



LEADING HARVEST SUMMARY AUDIT REPORT

SOUTHERN PREMIUM VINEYARDS (SPV)

14/01/2025

Introduction

The purpose of this audit was verification of conformance with the requirements of the Leading Harvest Farmland Management Standard 2020, through a sampling process of the information available by examining operating procedures, materials relating to farmland management practices and on-the-ground field performance, and through meetings or correspondence with employees, contractors and other third parties (e.g. government agencies, community groups, affected Indigenous Peoples, conservation organisations), as appropriate.

This document is intended for public access and is a summary of the audit activities conducted in accordance with the Leading Harvest Australia Management Standard. Certain information gathered and documented from the audit activities may have been excluded from this summary audit report due to privacy and confidentiality reasons.

Audit Detail Summary

Trading Name	The Trustee for Southern Premium Vineyards (SPV)
Crop(s)	Vineyards (Wine Grapes)
Leading Harvest Program User ID or Membership Number	13552
Leading Harvest Contact Person	Matt Alexander (CEO) Tricia Gilroy (General Manager, Work Place Health and Safety) Stacey Shepley (Risk and Compliance Officer)
Total Number and Area of Farms Managed	41 Vineyards, 5,967.55 ha
Sites Audited	1.Longbottom, Limestone Coast, South Australia 2.Birchmore, Langhorne Creek, South Australia 3.Trillians Hill, Clare Valley, South Australia 4.Cocoparra, Riverina, New South Wales 5.Hancock, Riverina, New South Wales Total Area Inspected – 939.68 Ha
Auditee Position/Title	<u>Head Office:</u> CEO General Manager, Work Place Health and Safety Risk and Compliance Officer WHSE Advisors <u>Operations:</u> South Australia – General Manager, Vineyard Managers, WHSE Advisor New South Wales – General Manager, Vineyard Managers, Viticulturist/Technical Manager
Type and Scope of Audit	Surveillance Audit 1.
Auditor Team	Sam Ponder (Lead Auditor) EMS & OH&S L. Auditor.

	<p>Shaun Hilton (Technical Reviewer) B.LLBP, L. Auditor. Shaun Hudson (Technical Reviewer) B. Ag.Sc, QM, EMS, OH&S.</p>
Audit Dates Onsite	<p>22 - 23 Oct 2024 – NSW 28 – 29 Oct. 2024 - SA</p>
Audit Dates Offsite	<p>30 – 31 Oct. 2024 – Reporting 21, 24, 27 Oct. 2024 - Travel</p>
Audit Plan	<p>Opening Meeting summary:</p> <ol style="list-style-type: none"> 1. Introduction of the participants, including an outline of their roles. 2. Confirmation of the scope of certification. 3. Confirmation of the audit plan (including type and scope of audit, objectives, and criteria), any changes, and other relevant arrangements with the client, such as the date and time for the closing meeting, interim meetings between the audit team and the client's management. 4. Confirmation of formal communication channels between the audit team and the client. 5. Confirmation that the resources and facilities needed by the audit team are available. 6. Confirmation of matters relating to confidentiality. 7. Confirmation of relevant work safety, emergency, and security procedures for the audit team. 8. Confirmation of the availability, roles and identities of any guides and observers. 9. The method of reporting, including any grading of audit findings. 10. Information about the conditions under which the audit may be prematurely terminated. 11. Confirmation that the audit team leader and audit team representing the certification body is responsible for the audit and shall be in control of executing the audit plan including audit activities and audit trails. 12. Confirmation of the status of findings of the previous review or audit, if applicable. 13. Methods and procedures to be used to conduct the audit based on sampling. 14. Confirmation of the language to be used during the audit. 15. Confirmation that, during the audit, the client will be kept informed of audit progress and any concerns. 16. Opportunity for the client to ask questions <p>Description of the audit process: This is the first annual surveillance audit for Southern Premium Vineyard operations carried out following the annual desk review of documentation. On site visits were conducted commencing at two Griffith based vineyards and then three South Australian based vineyards over a four day period in line with best auditing practices. Interviews were held with the CEO, senior operations and technical managers, key head office WHS/risk and compliance managers, and vineyard managers in verifying operations and compiling this report.</p>

	<p>Closing Meeting Summary:</p> <p>There were no non-conformances observed during the audit.</p> <p>Surveillance audits are scheduled for a selection of the farms mid to late 2025 – prior to the busy season.</p>
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Executive Summary

Overall site assessment:

- Include an outline of the area of ownership (no. of acres/hectares under management and description of the key features)
 - The current area is as stated - 41 vineyards, 5,967.55 ha.
 - The farms consist of mostly mature vineyards. There are central machinery sheds and chemical storage sheds, wash down and chemical filling areas with all appropriate bunding, waste collection tanks and spill kits/showers available. Access to SPV facilities are locked.
- Include a general description of major crop types with a general characterization of management and conservation approaches used
 - Grape varieties grown on the farms visited include but are not restricted to: Shiraz, Pinot Noir, Chardonnay, Lambrusco, Malbec, Merlot, Sauvignon Blanc, Grenache, Traminer, Petit Verdot.
 - Yields vary considerably from region to region and by variety. This is due to soil varieties, water availability and seasonal conditions allowing. Forward management of the vines is determined during the business budgeting process as this is dependent on the previous year's soil test/petiole results and grape supply agreements with the winemaker customer/s. Inputs are applied using fertigation and foliar applications of fertiliser and are timed for various stages of the vines growth, budding/flowering and grape set, together with foliar disease related sprays of copper/sulphur and any insecticides required for pest management. IPM is practiced utilizing the sward/inter-row to generate a habitat for beneficial insects.
 - Regionally based General Managers oversee ongoing operations across their respective geographic areas and are supported by Technical Managers / Viticulturists and Farm Managers. Vineyard management activities including spraying, slashing/trimming, pest scouting, harvesting, irrigation/fertigation etc. with pruning typically conducted by licensed labour hire contractors.
 - New plantings in Longbottom South Australia have used salt tolerant root stock to better deal with seasonal vagaries in bore water in the area.
- Comment on site conformity with Leading Harvest Objectives
 - From an operational context the sites are in conformance with Leading Harvest Standards

Overall management system assessment:

- Include a general description of the management plan outlining farmland management policies and objectives
 - The management plan is straightforward with a central controlling executive management team overseeing operations. There is significant input from the viticulturists as to the strategies employed for following vintages. These are largely based on previous history, known soil types with petiole testing results (taken during the growing season) to determine the following years fertilizer program. Soil tests are taken in April-May post vintage. The management plan considers climatic forecasting and seasonal conditions together with harvest yields required (e.g. quality targets and tonnages expected x region). Nutrition is applied by fertigation and /or foliar application. External agronomists are utilised when required to assist with review or development of technical programs.
 - Ongoing vineyard operations include pruning, vine trimming, slashing mulching of the sward/inter-row, sprays to control disease (adopting a prevention versus curative) strategy, irrigation management and harvesting.
- Comment on the completeness and effective implementation of the management plan
 - Considerations have been made in the current management plan to cater for some hail and frost damage and some inclement weather. The geographical spread of vineyards moderates the impact of adverse weather conditions.
 - GHG inventory data continues being compiled for fuel, electricity and soil inputs. The company has produced a Climate Transition Plan.

Audit team recommendation regarding certification:

Recommend that certification to Leading Harvest continues.

Next audit timing (month and year):

Surveillance audits are scheduled for a selection of the farms mid to late 2025 – prior to busy season.

Specific focus for next audit, if any, based on risk or opportunities for improvement:

- 2024-2025 GHG data
- Threatened and endangered species
- Special sites

Auditors Signature:



Reviewers' comments regarding certification:

Continuation of certification recommended.

Reviewers signature:



Standard Elements

Objective 1. Sustainable Agriculture Management

To practice sustainable agricultural stewardship to improve crop production and ensure long-term agricultural sustainability.

Performance Measure 1.1 Sustainable Agricultural Stewardship: *Standard users shall demonstrate their commitment to sustainable agricultural stewardship of farmland.*

Summary of Evidence:

- Operation and Sustainability Manual
- Strategic plan
- Management staff update on Leading Harvest principals
- Induction program materials
- Viticulture plan
- 2024 completed works records
- FY 2025 CAPEX
- Operational Budgets
- Environment and Sustainability Policy

Audit Observations:

Stewardship commitment is a key business driver, emphasized by senior management.

Stewardship principles are included in the Operation and Sustainability Manual.

Strategic plan reviewed, aligning with stewardship and sustainability goals.

A range of CEO endorsed posters displayed, highlighting leading harvest principles.

Leading harvest presentations have been delivered to management staff.

Induction program includes leading harvest principles for all new staff.

Viticulture plan reviewed, including a GANTT chart for CAPEX projects.

2024 works completed: bunding of fuel tanks, disposal of broken posts and scrap steel, upgrades to chemical handling facilities.

FY 2025 CAPEX reviewed, including new equipment orders.

Comprehensive budgeting reviewed for: chemicals and fertiliser per farm block and vine variety, plant and fleet management, vineyard activities, proposed CAPEX projects for 2025.

Performance Measure 1.2 Critical External Factors: *Standard users shall manage for potential impacts of critical external factors to help ensure long-term profitability and sustainability of each farm or farm management unit by the Standard user.*

Summary of Evidence:

- Quarterly management meetings minutes
- 2024-2025 Business Plan
- Records of budgeting for farm blocks, vine varieties, chemicals, fertiliser, plant and fleet management, vineyard activities, and CAPEX projects

- Records of key management staff attendance at industry events, seminars, and technology releases

Audit Observations:

Quarterly management meetings are held by senior managers, meeting minutes maintained.

2024-2025 Business Plan reviewed, incorporating the 2025 viticulture plan.

Comprehensive budgeting reviewed for: chemicals and fertiliser per farm block and vine variety, plant and fleet management, vineyard activities, and an extensive list of CAPEX projects for the financial year.

Key management staff attend industry events, including industry seminars and technology releases, to stay informed about industry changes.

Objective 2. Soil Health and Conservation

To maintain or enhance soil health to optimize crop yield and protect long-term soil productivity on agricultural lands.

Performance Measure 2.1 Soil Health: *Standard users manage nutrients and apply practices to achieve crop yield and maintain or enhance soil health of cropland.*

Summary of Evidence:

- Annual soil testing reports
- Soil nutrition analysis reports and product recommendations
- Budgets and reports for fertiliser, chemicals, plant, fleet, and vineyard activities
- Electronic records for fertiliser, chemical, plant, fleet, and vineyard activities
- Viticulturalists and technical manager qualifications
- Soil sampling and petiole analysis
- 2024-2025 Viticulture Plan
- Chemical Inventory register

Audit Observations:

Annual soil testing for soil nutrition is identified as a critical success factor.

Soil samples are collected across the farms each March, with petiole sampling occurring in September.

Soil tests are analysed by external laboratories, with results reviewed in-house, with product recommendations made based on tonnages required and prevailing conditions for the following vintage.

Budgets and reports are prepared, products ordered and purchased, timing of use communicated, and work orders prepared.

Applications are made and monitored, with quarterly reporting back to the Technical and Executive teams.

Review of academic qualifications for viticulturalists and technical managers noted during audit.

Soil nutrient replacement is based on soil sampling and petiole analysis.

Records of fertiliser, chemical, plant, fleet, and vineyard activity budgets reviewed per farm block and grape variety.

2024-2025 Viticulture Plan reviewed.

Both fertigation and foliar N applications are used. Fertigation input products sighted at pump sheds and bulk sites.

Chemical Inventory register reviewed.

Naturally occurring mid-row sward groundcover observed, as well as retention of waste from slashing and mulched vine trimmings to increase soil organic matter.

Performance Measure 2.2 Soil Conservation: Standard users shall implement agricultural practices to minimize soil erosion and avoid degradation of agricultural lands.

Summary of Evidence:

- Weather stations and moisture probes records
- Annual soil and water testing reports

Audit Observations:

SPV focuses on production efficiencies to enhance sustainability by reducing vehicle passes and soil compaction.

Organic material is maintained year-round to help with evaporation control, soil cooling, and microbiome creation.

Mid-row vegetation and biomass from trimmings are incorporated back into the soil to improve soil structure.

Practices such as mid-row sward groundcover, retention of mulched vine trimmings, and vegetation maintenance along riparian corridors are observed.

Soft tyres are used to minimize compaction, and sheep are grazed under vines in some vineyards.

Operational practices include regulated flow through storage dams, low-flow pressure drip lines, solar-powered valves, weather stations, and moisture probes.

Soil profiles are regularly observed, and annual soil and water testing, including salinity levels, is conducted and reviewed.

Objective 3. Water Resources

To protect water resources and manage water for efficient agricultural productivity.

Performance Measure 3.1. Water Use: *Standard users shall conserve water resources and manage water use to avoid long-term depletion and maintain crop productivity.*

Summary of Evidence:

- Water licenses and budgets
- Water scheme documents and allocations
- Records of ongoing water usage and weekly irrigation (via apps)
- Monthly water usage reports and graphs
- Software system records for water application volumes, timings, and line breakages
- Records of water measuring devices (weather stations, soil moisture probes, plant stress measurements)
- Records of viticulturalist membership in One Basin CRC advisory committee
- On-farm water storage dam, pump station, and fertigation equipment records
- Farm maps showing irrigation system layout

Audit Observations:

Surface water is actively managed using dam storages, pumping systems, and extensive pipelines to drippers.

Advanced irrigation technology has been implemented, along with water monitoring devices to assist with decision-making.

Audit observations note the review of water licenses and water budgeting, including water scheme documents and allocations for respective farms.

Records of ongoing water usage and weekly irrigation via apps in L/Ha, with data available in real-time.

Software systems are used across vineyards to determine water application volumes and timings, as well as to identify line breakages.

Water usage records are reported monthly and graphed for trend analysis to provide optimal conditions based on seasonal requirements.

Water measuring devices, including weather stations, soil moisture probes, and plant stress measurements, are implemented and ongoing.

Viticulturalists are members of the One Basin CRC advisory committee.

Sighted on-farm water storage dams, pump stations, and fertigation equipment.

Farm maps identify the layout of irrigation systems.

Performance Measure 3.2. Water Quality: *Standard users shall apply a program to properly manage the use of fertilizers and other soil amendments, crop protectants, and other inputs and avoid release of sediment and nutrients from agricultural lands into groundwater and surface water.*

Summary of Evidence:

- Spray records
- Chemical strategy and application records
- IPM documentation and records

Audit Observations:

Reviewed spraying practices in line with product records maintained.

Chemicals are selected specific to target pest or disease.

Mid-row groundcover maintained throughout vineyard blocks. Natural mulch maintained through slashing and trimming activities. Maintenance of grassed swards, headlands, dam banks, and channels. Riparian areas are left naturally vegetated.

Use of no-till management observed. Minimal wheel tracks visible within the mid-rows.

Discussion with technical manager confirmed awareness of IPM practices. Timing of chemical applications aligned with IPM strategy.

Objective 4. Crop Protection

To achieve crop protection objectives while protecting people and the environment.

Performance Measure 4.1. Integrated Pest Management: *Standard users shall protect crops against pests by implementing an Integrated Pest Management program that uses regional agricultural best management practices to achieve crop protection objectives.*

Summary of Evidence:

- Pesticide plan
- Spray calibration and application records
- Scouting and spray records
- Biosecurity induction
- Training records (chemical users)

Audit Observations:

Pest control products are used based on ongoing monitoring of vines, with recommendations from vendors and staff viticulturalists.

Non-chemical control mechanisms, such as natural predators, are encouraged.

Spray timing and rates are managed to maximize effectiveness and minimize chemical loss and drift, with extensive spray calibration and application records maintained.

Calibration of spray units is carried out prior to use, with records signed off by trained ChemCert applicators.

Biosecurity inductions are conducted for all vineyard visitors.

Extensive signage, lockable sheds, and access gates are sighted.

Rodent bait stations are utilized around storage sheds.

Onsite equipment washdown bays are inspected.

Interviews with viticulturalists in consultation with the pesticide plan confirm pest and disease records are kept by staff.

The presence of orb spiders within the vines is noted, specifically for the control of Light Green Apple Moth.

Disease control methods are based on a preventative approach.

Scouting and spray records are reviewed, stored using industry-specific data storage software.

Use of target-specific chemicals aimed at minimal impact to beneficial organisms.

Staff responsible for chemical application have completed training in chemical handling and application.

Grape varieties selected are suited to the climatic conditions and are resistant to diseases.

Performance Measure 4.2. Crop Protectant Management: *Standard users shall select, use, and store crop protectants in accordance with label instructions and regulatory requirements.*

Summary of Evidence:

- Safety data sheets (SDS) (hardcopy and digital)
- Training records (chemical users)
- drumMUSTER receipts
- Chemical inventory

Audit Observations:

Chemicals are stored appropriately within bunded sheds with pumpable waste tanks, in compliance with Environmental Health and Safety guidelines.

Used containers are washed and recycled through the drumMUSTER program.

On-site staff are trained in safe material handling and procedures.

Safety data sheets (SDS) are maintained in hardcopy within the chemical storage areas and digitally via QR codes.

Locked chemical storage sheds inspected, with signage observed and products stored appropriately and separated by product type.

Sighted hardcopy SDS, label folders, and records of external chemical user training (Chemcert).

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

To conserve energy used by agricultural operations and minimize adverse impacts to the atmosphere and the global climate.

Performance Measure 5.1 Agricultural Energy Use and Conservation: *Standard users shall conserve energy resources, especially fossil fuels, used by agricultural operations.*

Summary of Evidence:

- Equipment upgrade records
- Weather station data
- Variable speed drive pump records

Audit Observations:

Equipment upgrades are underway incorporating the latest Tier 3 engines available (where possible) in Australia to enhance efficiency.

Operators are utilizing double and triple row foliar spray units, along with front-mounted vine trimmers and rear-mounted slashers, minimizing vehicle passes.

Solar power is used in weather stations for ongoing measurements.

Frost fans are used intermittently, only when necessary.

Variable speed drives are used for pumps to improve efficiency.

Performance Measure 5.2 Air Quality: *Standard users shall minimize adverse impacts to air quality from agricultural operations.*

Summary of Evidence:

- Equipment maintenance/service logs
- Employee training records
- 2025 CAPEX register

Audit Observations:

All equipment is maintained as recommended by manufacturers, with qualified mechanics performing maintenance.

Maintenance/service and usage logs are maintained.

Employees are trained on specific equipment use, with training records stored in a central database.

Dust is managed through gravelling main access roads, using side-by-side buggies, and pruning equipment with soft tyres, as well as using water carts during harvest for dust suppression.

Grassed mid-rows, headlands, and dam banks are established in vineyards.

Equipment maintenance records are maintained via a centralized database.

2025 CAPEX register reviewed, noting the inclusion of Tier 3 tractors.

Variable speed drive motors are used to reduce power consumption in equipment and water pressure in lines.

Use of 5-blade frost fans where required, with slower rotation to maintain sound decibels below 66dB.

Maintenance of cover crops, grassed swards, mid-rows, and headlands.

Speed limits are implemented on the farm.

Performance Measure 5.3 Climate-Smart Agriculture: *Standard users shall apply the principles of climate-smart agriculture to reduce adverse impacts to the global climate and adapt to climate change.*

Summary of Evidence:

- Australian Wine Industry Standards of Sustainable Practice accreditation
- Weather station and soil moisture probe data
- Spray records
- Chemical strategy and application records
- Weather stations and moisture probes records
- Annual soil and water testing reports
- Risk register and emergency management response plan
- Emergency response signage records

Audit Observations:

Automated equipment is used to reduce passes and increase efficiencies, adapting to seasonal conditions and their impact on weather and pest/disease management.

Cover crops and grasses are grown between sward/mid-rows and headlands.

Weather stations and soil moisture probes are in use, with drip irrigation installed and variable speed drives for efficiency.

Operators are accredited to the Australian Wine Industry Standards of Sustainable Practice, demonstrating commitment to best management practices for both environmental sustainability.

Nil tillage of soils is undertaken, with maintenance of groundcover and use of agricultural chemicals based on analysis.

Practices to reduce damage to groundcovers and soils include the use of drones during wet periods for product application, and double/triple row foliar spray units with front-mounted vine trimmers and rear-mounted slashers to increase efficiencies and reduce overall passes.

Soil health and water management are based on seasonal conditions and nutritional analysis.

Custom-developed nutrients are applied using foliar and drip lines.

Weather stations and soil moisture probes were sighted onsite.

Watering is timed to optimize leaf growth versus fruit development.

Salt-tolerant and disease-resistant rootstock is selected for new plantings where applicable.

Risk register and emergency management response plan were sighted onsite.

Emergency response signage is located in staff lunch rooms, farm offices, and chemical sheds.

Objective 6. Waste and Material Management

To manage waste, agricultural chemicals and other materials from agricultural operations to minimize their adverse impacts to agriculture and the environment.

Performance Measure 6.1 Management of Waste and Other Materials: *Standard users shall minimize solid waste and hazardous waste from agricultural operations and manage waste and agricultural chemicals in compliance with applicable laws, statutes, and regulations.*

Summary of Evidence:

- Waste management records
- Disposal records (DrumMUSTER, ChemCLEAR and IBC collection receipts)
- Chemical inventory
- ChemCert licenses (centralized database)
- Safety Data Sheets (SDS) records (hardcopy and QR code access)

Audit Observations:

Chemical containers, used plastic irrigation dripper pipe, unwanted broken vineyard posts, and metal are collected and stockpiled for recycling where possible. Waste bins are in place, and recycling storage areas are clean, well-organized, and in conformance with environmental health and safety guidelines. Engine oil is collected and recycled by external providers where necessary. Other materials are disposed of with care.

Waste recycling practices are evidenced through records and sighting of waste storage awaiting collection. On-site drumMUSTER compounds and on-farm IBC collection points are in use.

Senior management is aware of unwanted chemicals, identified through the chemical inventory, and disposed of through chemCLEAR or returned, confirmed through discussion.

Waste management practices include the collection of old broken posts, used tires, steel, cardboard, and waste oil; dripper tubes are stored awaiting collection through a supplier's recycling scheme. Unwanted machinery is sold or appropriately disposed of.

Chemical spill kits and safety equipment are inspected, with appropriate bunding, concrete pads, chemical shower facilities, and PPE noted. Chemical storage sheds are locked when not in use. Staff responsible for chemical handling and application have completed appropriate chemical user training; ChemCert licenses were sighted and maintained in a centralized database. Safety Data Sheets (SDS) are available in the main office and chemical storage sheds, and accessible via QR codes.

Performance Measure 6.2 Food and Agricultural Waste Resource Recovery: *Standard users shall ensure efficient handling and recovery of agricultural products and agricultural waste.*

Summary of Evidence:

- Viticultural plan
- Calibration records
- Harvest weight records
- Winery weighbridge receipt records

Audit Observations:

Annual harvest data for variety by block reviewed in accordance with the viticultural plan. Harvest weights are cross-checked with winery weighbridge received records.

There is no on-site storage for harvested grapes; grapes are harvested directly into side tipper gondolas and transported to the winery in bulk bins.

Mechanics were observed onsite for ongoing maintenance of equipment.

Calibration records were available for review.

All swards, mid-row, and headland vegetation, as well as waste from vines, are utilized as mulch within vineyards.

Objective 7. Conservation of Biodiversity

To manage farmland in a manner that maintains agricultural production while conserving biodiversity where appropriate or legally required.

Performance Measure 7.1 Species Protection: *Standard users shall protect threatened and endangered species and viable occurrences of at-risk species.*

Summary of Evidence:

- Atlas of Living Australia search records
- IPM documentation and records
- Biodiversity and Biosecurity Policy

Audit Observations:

Biodiversity searches have been completed using the Atlas of Living Australia.

Conservation areas are maintained by minimizing activity on non-production areas, which are largely left in their naturally occurring state.

Several applicable conservation areas were inspected during the audit.

No at-risk species have been identified to date.

Water birds are observed utilizing farm storage dams.

Performance Measure 7.2 Wildlife Habitat Conservation: *Standard users shall conserve native habitats, wildlife habitat, natural communities, and Ecologically Important Sites on enrolled farmland.*

Summary of Evidence:

- Australian Winegrowing Standard of Sustainable Practice accreditation
- IPM documentation and records
- Biodiversity and Biosecurity Policy

Audit Observations:

Beneficial and non-invasive wildlife are allowed access to vineyard lands, with minimal fencing in place that does not interfere with their movement. Mutually beneficial predatory species are encouraged on the farm. On-farm groundcovers consist of naturally occurring varieties of indigenous and introduced grasses and herbage, serving as an insectary for beneficial species within the IPM program.

Riparian areas and habitats are maintained in their natural state. Natural conservation areas include a woodland of 700 trees planted with assistance from a local school. Other conservation areas include revegetated bushland and treelines.

Relevant management staff demonstrated awareness of their responsibilities regarding conservation, emphasizing the importance of conservation within the Australian Winegrowing Standard of Sustainable Practice accreditation.

Performance Measure 7.3 Avoided Conversion: *Standard users shall avoid conversion of natural forests, other natural communities, and Ecologically Important Sites.*

Summary of Evidence:

- Environment and Sustainability Policy
- Due diligence procedure records

Audit Observations:

No conversion of habitat has occurred on vineyard sites.

No land at vineyard sites has been set aside or deforested.

Applicable policies are in place outlining objectives, procedures, and responsibilities related to habitat conversion, deforestation, and due diligence.

Performance Measure 7.4 Crop Diversity: *Support crop diversity on cropland.*

Summary of Evidence:

- Biodiversity and Biosecurity Policy

Audit Observations:

Grape and vine varieties are selected based on specific winery requirements for wine production, with different varieties planted on each farm depending on soil type and region (e.g., Chardonnay, Pinot, Shiraz, and Lambrusco).

Ground cover is encouraged in the mid-row and headlands to: provide habitat for beneficial insects, increase nutrition and microbial activity reduce evaporation, minimize dust and cool soil surface temperatures during hot, dry periods. Swards, mid-rows, and headlands comprise a variety of naturally occurring grasses and herbage.

Objective 8. Protection of Special Sites

To manage Special Sites on farmland that are geologically or culturally important in a manner that recognizes and respects their unique qualities.

Performance Measure 8.1 Special Site Management: *Standard users shall manage Special Sites in a manner appropriate for their unique qualities.*

Summary of Evidence:

- Environment and Sustainability Policy
- Cultural Heritage Policy
- Due diligence records (Aboriginal Heritage Team and AHIMS reports)

Audit Observations:

Protected sites requiring special consideration are identified during the due diligence process prior to purchase. If applicable, protected sites are managed with the relevant authorities. Searches of NSW and SA-based sites conducted utilising Aboriginal heritage databases and registers.

Evidence reviewed during the audit identified that no known special sites have been identified on the sites to date. Further discussion with farm staff confirmed the absence of special sites on the property.

The Company has a detailed Cultural Heritage Policy outlining actions and management of special sites identified in the future including management of unexpected finds.

Objective 9. Local Communities

To operate safely and responsibly; contribute to the economic well-being, social networks, and health of local communities; and to recognize and respect the rights of local communities and Indigenous Peoples in regions of agricultural operations.

Performance Measure 9.1 Economic Well-Being: *Standard users shall foster the economic vitality of local communities through business practices that support sustainable agriculture and the local economy.*

Summary of Evidence:

- Enterprise Agreements for full-time staff and management.
- Payslips
- Employee Records (online inductions, staff messages, leave entitlements, and annual re-inductions)
- Contractor records (WorkCover registration, public liability, work agreements etc.)
- Vendor invoices from local businesses.

Audit Observations:

SPV maintain a preferred vendor list, prioritising local companies where possible. Farm managers note preference to purchase from local businesses. No issues have been reported regarding pricing or budgeting.

Staff are locally based, all staff live within local towns surrounding the vineyards or on-site. Wages are aligned to the appropriate industry award. All employees are remunerated under conditions competitive within the industry including a workplace Enterprise Agreement. Management Employees are governed by Award Free employment contracts.

Payslips contain all required information, including hourly rates, superannuation, leave entitlements, and taxation details. Database records have been reviewed, covering online inductions, staff messages, leave entitlements, and annual re-inductions.

A separate database contains contractor records, including onboarding details such as WorkCover registration, public liability, and work agreements. Vendor invoices from local businesses have been sighted.

Performance Measure 9.2 Community Relations: *Standard users shall engage local communities to increase community awareness and support for the practice of sustainable agriculture and maintain or enhance Standard user reputation.*

Summary of Evidence:

- Environment and Sustainability Policy
- Event/workshop invitations

Audit Observations:

SPV management collaborates with neighbouring farms to coordinate efforts on fence lines and address pest control and spray drift issues. An example includes the installation of 5-bladed frost fans along boundaries to reduce decibel ratings below 66dB near neighbouring housing.

Senior managers attend viticulture events, workshops, field days, and farm walks, demonstrating involvement in industry knowledge sharing. Senior management is also involved in research projects related to viticulture.

Other community engagement includes SPV representation at an indigenous painting event and affiliation with a local school to plant native trees in a biodiversity area.

Performance Measure 9.3 Local Communities and Indigenous Peoples: *Standard users shall recognize and respect rights of local communities and the treaty rights of Indigenous Peoples.*

Summary of Evidence:

- Environmental & Sustainability Policy
- Cultural Heritage Policy
- Employment records for local residents (full-time/casual)
- Sponsorship invoices
- Due diligence assessments

Audit Observations:

SPV management are involved in community outreach programs demonstrating social responsibility and creating work opportunities for local students.

Up to 200 full-time and casual local residents are directly employed across SPV sites, with local businesses providing specialist services.

Cultural Heritage and Environmental & Sustainability Policies outline engagement with local communities and Indigenous groups. Also outlining recognition and respect for special sites and their unique qualities, contributing to economic, social, and health benefits for local communities and Indigenous peoples.

Safe and responsible operations are implemented in areas where SPV operates. On-site signage within staff facilities acknowledges the traditional custodians of the land.

Due diligence assessments are completed, confirming no current land tenures apply at this time. No current enquiries regarding cultural heritage or community issues have been noted.

Performance Measure 9.4 Public Health: *Standard users shall apply measures to protect public health from adverse impacts of enrolled farmland.*

Summary of Evidence:

- Safety data sheets
- First aid kit inventory and site records.
- Toolbox training and attendance records.
- Emergency plans and emergency contact lists.
- Workplace health and safety meeting minutes.
- Incident report template.
- Induction checklists for new staff and contractors.

Audit Observations:

Safety remains a top priority within SPV, with comprehensive safety measures in place. All staff have access to safety information in staff facilities, and electronic and/or hard copy safety data sheets are available at chemical storage facilities. First aid kits are available and were sighted on-site. Bunding, wash pads, PPE, first aid facilities, chemical washing facilities, and spill kits have been installed.

Managers notify neighbours of planned spraying events when necessary, and signage is placed at public entry and exit points.

On-site audit observations included: Review of individual toolbox training and attendance records, review of emergency plans and emergency contact lists, inspection of on-farm signage, safety equipment, and facilities and workplace health and safety meeting minutes. Incident report template and induction checklists for new staff and contractors are maintained.

Objective 10. Personnel and Farm Labor

To provide a safe and healthy working environment, fair compensation and training for Standard user personnel, contract management company employees and contract farm labor necessary to improve the practice of sustainable agriculture.

Performance Measure 10.1 Safe and Respectful Working Environment: *Standard users shall foster a culture of safety and respect among Standard user personnel and contract management company employees to minimize injuries, help establish safe routines and enhance employee productivity.*

Summary of Evidence:

- Cloud-based central database software capturing HR documents (recruitment, induction, onboarding, health and safety, training).
- Employee induction records.
- Safety and emergency signage
- Contractor agreements and induction records.
- Training records
- Equal Opportunity, Discrimination, and Bullying Policy.

Audit Observations:

Safety is a key aspect of SPV culture. Staff have access to all employment-related workplace procedures, emergency and safety information, and safety data sheets at chemical refilling sheds or via QR codes on their smartphones for all products being applied. Observed on site safety and emergency signage.

Each employee undergoes a company induction. Cloud-based database software is used for capturing HR documents, including recruitment, induction, onboarding, workplace health and safety, and training details.

Contractors are engaged under agreements, inducted, and paid rates aligned with the appropriate Industry Award.

Managers consult with staff to identify additional opportunities, with internal promotions available where appropriate.

Additional Harassment and bullying training was conducted in response to a staff survey.

Policies and procedures are accessible to staff and displayed on staff noticeboards and amenities.

The Equal Opportunity, Discrimination, and Bullying Policy ensures a workplace free from bullying, harassment, and discrimination, with recruitment and advancement based on merit, skills, experience, and ability, free from bias.

Performance Measure 10.2 Occupational Training: *Standard users shall provide training for Standard user personnel and ensure adequate training for contract management company employees necessary to improve the knowledge and practice of sustainable agriculture.*

Summary of Evidence:

- Toolbox training and attendance records
- Employment contracts
- Employee training records
- Workplace health and safety advisor and senior management qualifications (degrees, diplomas, certificates)
- Employee induction records
- Contractor agreements and induction records

Audit Observations:

Each employee undergoes a company induction, with records sighted at the audit. Contractors are engaged under agreements and are inducted.

Workplace health and safety advisors and senior management qualifications were reviewed, confirming that qualifications are applicable to their roles (degrees, diplomas, certificates, etc.).

Staff responsible for chemical application have completed training in chemical handling and application.

Individual toolbox training and attendance records reviewed.

Central database software is used for capturing HR documents, including recruitment, induction, onboarding, workplace health and safety, and training details.

Employment contracts, including probation, wages, hours of work, leave, and privacy, were reviewed during the audit.

Performance Measure 10.3 Supporting Capacity for Sustainability: *Standard users shall require appropriate training of Standard user personnel and contract management company employees so that they are competent to fulfill their responsibilities under the Leading Harvest Standard.*

Summary of Evidence:

- Staff noticeboards
- Leading Harvest presentation and training
- Environment and Sustainability Policy
- Organizational chart
- Academic qualifications
- Employee training records
- New SOPs with sign-off sheets.

Audit Observations:

Roles and responsibilities to conform to the objectives of the standard are communicated and understood throughout the organization via internal communication and operator audit evidence. Staff noticeboards were reviewed, showing updates from the CEO regarding Leading Harvest.

Leading Harvest presentation conducted, including training for regional and vineyard managers in September 2024. All relevant training records for employees are maintained within centralized database software. New Standard Operating Procedures (SOPs) observed at staff amenities, including sign-off sheets. Academic qualifications for management personnel reviewed.

The Environment and Sustainability Policy outlines SPV's commitment to sustainable management across financial, environmental, and social aspects.

The SPV organizational chart identifies relevant roles and responsibilities, including academic qualifications for senior technical roles. Dedicated personnel are in place for managing sustainability programs.

Key staff attended grape grower industry events.

Performance Measure 10.4 Compensation: *Standard users shall ensure adequate livelihood for employees and contract management company employees to attract and retain a stable workforce.*

Summary of Evidence:

- Employee engagement contracts (including conditions)
- Pay slips/salary templates
- Staff timesheet records.

Audit Observations:

Compensation is set at competitive levels based on industry awards. Employee engagement contracts in place and including conditions. Pay slips/salary templates reviewed. Staff timesheet records are reviewed and maintained within company records.

Performance Measure 10.5 Farm Labor: *Standard users shall monitor contract management Companies or farm labor contractors to help ensure farm labor working conditions consistent with the Principles and Objectives of Leading Harvest Standard.*

Summary of Evidence:

- Contracted labor hire employee induction records
- Contractor induction checklist.
- Responsible Sourcing Policy

Audit Observations:

A combination of staff and contracted labor is used for ongoing works, including mechanical, spraying, trimming/slashing, and harvesting. All contracted labor hire employees are inducted by the operator, and records are retained.

The Responsible Sourcing Policy applies to individuals employed or engaged by the operator, including contractors.

Objective 11. Legal and Regulatory Compliance

To comply with applicable federal, state, and local laws, statutes, and regulations.

Performance Measure 11.1 Legal Compliance: *Standard users shall comply with applicable federal, state, and local agricultural and related social and environmental laws, statutes, and regulations.*

Summary of Evidence:

- SharePoint and Crop Watch Bulletins
- Workplace signage
- Safety data sheets.
- Induction and training records.
- Timesheets
- Staff training records
- Register of ChemCert license details for chemical handling staff

- Workplace policies and procedures
- Spray and calibration records
- Safety signage on farms
- Responsible Sourcing Policy

Audit Observations:

Compliance information is posted in staff amenities areas, available on the company SharePoint, and accessible through Crop Watch Bulletins and smartphone apps for all employees.

Safety signage is installed on farms, including signage related to speed limits, safety requirements, and hazard notifications. Safety data sheets are maintained and available to staff and contractors via QR code and hardcopy. Copies of all workplace policies and procedures, along with safety and emergency management documents, are displayed on staff noticeboards.

Staff training is provided through monthly toolbox meetings, workshops or external courses, with all competency records maintained. A register of ChemCert license details for chemical handling staff is maintained.

Policies and procedures, along with other applicable documents, are communicated to staff during induction, training sessions, and through noticeboards. Staff receive documented timesheets via company systems.

Spray and calibration records are completed and maintained.

Performance Measure 11.2 Legal Compliance Polices: *Standard user shall take appropriate steps to comply with all applicable social laws at the federal, state, and local levels in the jurisdictions where the Standard user operates.*

Summary of Evidence:

- Employee contracts
- Toolbox talk records
- Policies displayed in staff amenities and included in communications
- Environment and Sustainability Policy
- Equal Opportunity, Discrimination, Harassment, and Bullying Policy
- Responsible Sourcing Policy

Audit Observations:

Compliance with legal and regulatory requirements is ensured through dedicated senior staff positions responsible for continuous monitoring and oversight. Employee contracts are maintained and include position descriptions, terms and conditions.

Toolbox talk records and signed attendance sheets are maintained. Centralised reporting tool utilised for hazard identification and incident reporting.

Policies are sighted within staff amenities and included in staff communications, inductions, and re-inductions.

The Environment and Sustainability Policy demonstrates the commitment to meeting the obligations of applicable Commonwealth, State, and Local laws/statutes and regulations, ensuring safe and responsible operations. The Equal Opportunity, Discrimination, Harassment, and Bullying Policy demonstrates the operator's commitment to a workplace free from bullying, harassment, and discrimination, ensuring that all participants are treated with respect, dignity, and fairness.

Confirmed there are currently no farmland tenants on SPV controlled land.

Objective 12. Management Review and Continual Improvement

To promote continual improvement in the practice of sustainable agriculture by conducting management reviews and monitoring performance.

Performance Measure 12.1 Farm Review and Continual Improvement: *Standard users shall establish a management review system to examine findings and progress in implementing the Leading Harvest Standard, improve resource-use efficiency of agricultural production, make appropriate improvements in programs, and inform their employees of changes.*

Summary of Evidence:

- Monthly reporting and action register
- Management system dashboards displaying real-time data management reports.
- Timesheets
- Monthly toolbox talk records
- Meeting minutes
- Annual operator business plan

Audit Observations:

Internal controls are designed and implemented with a focus on continuous improvement.

Management reviews include a review of KPIs, with leadership responsible for enforcement. Monthly reporting against management criteria is ongoing on-site, with an action register maintained that includes descriptions, personnel assignments, and estimated timelines. Quarterly executive management meetings take place virtually.

A feedback loop to management is in place, including staff interviews addressing areas such as spray diaries, calibration, water use, scouting records, and communication via email and verbal discussions.

Monthly toolbox talks are recorded and maintained, including staff feedback. Meetings are conducted and minutes are recorded and maintained, including quarterly vineyard operation meetings with management and workplace health and safety meetings.

The annual operator business plan includes all vineyard operational business component budgets, such as nutrition, water, and financial.

Performance Measure 12.2 Support for Sustainable Agriculture: *Standard users shall individually and/or through cooperative efforts support science-based agricultural research programs or partnerships or other efforts by associations to improve soil health, agricultural productivity, and sustainable agriculture.*

Summary of Evidence:

- Nutrition and water budgets
- 2025 CAPEX
- Research project communications

Audit Observations:

Numerous activities are ongoing to increase productivity and implement long-term sustainable practices.

Nutrition and water budgets are based on measurements with full history and ongoing monitoring and data control mechanisms.

CAPEX applications for the 2025 financial year were reviewed, identifying improvements, particularly related to machinery.

Senior managers attend viticulture industry events, workshops, field days, and farm walks, and are involved in research projects and direct collaboration with universities.

Objective 13. Tenant-Operated Operations

To promote the use of regional agricultural best management practices on farmland leased by farmland tenants to broaden the practice of sustainable agriculture and to promote the efficient use of agricultural inputs and the management of adverse environmental impacts

Performance Measure 13.1 Leased-Land Management: *Standard users shall clearly define and implement strategies to ensure that farmland tenant activities adhere to the principles of sustainable agriculture.*

Summary of Evidence:

N/A

Audit Observations:

N/A

Performance Measure 13.2 Leased-Land Monitoring: *Standard users shall monitor agricultural practices used by farmland tenants to ensure their consistency with regional agricultural best management practices.*

Summary of Evidence:

N/A

Audit Observations:

N/A

Non-conformances and Opportunities for Improvement

Nonconformity	MNC / NC*	Standard Element	Result
<ul style="list-style-type: none"> description and evidence at the performance measure level corrective action plans 	*MNC Major Nonconformity, NC nonconformity		
Nil			

Opportunities for improvement (description and evidence)	Standard Element
Nil	

Previous non-conformance update

Nonconformity	MNC / NC*	Standard Element	Result
<ul style="list-style-type: none"> description and evidence at the performance measure level corrective action plans 	*MNC Major Nonconformity, NC nonconformity		
3.2.2 – It is noted that a review of SOP1155-4 Chemical Waste Water is currently in progress. Please provide a timeline for completion.	Minor Non-conformance	3.2.2	Closed
7.1.1 – Threatened and Endangered Species – Considerations taken by General Managers for clearing of native vegetation approvals have been provided. However, please identify how or where these considerations will be documented and/or incorporated into formal procedures and/or policies.	Minor Non-conformance	7.1.1	Closed

Additional information required	Leading Harvest reference
Nil	

Appendix A

Summary of meetings or correspondence with community, government, conservation, or Indigenous groups. Refer to any relevant attachments (meeting minutes, certificates, email communication, photographs etc.).

Nil