

ACO Leading Harvest Audit Report

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.

Audit Details	
Trading Name	Stahmann Webster
Crop(s) <i>(scope of certification)</i>	Almonds
Leading Harvest Program User ID or Membership Number	ACO Certification No. 13448
Leading Harvest Contact Person <i>(name and contact details)</i>	Steve Mackinlay (Head of ESG and Sustainability) Miriam Villen-Rodriguez (Chief Scientist) Camila Sanhueza (Sustainability Administrator)
Total Number and Area of Farms Managed	1173 Ha
Sites Audited	"Sandy Valley", 1 Crump Lane, Tabbita NSW "Greenview", 1648 Boorga Road, Tabbita NSW
Auditee Name and Position/Title	Dan Keenan, James Keenan - Directors of Keenan Ag Services – contract management service providers to Stahmann Webster Almonds Griffith
Type and Scope of Audit	Initial certification
Auditor(s) and Any Accompanying People e.g. observers & technical experts	Sam Ponder
Audit Dates Onsite	2 March 2023
Audit Dates Offsite	7 March 2023

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Audit Plan	<p>Opening Meeting summary:</p> <ol style="list-style-type: none">1. Introductions2. Scope of the audit3. Estimated duration of the audit.4. Confidentiality5. Conflict of interest6. Audit outline7. Authorised personnel present.8. Changes that affect the management system since the last audit9. Effectiveness of corrective actions taken in relation to previous audit non-conformities, if applicable.10. Rationale for substituted or modified indicators, if applicable.11. Effective control of the use of certification marks, if applicable. <p>Description of the audit process:</p> <p>The audit commenced with introduction and discussion with farm management followed by visits to all facilities, inspection of equipment and inspection of both farms, facilities, and surrounding areas. All operations being undertaken at the time were observed.</p> <p>An observation of a new employee undergoing induction safety training was held during the visit.</p> <p>Records were sampled.</p> <p>Closing Meeting summary:</p> <p>The on-farm component of the audit concluded during the afternoon session. Management was thanked.</p> <p>There were no non-conformances discussed.</p> <p>Significant discussion took place on improvements that were in process of being implemented.</p> <p>Surveillance audits are scheduled for a selection of the farms early 2024.</p>
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Executive Summary

Overall site assessment:

Sandy Valley and Greenview comprise a total of 1173 Ha; with farms situated within 30 Km's to the North West and North of Griffith NSW respectively. The country is comprised predominately red sandy loams running down to low lying flat country. Both farms are reliant of channel water supplied by the MIA scheme. Both have significant on-farm dam water storage capacity which also offers a future opportunity for farm generated solar power which in-turn could reduce evaporation loss with added benefits for lower power and water costs per unit. The existing irrigation infrastructure at Sandy Valley is in-line, drip based on a electronic management system with Variable Speed Drive pumping units coupled with surge protection delivering water through an automated reverse washing sand filter system. Greenview (purchased in 2022) is currently using diesel as its main power source. This will be changed in line with future CAPEX project proposals.

- Crop types

Almonds suitable for the region comprise 5 different varieties – Nonpareil, Wood Colony, Monterey, Shasta, Carmel (Sandy Valley planted between 2015-2019) and Supareil (Greenview planted from 2017 and 2019). Blocks run North/South to best utilize the sun, are on raised beds with double in-line drip; a special mix is sown in the inter-rows which is designed to flower alongside almonds to provide an additional pollination source for the annual bee pollination where hives are brought on-farm for approximately 4 weeks per year. Compost is added to provide additional nutrient and has resulted in high carbon retention as noted in the soil test analysis. All other nutrient is added by fertigation.

- Conformity with Leading Harvest Objectives.

All new tractors purchased contain Add Blue which has reduced fuel consumption by up to 15%; a new low dust harvester is currently being trialed which when observed operating during the farm inspection visually produced significantly less dust. As outlined above management systems and data recording have allowed optimal productivity gains to be made. Flocculent is added to storage water to settle clay particles – this has resulted in less flushing of sand filters and better dripline management. Farm operations were verified to be in conformance with Leading Harvest objectives.

Overall management system assessment:

Ongoing operational plans remain the same year to year

As a group, Stahmann Webster has a Long Range (Strategic) Plan (LRP) in place. It was noted during discussions with site management that day-to-day operations for all orchard management generally remains the same albeit with seasonal factors effecting yield and timing for core activities such as irrigation, fertigation, nutrient replacement and general orchard activities.

Auditors Signature:



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Reviewer's comments regarding certification: Certification recommended following corrective action plan submission to minor CARs.

Reviewers signature:



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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:

Stahmann Webster demonstrates commitment to sustainable agricultural stewardship through the implementation of their *Sustainability and Environmental Policies*.

Their strategy statement includes commitment to continuous improvement, embracing sustainability goals, achieving GHG neutrality (or net negative emissions), optimizing water use, improving the health and fertility of the soil, avoiding water contamination, maximizing retention and circular use of nutrients, soil, and organic waste, and investing in people, partnerships, communities, technology, and sustainable governance.

Commitment to sustainability is further demonstrated by the achievement of Freshcare Environmental certification, and the inclusion in employee induction training of the relevant aspects of Freshcare Environmental compliance including land & soil management, pest management, biosecurity, water use, biodiversity, waste management, and energy & fuel use.

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Observations, Findings and Documented Evidence:

Verified the following operational aspects:

- Sustainability and Environmental Policies
- Stahmann Webster's Employee Induction program
- Freshcare Environmental Action Plan
- Freshcare Compliance Certificate
- Freshcare Environmental Awareness Training Presentation
- Fertiliser Program 22-23

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:

Stahmann Webster's "Pecan Water Story 2020" summarises their water use and farming history, including continuous improvement strategies to minimize . Water management is detailed in their Freshcare Environmental Water Management Program and contingency plans have been developed for situations when water is scarce.

Observations, Findings and Documented Evidence:

- Freshcare Water Management Program and contingency plans
- Review of annual water budget for FY2023 against usage records.
- Evidence of business plans detailing CAPEX and OPEX to support the management program.

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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:

Soil health is managed according to annual nutrition plans, complemented by monthly Agronomist reporting to create optimum conditions for crop production and nutrient utilization. Soil nutrition is tested regularly by orchard block and soil type. Harvest residues and pruning's are chipped and contribute to the light mulch/compost applied under trees, resulting in high soil carbon content evident in the soil analysis results.

Observations, Findings and Documented Evidence:

- Soil test data analysis reviewed for chemical, physical, and/or biological characteristics
- Soil Sample Maps
- Soil Analysis Report
- Fertiliser Program 22-23
- Compost Analysis
- Monthly Chemical Stocktake September
- Leaf Tests
- Fertiliser Spray Diaries
- Manure Nutrient Report
- PhycoTerra Trial Soil Results August 2022
- Aerobotics Data
- Cover Crop Pictures
- Cover Crop Seed Mix
- Scouting and Recommendation Records
- Freshcare E1 Environmental Action Plan
- Freshcare Compliance Certificate
- Pruning in Almonds

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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:

Stahmann Webster strives for efficient production to enhance sustainability efforts as well as reduce operating costs. Organic material is added at the beginning of the growing season. Cover crops including grass species are in place where feasible to secure and enhance soil health while ensuring harvest disruptions are minimized. Biomass waste is reincorporated onto the soil as part of canopy management wherever possible.

Soil degradation issues as a result of water flow interruption from a built-up roadway are being managed with the local roads authority and undersoil drainage is being considered.

Salinity is managed using flushing techniques and drainage.

Observations, Findings and Documented Evidence:

- Freshcare E1 Environmental Action Plan
- Cover Crop Seed Mix
- Soil Test Results
- Soil Analysis Report
- Tissue Results 2021-2022
- Cover Crop Pictures
- Leaf Tests Manure Nutrient Report
- National Residue Survey
- Inter-row swards observed in unharvested blocks.

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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

There is a sophisticated array of water management tools and water conservation measures employed to ensure that water usage is within the farm's budgets. Ground cover is maintained to minimise evaporation loss.

The Freshcare Environmental Water Management Program has been implemented and photograph evidence of irrigation systems, channels, and soil moisture probes received. Weather data is monitored and used to make irrigation decisions.

Water management utilizes technology (satellite imagery) and farm engineering practices to optimize tree production.

Observations, Findings and Documented Evidence:

- Sustainability Policy
- Freshcare E6 Water Management Program
- Water Licenses
- Water Budget 2021-22
- Water Budget vs Usage
- NSW Irrigators' Council Sponsorship
- Almond Irrigation World Round-Up
- Irrigation Workshop
- Aerobotics Data
- IrriSAT Screenshot
- IrriSAT Weather Based Scheduling
- Cropsol Sign

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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:

Soil nutrition is well planned and recorded in a comprehensive list of planning documents.

Trees are planted on built up banks that run north/south to optimize daily sunlight hours across the tree. Nutrient management includes minimal till, inter-row cover cropping, shallow hoeing for weed management. Runoff is minimised using dripper irrigation and soil moisture measurement devices. Inter-rows are planted with cover crops.

Flocculent is used to bind clay particles that settle to the base of the dam floor; this maintains cleaner water for irrigation/fertigation purposes. Water dispersed by the pumping system is filtered using sand filters and has automatic backflush capability.

Observations, Findings and Documented Evidence:

- Sustainability Policy
- Freshcare E1 Environmental Action Plan
- Orchard Biosecurity Manual for the Almond Industry
- Cover Crop Seed Mix
- Cover Crop Pictures
- Fertiliser Program 22-23
- Almond Spray Planner
- Fertiliser Spray Diaries
- Complete Chemical Register
- National Residue Survey
- Residual Herbicide and Carob Moth Trials Email

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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:

The Freshcare Environmental Biodiversity Management Program covers monitoring and management of pests. The Stahmann Webster's IPM strategy has been described, Agronomist credentials have been provided and are relevant. Insect pest management relies on enhancing biodiversity, timed use of specific chemicals on target pests, preservation of natural enemies, strategic mowing of the understory and the introduction of biological controls.

Product usage reports follow the recommendations. Spray timing and amounts are managed to maximize effectiveness and minimize chemical loss and drift.

Observations, Findings and Documented Evidence:

- Freshcare E7 Biodiversity Management Program
- Certificate of Attendance Freshcare Training
- Orchard Biosecurity Manual for the Almond Industry
- Freshcare E3 Biosecurity Management Program
- Licenses and Tickets
- Staff Chemical Certificates
- Fertiliser Spray Diaries
- Scouting and Recommendation Records Almond Spray Planner
- Fertiliser Program 22-23

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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:

Chemical containers are stored according to Environmental Health and Safety guidelines and used containers are washed and recycled. Staff on site are trained in safe material handling and procedures.

Observations, Findings and Documented Evidence:

- Capture Screenshot WHS Monitor of Safety Data Sheets
- Licenses and Tickets
- Staff Chemical Certificates
- Herbicide Options - Almonds
- Almond Spray Planner
- Spray Diaries
- Complete Chemical Register
- Freshcare E4 Chemical Authorisation Records
- Chemical Shed and Diesel Storage

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:

Energy usage is captured and managed via a centralized dashboard for dissemination by management. New equipment purchases incorporate conservation and efficiency measures.

Observations, Findings and Documented Evidence:

- Viewed pumping system with inbuilt harmonized power surge capacity to reduce power usage.
- Use of AdBlu in new tractors reducing diesel by 15%.
- Use of solar panels for draining sub surface water where required;
- Use of inline drippers;
- Sustainability Reports available.
- Farming Technology Group Executive Summary
- Use of water carts during harvest operations.
- Use of cover cropping on headlands which lowers temp and helps with water infiltration and improves soil health.
- Trialing underway of new low dust emission harvesters for this year's crop.

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

Summary of evidence:

All equipment engines are maintained as recommended by manufacturers and service and usage logs are maintained. Employees are trained in equipment use and competencies recorded in WHSM. Dust is managed by watering high traffic roads, running equipment using soft tires. Grassed inter-rows are established in orchards and grasses are allowed to grow on headland areas. The Freshcare Environmental Air Quality Management Program covers dust suppression during harvest including vegetated inter-rows, speed limits set at 20 km/h, and watering of roads during harvest times to mitigate risk of dust pollution.

Observations, Findings and Documented Evidence:

- Spray Diaries
- Farming Technology Group Executive Summary
- Freshcare Environmental E9 Air Quality Management Program
- Sandy Valley Solar Panels
- Trialing underway of new low dust emission harvesters

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:

Information is captured and displayed in Farming Dashboards for dissemination by management. Carbon Friendly “Greenhouse Gas Emission Reductions & Removal Enhancements Report” has been prepared “in accordance with Section 6.13 of ISO 14064-2: 2019”. Cover cropping and grasses are grown between inter-rows and on headlands. Weather stations in use and drip irrigation systems are in place.

Observations, Findings and Documented Evidence:

- Farming Technology Group Executive Summary
- Chief Scientist's Master of Engineering Science
- Chief Scientist's Master Transcript USQ
- Chief Scientist's Program Completion Confirmation
- Cover Crop Seed Mix
- NDVI Imagery Examples
- NSW Irrigators' Council Sponsorship
- Emergency Plan
- Cover Crop Seed Mix
- Cover Crop Pictures
- Fertiliser Program 22-23
- Almond Irrigation World Round-Up

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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:

The Freshcare Environmental Waste Management Program has been implemented – this covers all waste types. A Recycling Policy has been developed and implemented, and invoices provided to demonstrate contracted waste disposal activities. Chemical containers, metal, plastics, and office waste are all recycled where possible. Waste and recycling storage areas are clean, organized, and in conformance with environmental health and safety guidelines. Engine oil is collected and recycled by others.

Chemical authorisation records are maintained, and Safety Data Sheets kept electronically, accessible to all relevant staff. Chemical training is provided to relevant staff and training records maintained. Procedure developed for handling and storage of chemicals. Photographs of chemical shed and diesel storage provided to supplement on-site inspection.

Observations, Findings and Documented Evidence:

- Freshcare Environmental E8 Waste Management Program
- Recycling Policy
- Manual Handling Policy
- Capture Screenshot WHS Monitor of Safety Data Sheets
- Screenshot of Internal Work Health Safety Monitor SDS
- Licenses and Tickets
- Staff Chemical Certificates
- Example Safety Data Sheet for Chemicals
- Freshcare E4 Chemical Authorisation Records
- Freshcare E4 Spill Response Procedure
- Chemical Shed and Diesel Storage
- Veolia General Waste Invoice
- Cleanaway General Waste Invoice
- Riverina Skips Invoice
- MIA Quikskips & Quik Waste Invoice

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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:

Irrigation and nutrition management strategies have been implemented to produce uniform ripening and minimise wastage.

All crop waste is chipped and used as mulch and swept onto tree lines for additional nutrients and organic matter.

Observations, Findings and Documented Evidence:

- Environmental Policy
- Recycling Policy
- Pruning in Almonds
- Grading Records

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:

The Freshcare Environmental Biodiversity Management Program has been implemented; wildlife habitats are maintained on farm; riparian protection zones are fenced off and maintained where possible; indigenous species identified and planted; riparian erosion reparation and environmental weed management carried out as required. Deforestation, Ecosystems and Biodiversity Policies are in place.

Stahmann Webster minimises downstream impacts by ensuring water run-off is minimal, tailoring nutritional program to limit fertiliser usage.

Observations, Findings and Documented Evidence:

- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Freshcare E7 Biodiversity Management Program
- Vegetation Around Farm
- Protected Area Maps
- Bird and Wildlife Records

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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:

Beneficial and non-invasive wildlife is allowed access to farms. Riparian areas are protected, habitats are maintained, and mutually beneficial predatory species are encouraged on farms. Partnerships are established within the water district where appropriate. Conservation of natural waterways is carefully considered for any new plantings. Deforestation, Ecosystems and Biodiversity Policies are in place. Inter rows and headlands are grassed, minimal till is practiced, and pruning's are added back under trees to increase nutrition.

Observations, Findings and Documented Evidence:

- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Freshcare Environmental Awareness Training Presentation
- Vegetation Around Farm
- Protected Area Maps
- Comparison of Vegetation Around Farm
- Bird and Wildlife Records
- Cover Crop Seed Mix
- Cover Crop Pictures

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

Summary of evidence:

Stahmann Webster's due diligence process includes environmental due diligence when purchasing a farm.

Observations and Findings

- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Stahmann Webster's Due Diligence Summary
- Vegetation Around Farm
- Current Status of Native Vegetation in the Riverina
- Comparison of Vegetation Around Farm
- Protected Area Maps
- Allowable Activities for Landholders
- Land Categories and the Land Management Framework
- NSW Legislation Regulation 2018
- Riverina LLS Clearing Vegetation Plan

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

Summary of evidence:

Almond varieties are varied and based on specific criteria, including their benefits to biodiversity. Working groups are established to determine ideal variety mixes of cover crop species.

Observations, Findings and Documented Evidence:

- Cover Crop Seed Mix
- Cover Crop Pictures
- Row Variety Tags
- Breeding Varieties Update 2018
- Almond Board of California Report – Almond Varieties and Selections
- Almond Varieties at Sandy Valley
- Designing and Developing a New Almond Orchard
- Breeding for Self-fertility
- Nursery Invoice

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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:

Protected sites requiring special consideration are identified during the due diligence process and managed with the relevant authorities accordingly.

Observations, Findings and Documented Evidence:

- Native Title Vision Map Riverina
- Native Title Vision Map Tabbita
- Protected Area Maps
- Sandy Valley Site Induction

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:

Stahmann Webster management maintains preferred vendor lists with local companies wherever possible. There have been no pricing or budgeting issues reported, and the farm managers prefer to buy locally. Staff are locally sourced, and their wages are aligned with the Horticultural Award.

Observations, Findings and Documented Evidence:

- Local Industry, Community, and Indigenous Participation Policy
- Sighted Agreements for fulltime, casual and Contractors.
- Sighted example of pay slip – which include relevant rates, contributions including super, leave entitlements.
- All are set at the current Horticultural Award 2010 conditions.

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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:

Stahmann Webster management works within the SW Social Responsibility 2022-2023 policy with a broad range of activities with local community groups. This is achieved through outreach and sponsorships.

Observations, Findings and Documented Evidence:

- Stahmann Webster's Bulletin 'From the Ground Up and On The Shelf'
- SW Community Engagement
- Griffith Spring Fest Brochure
- Griffith Spring Festival Sponsorship Invoice
- Great Escape Oz Car Rally - Cystic Fibrosis Sponsorship
- Leeton Business Chamber Christmas Promotion Sponsorship
- Leeton Chill n Grill 2022 Gold Sponsorship
- Leeton Junior Phantoms Rugby Union Club Sponsorship
- Leeton Rugby League Football Club Sponsorship
- Leeton Show Society Sponsorship
- Leeton Veteran's Week of Golf Sponsorship
- NSW Irrigators' Council Sponsorship
- SW Social Responsibility 2022-2023

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:

Stahmann Webster management maintains community outreach programs to demonstrate social responsibility.

Observations, Findings and Documented Evidence:

- Local Industry, Community, and Indigenous Participation Policy
- PSP NR Corporate Social Responsibility Initiative
- Clontarf Foundation Partnership Contribution Invoice
- SW Sponsorship Agreement with Clontarf Foundation
- Sandy Valley Site Induction
- Link to webpage: <https://stahmannwebster.com.au/contact/contact-us>
- Farm Signage Including Contact Information

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

Summary of evidence:

Stahmann Webster demonstrates a strong safety culture. Staff have access to safety information and safety data sheets (SDS) information at all times for any product being applied. Managers inform neighbors of planned spraying and signage is placed at public entry and exit points.

Observations, Findings and Documented Evidence:

- Stahmann Webster's Safety Management Plan
- Horticulture WHS Meeting Agenda
- Minutes of Stahmann Webster Horticulture WHS Committee Meeting
- Stahmann Webster's COVID Management Plan
- WHS Travel Risk Assessment COVID-19
- Drug and Alcohol Policy
- Workplace Health Safety Policy
- Manual Handling Policy
- Hazard Identification Assessment and Management Policy and Procedure
- Farm Signage Including Contact Information
- Emergency Plan
- Photos of Safety Signage on Farm
- Operating a Forklift SOP
- Licenses and Tickets
- Staff Chemical Certificates
- Sandy Valley Site Induction
- Freshcare E4 Spill Response Procedure

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:

Staff have access to all employment related Policies and Procedures. Stahmann Webster demonstrates a strong safety culture. Staff have access to safety information and safety data sheets (SDS) information at all times for any product being applied.

Observations, Findings and Documented Evidence:

- Anti-Discrimination and Equal Employment Opportunity Policy
- Code of Conduct Policy
- Yearly Gender Report
- Disciplinary Policy

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:

Training schedules and attendance are documented on paper and stored electronically. SDS information is supplied to staff before any application, and multiple licensed qualified applicators are on staff.

Online Annual Induction. Covers hygiene, illness & medication policy, WH&S behavior, breaks, leave & payroll, GMP.

Observations, Findings and Documented Evidence:

- Stahmann Webster's Safety Management Plan
- Stahmann Webster's Employee Induction
- Licenses and Tickets
- Staff Chemical Certificates
- Sandy Valley Site Induction

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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:

Roles and responsibilities to conform to the objectives of the Standard are communicated and understood throughout the organization through an internal evidence summary and audit preparedness document.

The Stahmann Webster Sustainability Policy: is a commitment statement, applicable to all employees and focuses on compliance with relevant government legislation, policies, and planning instruments. Stahmann Webster's activities are managed in a manner that minimizes environmental pollution and degradation and are resource efficient. All employees are appropriately qualified and/or trained to fulfill their responsibilities under the Leading Harvest Standard.

Observations, Findings and Documented Evidence:

- Sustainability Policy
- Freshcare Compliance Certificate
- Certificate of Attendance Freshcare Training
- Head of ESG & Sustainability's Yale School of Management Certificate
- Positions Descriptions of ESG and Sustainability Team
- Organizational Chart - ESG
- Sandy Valley Organisational Structure
- Greenview Organisational Structure
- Full Company Organizational Chart
- Operations Assistant's Freshcare Certificate
- Stahmann Webster Environmental Awareness Training Invoice
- Chief Scientist's Master of Engineering Science
- Chief Scientist's Master Transcript USQ
- Chief Scientist's Program Completion Confirmation
- Chief Scientist's Freshcare Environmental Code of Practice Training
- Certificate of Attendance Freshcare Training
- Freshcare Environmental Awareness Training Presentation

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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:

Compensation is set at appropriately competitive levels based on the Horticultural Award.

Observations, Findings and Documented Evidence:

- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy

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:

Employment contracts, payment records and induction training attendance records were reviewed.

Observations, Findings and Documented Evidence:

- Recruitment Policy
- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy
- Moore Contracting Solutions Labour Hire Agreement Executed

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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:

Compliance information is posted and accessible for all employees.

Observations, Findings and Documented Evidence:

- Stahmann Webster's Corporate Social Responsibility Policy
- SMS Quality Manual - V0.1
- Photos of Safety Signage on Farm
- Code of Conduct Policy
- Manual Handling Policy
- Licenses and Tickets
- Staff Chemical Certificates

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:

Compliance with legal and regulatory action is demonstrated through dedicated senior staff positions engaging in continuous monitoring and oversight.

Observations, Findings and Documented Evidence:

- Code of Conduct Policy
- SMS Quality Manual - V0.1
- Compliance Policy (verified as Principle 8)
- Policies available on the staff noticeboards and witnessed in communications to staff during the induction program for each new employee.

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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:

The design and implementation of internal controls related to continuous improvement and management review was reviewed with leadership responsible for enforcement. Monitoring is continuous on site with an action register maintained with descriptions (when needed) and assignments to personnel, and timelines estimated. Regular management meetings take place virtually using Teams.

Observations, Findings and Documented Evidence:

- Stahmann Webster Sustainability Steering Group
- Freshcare Compliance Certificate
- Staff interviewed and reviewing documents indicated that input management was recorded in timesheets and data management reports were available if requested.
- Farming Technology Group Executive Summary
- Farming Project List April 2022
- Maps Analysis and Information Aerobotics and Green Atlas
- Stahmann Webster De Cortes farm Transpiration Insights Service Aerobotics
- Email - Technology Group Meeting
- Follow up and Actions from April Farming Technology Group Meeting
- Notes from Farming Technology Group Meeting
- Freshcare Compliance Certificate
- Aerobotics Data
- Nuffield Scholarship
- Schedule-It Email
- Irrigation Workshop
- Dust-Reducing Machine Trial
- PhycoTerra Trial Soil Results August 2022
- Residual Herbicide and Carob Moth Trials Email

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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:

Numerous initiatives have been implemented with several suggestions to increase long term sustainable practices

Observations, Findings and Documented Evidence:

- Stahmann Webster's Bulletin 'From the Ground Up and On The Shelf'
- Research Evidence - Chief Scientist's Thesis
- NSW Irrigators' Council Sponsorship
- Nuffield Scholarship

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

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.*

Not applicable. Nil tenants or leased lands.

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.*

Not applicable. Nil tenants or leased lands

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Non-conformances <ul style="list-style-type: none"> description and evidence at the performance measure level corrective action plans 	MNC/NC* <small>*MNC Major Non-Conformance, NC Conformance</small>	Standard Element
<p>Summary of water entitlements have been supplied in spreadsheet provided. Documentary evidence of water entitlements was not available for inspection during the audit (e.g., licenses, water authority notification, agreements, approvals etc.).</p>	<p>Minor</p>	<p>Performance Measure 3.1</p>
<p>It is noted that a written policy demonstrating Stahmann Websters' commitment to comply with social laws, such as those addressing civil rights, equal employment opportunities, anti-discrimination and anti-harassment measures, workers' compensation and living wage, Indigenous people's rights, workers and communities right to know, prevailing wages, workers right to organise and occupational health and safety as required by Indicator 11.2.1 is currently in development. This should be submitted to ACO once complete.</p>	<p>Minor</p>	<p>Indicator 11.2.1</p>
Opportunities for improvement (description and evidence)		Standard Element
<p>It is noted that staff do have a basic understanding of Leading Harvest principles and commitments in relation to the environment and safety. However, increased awareness of the Sustainability Commitment Statement by all staff is required; in addition, senior staff (farm managers, agronomists etc.) should demonstrate a strong understanding of the Sustainability Commitment Statement, listed goals, and Leading Harvest principles.</p>		<p>Indicator 1.1.1</p>



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Additional information required:	Leading Harvest reference

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.).