

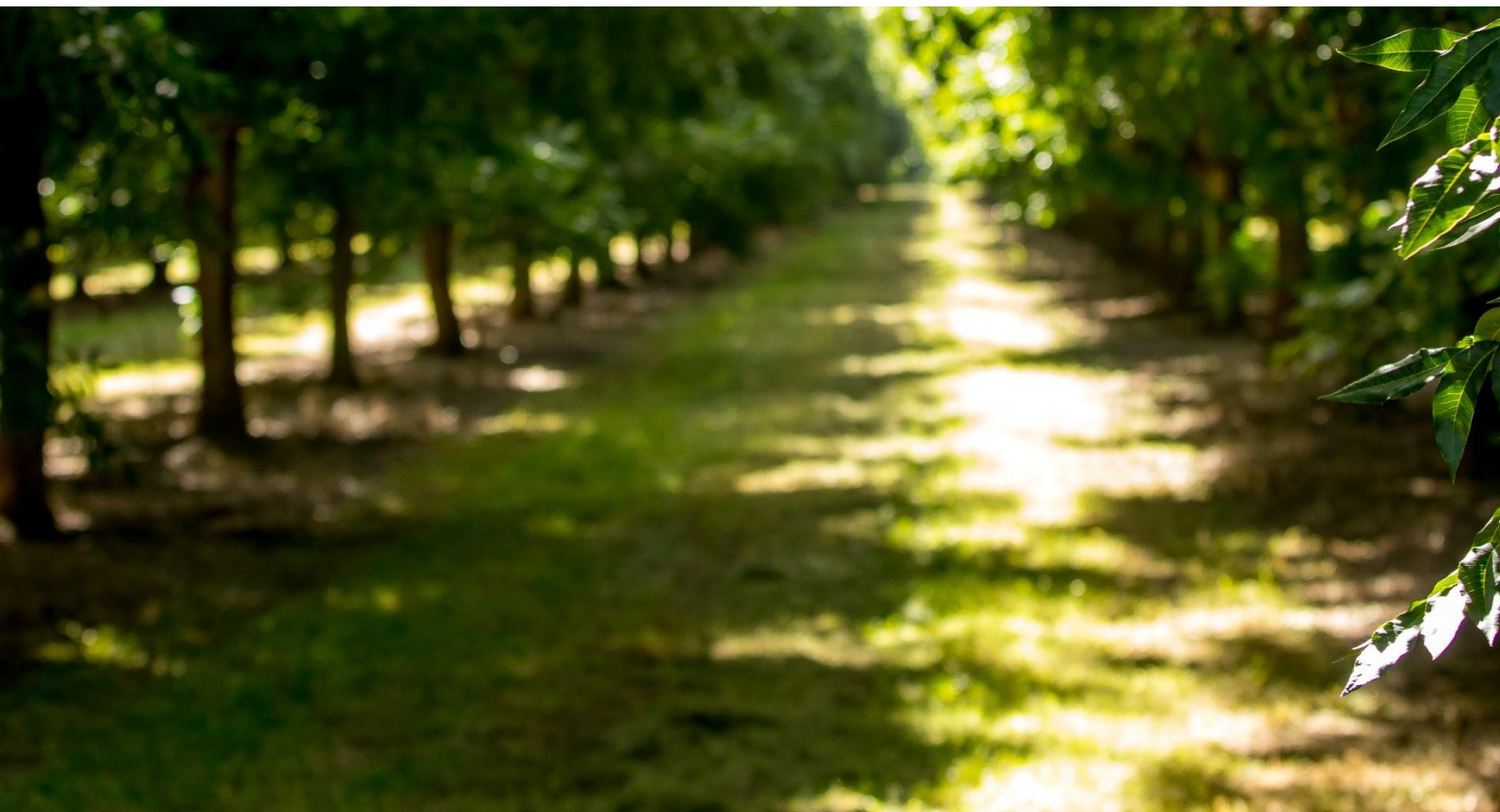


# **Stahmann Webster**

**Brisbane, QLD**

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

**6 June 2025**



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## EXECUTIVE SUMMARY

**Stahmann Webster**  
Level 5, The Annex, 12 Creek Street  
Brisbane, QLD 4001  
07 4699 9400

**Certification Date:**

June 6, 2025

**Recertification Due Date:**

May 31, 2026

**Certification ID Number:**

AVERUM-LHFMS-2025-0034

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. The business unit manager is well qualified and experienced on the sites. They take initiative when needed, and assume responsibility for addressing challenges and emerging issues. The business unit 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.

# EXECUTIVE SUMMARY

(Continued)

**Stahmann Webster**

LH FMP 2025 AUDIT SUMMARY REPORT

## TEAM LEADER RECOMMENDATIONS

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

## AUDIT STAFF

<b>Lead Auditor:</b> Matt Armstrong
<b>Audit Team Members:</b> 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.

<b>Accreditations:</b> Approval by Leading Harvest to provide certification audits
<b>Number of Certificates:</b> 1
<b>Proposed Date for Next Audit Event:</b> Recertification to be completed in May 2026
<b>Audit Report Distribution:</b> 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 pecan 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 pecan 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 pecan properties. Stahmann Webster opted to certify 100 percent of their pecan 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, two pecan properties in New South Wales were selected for site visits in 2025. The audits were conducted with the business unit manager overseeing 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 May 1, 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 pecan 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 logistical feasibility.

**AUDIT RESULTS**

Overall, Stahmann Webster's pecan 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 two operating sites in New South Wales. Visits were conducted during harvest on the pecan properties, so harvest management was highlighted on site visits. Central management representatives, as well as the business unit manager, 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 business unit and 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 pecan properties.

**Crop**

Pecans

**Properties Examined During Engagement**

Two (2) sites visited during the audit

- Trawalla
- Loch Lomond

**Management Population**

- One (1) business unit manager
- Two (2) orchard managers



## KEY FINDINGS

FINDINGS IDENTIFIED DURING THE AUDIT	
PREVIOUS NONCONFORMANCE	Zero (0)
MAJOR NONCONFORMANCE	Zero (0)
MINOR NONCONFORMANCE	Two (2)
OPPORTUNITIES FOR IMPROVEMENT	Five (5)
NOTABLE PRACTICES	One (1)

### PREVIOUS NONCONFORMANCE

Stahmann Webster achieved initial certification to Leading Harvest in June 2023, under ACO's certification processes. During initial certification and surveillance audits no minor non-conformances were identified. Opportunities for improvement were identified during initial certification and surveillance audits.

### 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 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, although they were referenced by staff during discussions.

### 7.1.2 SPECIES AT RISK PROTECTION &

#### 7.2.1 NATIVE HABITATS AND NATURAL COMMUNITIES

Possible species on farm 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.

## NOTABLE PRACTICES

#### 4.1.3 PEST CONTROL PRACTICES

On the pecan farms, there is no use of pesticides or insecticides due to the highly effective integrated pest management program utilising beneficial insects to control pests. An insectary is to be established on site to support the program.

# KEY FINDINGS

(Continued)

## 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 five 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 FMS 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**

Agronomist credentials  
Leaf testing  
Fert invoices  
2024 & 2025 Nutrition Program  
Latest soil test results - 30th July 2024

**Auditor Notes**

- Medium clay soils are considered optimal for growing pecans.
- The Trawalla property was originally established in 1968, with additional land acquired in 2017 and subsequent years.
- Electromagnetic (EM38) soil surveys have been conducted on the newer properties to assess variability and soil characteristics.
- The inter-row areas are maintained with grass throughout the year to support ground cover and soil health.
- Spraying for weeds on the mounds begins in late November and continues through harvest.
- Soil testing is carried out annually in July using the same sampling points to ensure consistency and long-term trend identification.
- The soil types across all the properties are very similar, providing uniform growing conditions.
- Soil analysis is performed down to a depth of 600mm to capture a comprehensive set of parameters.
- No issues have been identified through soil testing to date.
- Fertiliser is applied using a combination of fertigation and granular methods.
- External agronomists assist the farm and business unit managers to develop and oversee the annual fertiliser management program, including weekly site visits and monthly reviews.
- The program is monitored and tracked using a farm software system, with adjustments informed by monthly tissue testing.
- Fertiliser usage is evaluated throughout the season and post-harvest against budgeted plans.
- Prunings have traditionally been burned, and some burning is scheduled to continue this year.
- A mulching equipment trial was held this year, and although some burning will still occur this year, the goal is to switch entirely to mulching next year.

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**

Fish trap drawing  
ENV3 Form - EAP assessment  
ENV3 Form - Environmental Action Plan

**Auditor Notes**

- Localised water erosion was previously identified as an issue but has since been resolved through relocating soil and rerouting drainage lines.
- Gypsum was applied during the initial development of new areas, with no further applications to date.
- Compost was applied to the sandy soils two years ago to increase the organic matter and soil water holding capacity.
- No other soil-related issues have been reported or observed in soil test results.

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**

Repair and maintenance water system  
E6 Water Management Program  
Pecan Orchards' Water Licences  
Gwydir Customer Advisory Group - Minutes - 22 October 2024  
Meeting Minutes 15Jan2025  
Water usage record  
Irrigation 2024-2025

**Auditor Notes**

- Water is sourced through river extractions and the NSW Department of Water allocations, with telemetered meters reporting usage directly to the Department.
- Water orders must be placed three days in advance to ensure supply.
- Trawalla orchard irrigation has transitioned from full flood coverage to a mix of drip and flood systems, with approximately half the area now under drip irrigation.
- The drip irrigation system uses approximately half of the volume of the flood irrigation system.
- Areas still under flood irrigation tend to deliver higher yields.
- Water usage is monitored monthly and checked against allocation limits.
- The pecan business unit manager actively participates in both the Gwydir Valley Water Group and the Department's customer group, with monthly and quarterly meetings respectively.
- The group is planning to host field days to encourage knowledge sharing.
- Irrigation budgets are created annually and reviewed each month to account for seasonal adjustments.
- The irrigation season typically runs from late September through to March.
- Soil moisture probes are distributed throughout the orchards to monitor real-time water availability.
- Water usage patterns have remained consistent over the years, except during drought conditions.
- All water allocations are owned outright, providing full control over supply.
- Irrigation water quality is tested annually to ensure suitability for orchard use.

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**

Invoices crop capsules  
2024 summary crop capsules  
Green Veggie Bug (GVB) damage monitoring report  
GVB numbers 2021-25  
GVB stink bug complex suppression & control program - Crop Capsules  
Report release 13.02  
Report release 20.02

**Auditor Notes**

- Fertigation applications are timed using the irrigation system.
- All spraying activities are carried out internally by employees with chemical training certifications.
- A natural buffer zone is maintained between production areas and the river to reduce the risk of runoff.
- Agronomist recommendations form the basis for all chemical and nutrient applications.
- The production areas are deliberately set back from the river to enhance environmental protection.
- Green breaks are maintained throughout the orchard, and wind speed is considered using data from weather stations installed on each farm.
- Herbicide spraying is highly targeted, with only around three applications per year. Camera sprayers have previously been considered to further reduce chemical use, however given the limited applications, it is not economical.

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**

Scouting records  
Release records  
Agronomy invoices  
Application records  
Chemical training certifications pecans  
WHS policies  
Cleaning plant - pest control  
Rodent bait stations 2024-25

**Auditor Notes**

- External agronomists and the internal technical officer conduct weekly pest scouting from September through March.
- Sticky cards are used to monitor pest population levels.
- Beneficial insects are the primary form of pest control, and insecticides have not been used since 1997.
- An insectary will be established on-site to target green vegetable bugs.
- A staff member has been trained to breed and release beneficial insects on-site.
- Beneficials were released seven times last season, and although there was a gap in releases, the plan now is to maintain this practice annually.
- Mowing is deliberately delayed to help support beneficial insect populations.
- Spraying is done strategically to minimise any negative impacts on beneficials.
- All beneficial insect introductions are documented in a system, although not in a farm software system.
- The Integrated Pest Management (IPM) program is effective enough that neither pesticides nor insecticides are needed.
- Inter-rows are kept long during winter and spring, with mowing typically beginning in November or December.
- Mice and rat baiting is conducted around key infrastructure points.
- Feral pig control is carried out by a third party contractor approximately annually.
- While there are many kangaroos on the property, they do not cause damage to require control.
- Birds can pose a problem, so gas guns are used to scare them away.

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



**Objective 4: Crop Protection**  
4.2 CROP PROTECTANT MANAGEMENT

**Conformance Evidence**

Chemical invoices  
Spray unit calibration records  
Chemical handling training records

**Auditor Notes**

- All spraying activities are carried out by employees with chemical training certifications.
- Each farm is equipped with chemical storage facilities that are fully compliant with relevant codes and regulations.
- Safety Data Sheets (SDS) can be accessed via QR codes located at each chemical storage site.
- Weather stations are installed on each of the farms to inform chemical spraying activities.
- Spray record logs are currently maintained manually, but the transition to using the Filled In system is planned for next season.

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**

GHG assessment company Stahmann Webster pecans report  
GHG assessment company Certificate  
Climate transition plan (DRAFT)

**Auditor Notes**

- Electricity usage is monitored across the business.
- Diesel consumption is also tracked, with fobs assigned to each set of machinery keys. Usage is categorised separately for irrigation, machinery, and office operations.
- 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. For example, electric tractors are not yet feasible for the farms, instead, the shift to electric or hybrid vehicles will begin with corporate fleets.
- The drafted climate transition plan will require updating to incorporate newly acquired farms.
- GPS technology is used on machinery operating in younger orchards, however, the older orchard blocks often lack signal coverage.
- An in-house mechanic is responsible for servicing all farm machinery.
- Variable Speed Drives (VSDs) are installed in all pumps to enhance energy efficiency.
- Energy efficiency is a key consideration in machinery upgrades and when preparing capital expenditure (CAPEX) proposals.
- Over the past five years, solar panels have been installed on sheds and residential buildings.
- Irrigation during peak season accounts for a significant portion of overall power consumption.

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**

GHG assessment company reports  
GHG assessment company certificates  
Climate transition plan (DRAFT)  
GHG inventory

**FINDINGS ORGANISED BY  
PERFORMANCE MEASURE**

(Continued)

**Auditor Notes**

- GPS technology is in all of the machinery for young orchards, no signal in older orchards.
- Traffic management plan in place for each farm
- SOPs on machinery operation are communicated when new employees start
- Dust can be an issue during harvest. Property management uses water trucks to water compound and main roads during this time. Groundcover is maintained in the orchard inter-rows year round.

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 assessment company reports  
GHG assessment company certificates  
Climate transition plan (DRAFT)  
GHG inventory

**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 is not able to capture all of the data from a corporate level, so they are considering other methods and programs.
- SW has a 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.
- Soil organic carbon levels are being improved through the application of manure and compost.
- Low-emission fertilisers are not yet fully developed, may present additional challenges, and currently cannot be accounted for in GHG assessments.
- Pecan processing waste from the Toowoomba facility is sent to a local biochar plant for further processing.
- Inter-row areas are maintained with grass cover, mowing is delayed to encourage beneficial insect populations, and insecticides are not used.
- Severe weather events such as windstorms or hailstorms occur every few years, however crop insurance is not held as it is cost prohibitive.
- The entire property is susceptible to flooding, however, once trees are well-established and ground cover is maintained, the risk this poses is significantly reduced.
- Drip irrigation lines have been relocated to sub-surface to prevent bird damage and reduce flood preparation requirements.

**FINDINGS ORGANISED BY  
PERFORMANCE MEASURE**  
*(Continued)*

- It is understood that emergency management plans exist, although copies could not be provided.
- Ground cover is consistently maintained between orchard rows to support soil health and reduce erosion.

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**  
Waste management invoices

- Auditor Notes**
- General waste is disposed of in skips, which are regularly collected from the site.
  - Scrap metal, cardboard, and vehicle batteries are all separated and sent for recycling.
  - Used small chemical drums are managed through the DrumMuster recycling program.
  - Intermediate Bulk Containers (IBCs) are returned to the supplier for reuse or recycling.
  - Waste oil is stored safely on the farm until it is collected by an approved handler.

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**  
Management interviews

- Auditor Notes**
- Currently, some waste from the walnut pecan processing factory is disposed of by placing it on a burn pile on farm at this stage.
  - Plans are in place to transition this material to mulching in the future.
  - Pecans are stored on-site for 3 to 4 days, then transferred to a dryer to reduce their moisture content before being transported.
  - Any remaining pecan residue is either mulched or consumed by birds.
  - During the harvesting process, the sweeper and vacuum equipment are designed to remove materials lighter than the nuts themselves so additional material is not collected as well.
  - Factory waste is also transported to the biochar facility for processing. Waste from the biochar facility is not yet brought back on farm, but is onsold as a beneficial resource.

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.
- This information is not currently incorporated into training materials for staff.
- 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, which is set back from the production areas and treated as no-go zones for farm staff.
- 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.
- Beneficial insects are supported and introduced on farms.

**FINDINGS ORGANISED BY  
PERFORMANCE MEASURE**

(Continued)

- 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 interviews

**Auditor Notes**

- The pecan 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 Social Responsibility (SR) 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**

- A blend of ryegrass and couch grass seed is used for establishing and maintaining ground cover in the inter-row areas.
- Non-productive areas are allowed to grow to provide habitat for beneficial species.
- The pecan varieties are chosen based on expected productivity, and to represent a range of pollination and harvest times (i.e. early and late varieties).

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 maps

Auditor Notes

- Farms were assessed using publically available information to meet LH requirements at the beginning of the certification process.
- No 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**

Management interviews

**Auditor Notes**

- Payments are centralised at the head office for all the properties.
- Management accountants oversee compliance-based payments.
- Resources and service providers are sourced locally. SW try to spread purchased 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 sponsorships from SW. 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 a couple of 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.
- Local primary school students are invited to visit the site and participate in nut-picking activities.
- Donations are made to local primary schools to help fund the upgrade of play equipment.
- SW also supports an annual fishing competition as part of its community engagement efforts.

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  
SOP examples  
Contractor risk assessment  
Neighbour communications

**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 certificates.
- 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. Equity considerations include consideration regarding to pay.
- SW maintains several policies that could 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 helps to 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 certifications), 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			
						10.1.1
						10.1.2

**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 certifications), 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.
- 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 ALM  
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 context regarding 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**

Verbal discussion

**Auditor Notes**

- Farm labour crews are used every year for casual work in peak periods, including harvest.
- 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**

FINDINGS ORGANISED BY  
PERFORMANCE MEASURE

(Continued)

**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 (ILO) 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 (N/A)

## **Objective 12: Management Review and Continual Improvement**

### **12.1 FARM REVIEW AND CONTINUAL IMPROVEMENT**

#### **Conformance Evidence**

CAPEX Toolkit Template

Farm Management Tool Template

#### **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 detail and put the proposals together.
- Those in the head office then review the proposals and progress the successful proposals.
- Staff get ideas for new innovations by being involved with industry bodies and, attending field days. Farm managers get together annually to discuss opportunities and new ideas. However, this was paused this year due to a particularly bad season.
- A mulcher is currently being trialled on a small area as part of an effort to eliminate the need for burning.
- The 'Fieldin' system is scheduled to be implemented next season to streamline operations and record keeping.
- 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.

**FINDINGS ORGANISED BY  
PERFORMANCE MEASURE**

(Continued)

- 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. Depending on the budget, the project will be approved or be pushed to the next year.
- 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.
- The primary trial on the pecan farms is the implementation of the mulching program, in an effort to eliminate burning from practices.

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.