards and learnings to teams.
- All those completing spraying are appropriately trained and hold chemical training certifications
- There are weather stations on farms, which inform whether spraying can be completed under the current conditions.
- Farm managers inform neighbours when spraying or completing other activities that will impact them (e.g. noise, dust). Neighbours are notified via a group Whatsapp for close neighbours or letter drops for more extended neighbours if required.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						9.4.1

Objective 10: Personnel and Farm Labor

10.1 SAFE AND RESPECTFUL WORKING ENVIRONMENT

Conformance Evidence

Anti-Discrimination and EEO Policy

Leave Policy

Parental Leave Policy

Recruitment Policy

Corporate Social Responsibility and Compliance Policy

Permanent Recruitment and Onboarding Procedure

Casual Recruitment and Onboarding Procedure

Code of Conduct

Workplace Bullying and Harassment Policy

Whistleblower Policy

Uniform and Presentation Policy

Media Policy

Auditor Notes

- SW maintains an Anti-Discrimination and Equal Employment Opportunity (EEO) Policy. The Policy considers complaint handling procedures, and refers complainants to the Grievance and Investigation Policy.
- As part of the EEO policy, staff have access to interview guides and rating systems to support the recruitment process and for senior or management positions, there are multiple rounds of interviews.
- SW has a Leave Policy that provides annual, personal/carer's, compassionate, community service, long service and domestic violence leave. The Policy is applicable to full-time, part-time, and casual employees. SW also has a Parental Leave Policy.
- SW's Recruitment Policy requires all practices, processes, and decisions regarding recruitment are free from discrimination.
- SW's Corporate Social Responsibility and Compliance Policy includes worker health and safety provisions and states their intention to promote diversity and treat all persons equitably, including consideration regarding pay.
- SW maintains several policies that support a safe, equitable, and professional work environment. SW's Code of Conduct requires all employees to comply with all laws, policies, procedures, rules, regulations, and contracts. The Code is designed to create a safe and comfortable workplace for the team.
- SW's Workplace Bullying and Harassment Policy covers all employees, contractors, and workplace participants in all functions and places that are work-related, including work functions such as Christmas parties. Bullying and Harassment Complaint Procedures are included in the policy.
- SW's Whistleblower Policy provides protection to whistleblowers, who may make reports anonymously.
- SW has a Uniform and Presentation Policy which may contribute to a safe and professional work environment. The Policy supplies appropriate company uniforms to some staff based on their role,

**FINDINGS ORGANISED BY
PERFORMANCE MEASURE**

(Continued)

including hi-vis jackets, fire-retardant clothing, business shirts/polos, and more. Safety footwear is replaced on a regular wear-and-tear basis at management's discretion.

- SW's Media Policy clarifies expectations regarding posting on social media and interacting with any media outlets to support SW's reputation.
- SW runs a leadership course internally for executives and applicable team members.
- There is a staff training budget and each manager has a delegation of authority for training spending. During the budgetary planning process, managers meet with their teams to determine what training is required (e.g. chemical training), or professional development is wanted (e.g. conferences).
- There is an annual induction and policy review process in which all employees must review SW policies and procedures and sign off on their understanding.
- Copies of policies are stored on the SW intranet and on the staff management application. The policies are displayed in multiple languages.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
				10.1.2		10.1.1

Objective 10: Personnel and Farm Labor

10.2 OCCUPATIONAL TRAINING

Conformance Evidence

SW Position Description Draft

Auditor Notes

- SW runs a leadership course internally for executives and applicable team members.
- There is a staff training budget and each manager has a delegation of authority for training spending. During the budgetary planning process, managers meet with their teams to determine what training is required (e.g. chemical training), or professional development is wanted (e.g. conferences).
- There is an annual induction, training update and policy review process, in which all employees must review SW policies and procedures and sign off on their understanding.
- Toolboxes are run at least quarterly, on a farm-by-farm basis.
- Toolbox documents and attendance lists are uploaded to SW's intranet and archived regularly.
- SW provided a draft templated position description for SW positions. The description includes requirements for safety, and adherence to company policies and procedures. The draft includes adherence to SW's "ESG and sustainability commitments by complying with all standards and sustainable business practices relevant to your role".

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						10.2.1

Objective 10: Personnel and Farm Labor

10.3 SUPPORTING CAPACITY FOR SUSTAINABILITY

Conformance Evidence

FreshCare and LH training records
LH training slides
Freshcare and Leading Harvest Training records
Training slides

Auditor Notes

- SW has a sustainability policy that outlines their commitment to operating sustainability. It does not specifically refer to LH because it is designed to cover multiple standards that SW are accredited under.
- The Science and Sustainability unit is responsible for communicating the requirements of LH to staff and ensuring that the requirements are met.
- The business unit managers are involved in communicating requirements to on-farm staff.
- The finance team provide input for the GHG assessments using information that is routinely collected.
- Staff are highly qualified to support orchard management decisions that support LH Objectives.
- The Science and Sustainability team have rolled out annual sustainability training that covers both LH and Freshcare requirements.
- The training includes why record keeping on farm is important.
- The training has been rolled out as farms have been selected for auditing, with the last of the properties to have training sessions in the next couple of months.
- SW provided training records and slides used to educate personnel about Leading Harvest Objectives and applicable BMPs.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						10.3.1
						10.3.2
						10.3.3

Objective 10: Personnel and Farm Labor

10.4 COMPENSATION

Conformance Evidence

Gratitude Day flyer
SW Pantry Poster
BE YOUR BEST Programme description
Study Assistance award letter

**FINDINGS ORGANISED BY
PERFORMANCE MEASURE**

(Continued)

Auditor Notes

- SW's HR department and on farm/business unit managers review wages to ensure they meet at least award rates, and are comparable to market rates.
- Annual reviews of all salaries are completed and a CPI increase is implemented after the annual reviews.
- SW has programs available to employees to contribute to a positive working environment. Programs include "Gratitude Day", which is available to permanent staff after six months of service. The program allows employees an additional day of leave to use however they choose. SW also has an employee pantry with snacks and meals available to employees for free.
- SW has a "BE YOUR BEST" Programme available to staff and their family members, where SW will consider discretionary funding or sponsorship for sporting or cultural pursuits.
- SW provided a redacted Study Assistance award letter, which was provided to a staff member. The award requires proof of successful completion of units from the staff member's university toward a degree and identifies additional financial contributions beyond their wages and paid study leave.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						10.4.1

Objective 10: Personnel and Farm Labor

10.5 FARM LABOR

Conformance Evidence

Management interview

Auditor Notes

- Farm labour crews are used every year for casual staff hiring during peak activity points on the farm, i.e. harvesting and pruning.
- In the past, there was an agreement in place that outlined the Farm Labour Crew Contractor requirement to ensure they meet legal requirements.
- There is now a standard agreement that contractors are required to agree to that has been developed to meet all regulation requirements. From here, SW complete an audit of the Labour Crew Contractor and field team, in which they review a sample of records and match these to internal records and complete visa checks. The audits are completed every six months thereon.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						10.5.1

Objective 11: Legal and Regulatory Compliance

11.1 LEGAL COMPLIANCE

Conformance Evidence

Corrective Action Plan EcoVadis
Toolbox training slide deck
Code of Conduct
Redacted ESG Committee Meeting Report
Induction Paperwork
Toolbox Talk Records

Auditor Notes

- Compliance obligations are delegated to the different departments.
- Compliance registers exist for reporting compliance information to the board, and each department is responsible for providing this report for board reports.
- The Environmental, Health & Safety (EHS) committee and ESG subcommittee meet quarterly to review compliance information.
- New information including relevant legislation updates are communicated to staff via toolboxes, emails, posters and signage.
- The HR department and managers are signed up to notifications from SafeWork Australia, FairWork etc.
- There is local support for staff and the ESG subcommittee and a Natural Resources company that sits between Stahmann Webster and the investors.
- SW provided a slide deck related to Toolbox training. The training provides instructions to staff where to find the Code of Conduct, core principles, and bullying and harassment policies and procedures.
- Induction paperwork provided demonstrates relevant policies including Anti-Discrimination and Equal Employment Opportunity, Bullying and Harassment, Whistleblower Policy, Code of Conduct, and more are shared with new employees during their onboarding.
- The safety system is used to store training information.
- Farm teams are responsible for managing the compliance documents that relate to the farm (i.e. water licences).

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						11.1.1
						11.1.2
						11.1.3

Objective 11: Legal and Regulatory Compliance

11.2 LEGAL COMPLIANCE POLICIES

Conformance Evidence

Corporate Social Responsibility and Compliance Policy

Auditor Notes

- SW's Corporate Social Responsibility and Compliance Policy outlines principles to support SW's ability to conduct business in compliance with applicable laws and regulations.
- The Policy shares SW's commitment to provide equitable wages, ensure freedom of association, not employ minors below any applicable minimum age of employment, prohibit discrimination, maintain required workers' compensation insurance, and addresses modern slavery.
- Employment contracts are designed to meet International Labour Organisation requirements, based on Australian employment law being designed around these conventions.
- Employees must read and sign off on company policies upon employment and annually from then on.
- Employee and employer obligations are outlined in the position descriptions.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						11.2.1
						11.2.2
						11.2.3

Objective 12: Management Review and Continual Improvement

12.1 FARM REVIEW AND CONTINUAL IMPROVEMENT

Conformance Evidence

CAPEX Toolkit Template

Farm Management Tool Template

Freshcare Audit Reports 2024

EcoVadis Score

EcoVadis survey results

From the Ground Up, edition 13

Auditor Notes

- SW complete performance reviews on an ongoing basis rather than completing annual reviews.
- Managers are expected to meet regularly with employees and requirements are outlined in internal Leadership Training which SW managers are provided with.
- New employees are required to have three- and six-month reviews during their probation period.
- Performance issues are managed on a case-by-case basis in conjunction with HR and in line with a performance improvement plan.
- Business objectives are set from an executive level and are reviewed annually.
- The business performance review is largely financial, assessing performance to budget.
- A risk and opportunity matrix has been developed for the business.
- Business sub-committees are required to set goals and report on their progress back to the executive team.
- Profit and loss across the business is calculated as crops are produced and harvested.
- Strategic planning sessions are held to plan and identify opportunities for improvement in the future.
- New machinery or innovation submissions are outlined in business case and/or CAPEX proposals which are nominated at a farm level, with internal support from the technical team to flesh out the ideas and put the proposals together.
- Those in head office then review the proposals and progress the successful proposals.
- Ideas for new innovations are usually developed by being involved with industry bodies, attending field days and usually all the farm managers get together annually to discuss opportunities and new ideas. This was paused this year due to a particularly bad season.
- Farm staff have submitted a CAPEX proposal to install additional monitoring technology on the property to assist with irrigation system management.
- Overall, PSP Investments, the financial backers of Stahmann Webster, prioritise investment in technologies that are well researched and trialled, over completely new technologies, to ensure value from investment.
- SW provided a Farm Management Tool template, based on a Monitoring, Evaluation, Reporting, and Improvement (MERI) Framework. The tool asks for consideration in farm management planning to be

given to corporate goals, industry alignment, and specific activities on farm that can support goals and improvement.

- Freshcare environmental is used to ensure that the business meets certification document requirements.
- Additionally, the Science and Sustainability team hold regular meetings with Finance and business unit managers, to review processes and possible improvements against the LH standard and Freshcare standard.
- SW provided an edition of their “From the Ground Up” publication that provides an overview of various crop types and current events related to crop production and staff compliance, including training reminders with QR codes.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						12.1.1
						12.1.2
						12.1.3
						12.1.4

Objective 12: Management Review and Continual Improvement

12.2 SUPPORT FOR SUSTAINABLE AGRICULTURE

Conformance Evidence

Redacted ESG Committee Meeting Minutes

Auditor Notes

- Projects are put forwards by the on-farm teams, which go through the Science and Sustainability team and depending on the budget, the project will be approved or be pushed to the next year.
- The farm managers often attend almond board events.
- Farm teams often work with chemical or other service companies to trial new products, new beneficials and the like.
- SW provided a redacted ESG Committee Meeting Report, which indicates SW sites are collaborating with universities to identify BMPs.

RESULT	NONCONFORMANCE			OFI	NOTABLE PRACTICES	IN CONFORMANCE
	PREVIOUS	MAJOR	MINOR			
						12.2.1

CONCLUSION

Results of the audit show that Stahmann Webster has a management system that meets the requirements of and is in conformance with the Leading Harvest Farmland Management Program 2025. SW's enrolled acreage is recommended for continued certification after the provision, approval, and acceptance of corrective actions related to minor nonconformances.

STANDARD USER GUIDANCE

Leading Harvest Logo Usage

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SPECIFIC FOCUS AREAS FOR NEXT AUDIT

Policy updates, biodiversity aspects, air emission reductions, and business LH processes will be considered key focus areas during SW's Recertification audit in 2026. In 2026, certification and audit efficiencies be improved by combining SW's existing four certifications into one LH enrollment, as the overarching management system is consistent across the four commodities.