

# 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	
<b>Trading Name</b>	Stahmann Webster – Bundaberg
<b>Crop(s)</b> <i>(scope of certification)</i>	Macadamia nuts
<b>Leading Harvest Program User ID or Membership Number</b>	ACO Certification no. 13447
<b>Leading Harvest Contact Person</b> <i>(name and contact details)</i>	Steve Mackinlay (Head of ESG and Sustainability) Miriam Villen-Rodriguez (Chief Scientist) Camila Sanhueza (Sustainability Administrator)
<b>Total Number and Area of Farms Managed</b>	4 farms, 2,524.8 ha
<b>Sites Audited</b>	<ul style="list-style-type: none"> <li>• Bucca Farm, Bucca Crossing Road - 1,622.7 ha.</li> <li>• Elliott River Farm, Mahogany Creek Road - 607.3 ha</li> <li>• The Dell Farm, Sharon Road - 168.7 ha</li> <li>• Welcome Creek Farm, De Cortes Road - 126.1 ha</li> </ul>
<b>Auditee Name and Position/Title</b>	Shawne McDonald – Business Manager Macadamia Colin Bruss – Macadamia Orchard Manager Rhys Abdy – Orchard Manager – “Bucca”
<b>Type and Scope of Audit</b>	Initial certification
<b>Auditor(s) and Any Accompanying People e.g. observers &amp; technical experts</b>	Sam Ponder
<b>Audit Dates Onsite</b>	21 March 2023 “Elliot River “ 22 March 2023 “Farnsfield” & “Bucca” 23 March “Dell” & “Sharon”
<b>Audit Dates Offsite</b>	23-24 March 2023

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<b>Audit Plan</b>	<p><b>Opening Meeting summary:</b></p> <ol style="list-style-type: none"><li>1. Introductions</li><li>2. Scope of the audit</li><li>3. Estimated duration of the audit.</li><li>4. Confidentiality</li><li>5. Conflict of interest</li><li>6. Audit outline</li><li>7. Authorised personnel present.</li><li>8. Changes that affect the management system since the last audit</li><li>9. Effectiveness of corrective actions taken in relation to previous audit non-conformities, if applicable.</li><li>10. Rationale for substituted or modified indicators, if applicable.</li><li>11. Effective control of the use of certification marks, if applicable.</li></ol> <p><b>Description of the audit process:</b></p> <p>The audit commenced with introduction and discussion with farm management followed by inspection of the equipment/facilities at the main office yard and with further inspection of the farms, their facilities, and surrounding areas. The remainder of the time was spent reviewing/verifying documentation and management practices consistent with Leading Harvest Standards requirements and interviewing staff members.</p> <p><b>Closing Meeting summary:</b></p> <p>The on-farm component of the audit concluded at 12.00 pm on the 23 March. Management was thanked.</p> <p>There were no non-conformances discussed – however a number of observations were made for consideration.</p> <p>Significant discussion took place on improvements that were in the 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:

- *Include an outline of the area of ownership (no. of acres/hectares under management and description of the key features)*  
*The Bundaberg based Macadamia farms are situated on both sides of the Burnett River. Comprising some 2524.8 Ha there are approximately 238,000 trees producing up to an average of 4.5 Kg of nut in shell tree age and seasonal conditions allowing. NOTE a fully mature tree 12-14 years can produce 15-18 Kgs. Inter rows are between 7-9 meters with 3.5m-4m spacing's.*  
*Planting density is set at between 312 – 400 trees /Ha depending on variety and trials, with age ranges from between 6 months – 3 years on Bucca; 2 years -16 years on Elliot River; 3 years to 18 years on The Dell and 16 years – 17 years on Welcome Creek; Bucca is also currently being developed up for further planting sometime later 2023/2024. The nursery at Elliot River provides all planting material (cultivars) and was inspected.*  
*The farms are well watered from Sun Water who administer the Paradise Dam scheme (some is on mains pressure – therefore advantageous in saving electricity by not having to be pumped), some bores (with varying water quality) and the Burnett River (pump sites and filter systems inspected) together with on farm water storage and with scope for expansion if required for drought-proofing purposes. All current Licenses were sighted in a spreadsheet. Bore water is diluted with river water if quality requires it.*
- *Include a general description of major crop types with a general characterization of management and conservation approaches used.*  
*The main varieties used across the farms are numbered 741, 816, A203, Daddow & A38.*
- *Comment on site conformity with Leading Harvest Objectives.*  
*The farms conform with LH objectives in respect to ongoing operations.*

### Overall management system assessment:

- *Include a general description of the management plan outlining farmland management policies and objectives.*  
*Ongoing operational plans remain the same year to year;*  
*There has been a significant increase in tree numbers planted over the last 5 years;*  
*It would be beneficial for SW to implement a plan for Farm Manager's to visit each other's farms at the earliest opportunity.*
- *Comment on the completeness and effective implementation of the management plan.*  
*As a group, Stahmann Webster has a Long Range (Strategic) Plan (LRP) in place. Whilst the auditor is not privy to this information, 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.

**Reviewers signature:**



**S.H**

## **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.

The most reported material issues are water security, increasing efficiencies, adopting technology, and adapting to changing conditions on sites.

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### Observations, Findings and Documented Evidence:

- Sustainability & Environmental Policies
- Stahmann Webster's Employee Induction
- Compliance Certification
- Sustainability commitment statement available in One Drive file from Stahmann Webster.
- Freshcare cert for SW Elliot River and Farnsfield reviewed.
- Environmental Awareness Training undertaken by relevant staff on 20/5/22. The Sustainability Policy covers compliance with relevant environmental legislation and commitment to efficient use of water, resources, and energy.
- Chemical Application Records
- Hort360 Reef Certification
- Carbon Friendly Report
- Sighted CAPEX documents on file prepared and submitted to Stahmann Webster – e.g., Solar powered pumps for Bucca; Brush & Picker Machine (harvesting) etc.

**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:

Implementation of Freshcare Environmental Edition 3 Code of Practice which covers environmental stewardship, legislated requirements, land & soil (including erosion management), biosecurity, chemical use and storage, fertiliser use, water use, biodiversity, waste management, air management, energy and fuel, and environmental action planning.

### Observations, Findings and Documented Evidence:

- Water management is detailed in the Freshcare Water Management Program and contingency plans have been developed.
- Evidence of business plans; Combination of the CAPEX's (Capital Expenditure budget financial year is Oct-Sep) & OPEX (Operational Expenditure).
- Sighted real-time access to all meter readings via the government website.
- viewed OneDrive - utilizes several management programs including for irrigation, staff management timesheets, leave, payroll and for maintaining staff competencies.
- Proprietary software for work orders and data management, features a Dashboard component a budget/planning component and inventory.
- Farming Technology Group Executive Summary.
- Irrigation and Water Use Documents.

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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:

Monthly Agronomist reports and annual nutrition plans were made available. These create optimum conditions for crop production and nutrient utilisation. List of annual fertiliser inputs provided. Nutritional programs are based on leaf and soil test results, examples of which were made available for inspection. Soil sampling mapped and ongoing testing by block location.

### Observations, Findings and Documented Evidence:

- Confirmed that leaf litter/mown grass is left to decompose under old trees and added as mulch with compost made from prunings applied to new plantings.
- Reviewed soil and leaf test results which corresponded with visual evidence of in-field tree observations.
- Reviewed soil test results taken from Eliot Matures March 22-Jan 23 with soil being tested by NATA accredited laboratory.
- Examples of soil health operational practices inspected include nutrient inputs applied using fertigation which is regulated through the pump stations using real-time data management programs.
- Sighted fertigation records volumes x litre vs actual used.
- Reviewed qualifications for Agronomist & insect counter.
- Nutritional Plan 2022 spreadsheet
- Soil & Leaf Test Results
- Soil sample location maps plus spreadsheet with coordinates
- Freshcare E1 Environmental Action Plan
- Credentials of Agronomist
- Credentials of Technical Officer
- Hort360 Reef Certification
- October Feral Pigs Report
- Chemical Application Records
- Mulch trial report
- Nutrient test results for Bucca compost and Goodwood Rd compost

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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 growing season. Inter row crops are in place to minimize erosion. Biomass is mulched together with compost and reincorporated onto the soil to restore soil health.

Soil analysis, moisture measurement and leaf test results were made available together with inter-row seed purchase records.

Observations, Findings and Documented Evidence:

- Observed that fields are well drained in all orchards.
- Observed inter-row cover is maintained to build up organic matter, minimize erosion, maintain temperature controls, and provide an insect habitat.
- Confirmed that there is no real salinity issues and land is relatively flat with well drained land.
- Land run-off is collected in dams.
- Hort360 certification
- Photos of conservation works in native vegetation areas.
- Minimising soil compaction with use of light vehicles and passes.

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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 in use on site to ensure that water usage is within the farm's budgets. Stahmann Webster also employs several water conservation measures. Ground cover is maintained to minimise evaporation loss.

Water management utilizes technology (satellite imagery) and farm engineering practices to optimize tree production. Weather data is monitored and used to make irrigation decisions.

### Observations, Findings and Documented Evidence:

- All water is controlled by QLD water authorities with records maintained of use and available in real-time by licensee – reviewed online together with appropriate water licenses.
- All water usage is reported to SW management in Bi-monthly reports – noted fertigation applications.
- Senior staff member is a committee member of the regional Groundwater Assoc.
- Sustainable water management practices include use of dashboards with recommendations from Agronomist.
- Sighted Dashboard from weather stations that provide real-time data of precipitation, wind, relative humidity etc.
- Capacity probes used to measure moisture levels.
- SAP flow meters used to measure daily Sap velocity.
- Macadamias Evidence Data Base spreadsheet includes examples of rainfall, evapotranspiration (ETo), wind condition, temperature, and spraying condition monitoring data provided.
- Maintenance of ground cover in inter-rows
- Water Budget 2021-22
- Water usage records (ground water and surface water).
- Irrigation records.



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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. Runoff is minimized using dripper irrigation and soil moisture measurement devices. Inter-rows are planted with cover crops.

Observations, Findings and Documented Evidence:

- Observed water being pumped direct from the Elliot and Burnett Rivers, through primary plastic filters with secondary filtration for irrigation lines.
- Nutrient management is set by the analysis of soil and leaves by the consultant agronomist with minimal chemical use which is restricted to maintaining a minimum cleared area either side of the tree – this area receives compost and is mulched from the inter-row.
- Headlands are grassed and mown as needed with run-off water collected in farm dams.
- Where there is run-off, it drains into dams or through riparian wetlands.
- Fertigation used with records maintained.
- Nil tillage with maintenance of inter-row grasses.
- Macadamia Orchard Biosecurity
- 2022 Spray diary and activities logs

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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:

Pest management relies on enhancing biodiversity, timed use of specific chemical on target pests, preservation of natural enemies, strategic mowing of the understory and introduction of biological and exclusion (fencing) controls.

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

#### Observations, Findings and Documented Evidence:

- Sighted qualifications of Agronomist and Technical Officer/Farm Manager who undertake pest scouting.
- Sighted nutrient files from consultant.
- Sighted staff chemical operator records.
- Noted cover cropping at headlands and inter row for maintaining beneficial insect habitat.
- Confirmed use of predatory wasps for insect control.
- Noted use of mulch for new plantings, tree guards, lifted sprinklers, clearing under trees and spray applications as required for tree maintenance.
- Macadamia Orchard Biosecurity Freshcare Biodiversity Management Program E7
- Scouting Reports
- Macadamias Evidence Data Base spreadsheet: Environmental Awareness training
- October Feral Pigs Report
- Wasp Distribution Maps
- Nutritional Plan 2022 spreadsheet
- Relevant staff training certificates
- Greenhouse Gas Emission Reductions & Removal Enhancements Report
- Spray Diary Report

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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.

Chemical access authorization records maintained, examples provided demonstrating access to Safety Data Sheets in online system, chemical applicator licenses of relevant staff maintained.

Observations, Findings and Documented Evidence:

- All relevant staff competency documentation is maintained.
- Noted use of QR codes in sheds together with hard copy manuals available in the office for SDS access – note all staff are provided a Smartphone to access if required.
- Inspected locked/bunded chemical sheds and contents.
- SW Manual Handling Policy
- Freshcare Chemical Authorisation Record E4

**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:

Information on energy use is captured and displayed in Farming Dashboards for dissemination by management. Equipment is being purchased that incorporates efficiency measures.

Observations, Findings and Documented Evidence:

- Macadamias Evidence Data Base spreadsheet: details energy-efficient pumps and lighting
- Greenhouse Gas Emission Reductions & Removal Enhancements Report: Stahmann Farms Enterprises Pty Ltd: Mature macadamia orchard. V. 1.2Shed Light Bulbs in Chemical Shed
- Sustainable Agriculture Certification - Carbon Friendly Certificate of Compliance
- Farming Technology Group Executive Summary
- Sustainability Reports available.
- Pump installation and irrigation equipment reviewed in CAPEX proposals.
- All pumps are now metered and have VSD's.
- Solar used for some bore pumps and on weather and moisture monitoring devices.
- Solar is currently being investigated as a major CAPEX proposal.

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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:

The Freshcare Environmental Air Quality Management Program covers dust suppression. Dust is managed by watering high traffic areas, running equipment using soft tires. Grassed inter-rows are established in orchards and grasses are allowed to grow on headland areas. During harvest, additional measures are employed 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:

- Noted upgrading of ex Pecan harvester being undertaken.
- PPE equipment including respirators are available for staff as required.
- Freshcare Environmental E9 Air Quality Management Program
- Use of pruning's as mulch, solar panels, and electric pumps
- Widespread adoption of electric pumps and use of pressurized water delivery lines direct into irrigation equipment to reduce power demand.

**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:

Cover is grown between inter-rows. Weather stations in use and drip irrigation systems are in place. Information is captured and displayed in Farming Dashboards. Summary of Chief Scientist's relevant credentials in Agricultural Engineering received, including certificate, transcript, and thesis title.

Observations, Findings and Documented Evidence:

- Greenhouse Gas Emission Reductions & Removal Enhancements Report: Stahmann Farms Enterprises Pty Ltd: Mature macadamia orchard. V. 1.2
- Farming Technology Group Executive Summary  
Noted Mitigation Plan includes the use of inter-row pastures to maintain groundcover and moisture retention.
- Hort360 Reef certificate
- Pruning's are chipped, farm made compost added and sugar cane mulch used to increase organic matter around trees.
- Water is collected as run-off into dams with room for growth if needed.
- Emergency Response Plan on hand.
- Viewed emergency management procedures/plans in staff facilities.
- Reviewed weather stations located on the farm.
- Reviewed water management records.

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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 is in place – this covers all waste types. Recycling Policy developed, 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 maintained. Safety Data Sheets are kept electronically accessible to all relevant staff. Chemical training provided to relevant staff and training records maintained. Procedure developed for handling and storage of chemicals.

#### Observations, Findings and Documented Evidence:

- Inspected farm chemical sheds and signage.
- Management was aware of programs for unwanted chemical collection –colour coding of plastics, cardboard, E waste, batteries, Envirotanks for portable toilets.
- Noted pile of waste plastic in-line drip waiting for collection by recycler.
- Confirmed that waste recycling was undertaken when required – evidence of waste programs used.
- Screenshot of Internal Work Health Safety Monitor SDS
- Screenshot of record - Safe Work Procedure
- Operator chemical licenses
- Screenshot of SW SDS database search
- Example Safety Data Sheet for Chemicals
- SW Chemical Certification Training Record
- Freshcare E4 Spill response procedure
- Viewed PPE, chemical spill kits and safety equipment including showers, appropriate bunding and concrete pads.
- Confirmed that Chemical users had current ChemCert license's via WHSM.
- Confirmed availability and viewed SDS using QR code and manuals in hardcopy format in main office.
- Confirmed appropriate QR information was available and posted on staff amenity boards.

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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 aim to produce uniform ripening and minimise wastage.

Observations, Findings and Documented Evidence:

- Freshcare E8 Waste Management Program photographs of manual pruning, hedger, and slashed waste left in inter-rows
- Greenhouse Gas Emission Reductions & Removal Enhancements Report: Stahmann Farms Enterprises Pty Ltd: Mature macadamia orchard. V. 1.2
- Harvested crop shed storage records.
- Mechanics observed to be onsite for ongoing maintenance of all farms and harvesting equipment.
- Harvest is into bins in field which are transported for cleaning/washing and drying to MA site.
- Nil storage on-site.
- Confirmed that appropriate calibration records were maintained.
- Confirmed that bait stations were maintained.
- All pruning's are chipped and used as mulch which is spread onto/along tree lines to add additional nutrients and organic matter.
- Noted compost piles in stages of on farm production.

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### **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 is in place; 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 and Ecosystems and Biodiversity Policies are in place.

Stahmann Webster minimises downstream impacts by ensuring water run-off is minimal, tailoring nutritional program to limit fertilisers to only what's required.

#### Observations, Findings and Documented Evidence:

- Riparian areas along the river and waterways are maintained in their natural state.
- Noted that there is a special/protected area on Bucca farm.
- Macadamias Evidence Data Base photographs of vegetated areas and wildlife on farms
- Deforestation Policy
- Ecosystems and Biodiversity Policy
- World Heritage and Protected Areas Map
- Freshcare E7 Biodiversity Management Program
- Irrigation New Development
- Hort360 Certificate of Completion.
- Protected Area Maps
- Bundaberg Farms Species Lists (Atlas of Living Australia)
- Bird and Wildlife Observations on Farms
  - Photographs of the following on-farm: duck, brown snake, rainbow bee-eater, forest kingfisher, kestrel, black swan, Australasian darter, magpie goose, noisy miner, willie wagtail.
- Wildlife Conservation Awareness Resources

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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. Inter rows and headlands are grassed, minimal till is practiced, and pruning's are added back under trees to increase nutrition.

Deforestation, Ecosystems & Biodiversity Policies are in place.

Observations, Findings and Documented Evidence:

- Noted that riparian areas along the river and waterways are maintained in their natural state.
- Noted that there is a special/protected area on Bucca farm.
- All staff have been trained as part of Freshcare accreditation.
- Noted evidence during the farm inspection of no-till practices, inter row cover cropping, adding soil amendments made up of organic matter, soil erosion control structures (e.g., grassed waterways), delayed mowing (e.g., post-harvest) and runoff water recovery ponds managed as wetlands.
- Regional map identifying conservation parks, forest reserves, National Parks, State Forests, timber reserves, and World Heritage Areas
- SW Deforestation Policy and Ecosystems and Biodiversity Policy
- Stahmann Webster Environmental Awareness Training
- Protected Area Maps
- Photograph of inter-row depicting excellent ground cover
- Photos of conservation works in native vegetation areas



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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 summary includes environmental due diligence when purchasing a farm.

Observations and Findings

- Viewed riparian and wetland areas that adjoin the orchard blocks. Nil issues were noted.
- There is no land on the farm that is set aside other than the wetlands and riparian zones along the various rivers or any old growth areas that have been de-forested.
- Noted licensed clearing of re-growth timber on Bucca that is being readied for planting. Timber is being chipped and applied as mulch/compost into the formation of planting beds.
- Stahmann Webster Deforestation Policy
- Stahmann Webster Environmental Awareness Training
- Stahmann Webster's Due Diligence Summary
- New acquisition 100 Day Implementation Plan
- Protected Area Maps for farms (Bucca, Elliott Heads, Sharon Rd and Welcome Creek). Wildlife habitat (endangered or vulnerable) and regulated vegetation areas clearly identified.
- Macadamias Evidence Data Base - regulations manual and photograph selective weed sprayer.

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

Summary of evidence:

Inter-row understory of grass and herbage has been established and is preserved to support biodiversity.

Observations, Findings and Documented Evidence:

- The farms comprise 8-10 main varieties of macadamias including being bred for cross contamination characteristics.
- The inter row and headland cover crop was observed to contain a range of plants (including Rhodes, carpet, clover, smother grass and is power harrowed /seeded in) that encourage beneficial insects in controlling pests, reducing ground temperatures, and acting as ground cover.
- Variety maps for farms (Bucca, Elliott Heads, Sharon Rd and Welcome Creek).
- Identification and summary of inter-row vegetation.

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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 due diligence process and managed with the relevant authorities accordingly.

#### Observations, Findings and Documented Evidence:

- Verified that there is a 'protected area' on Bucca. Nil 'Special site'.
- Native title maps
- Hort360 Reef Certification
- Stahmann Webster Macadamia S & G. This reiterates SW's commitment to development of a management plan should any special sites of cultural significance be identified on their farms.

### **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 local. Staff are locally sourced, and their wages are aligned with the Horticultural Award.

#### Observations, Findings and Documented Evidence:

- Sighted Individual Flexibility Agreements for fulltime staff.
- All rates are based on the current Horticultural Award conditions.
- Observed that the farms have a total of 5 residences with all currently used by farm workers.
- Stahmann Webster Macadamia S & G
- Local Industry, Community and Indigenous Participation Policy - Statement of intention.

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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 Stahmann Webster 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:

- Confirmed sponsorship of the Bundy Angels (support for the homeless).
- Friday Plates for Mates (Mental Health).
- Technical Officer is in discussions with CQU on Agricultural projects.
- Stahmann Webster Local Industry, Community, and Indigenous Participation Policy
- Stahmann Webster Macadamia S & G
- Stahmann Webster newsletter 'From the Ground Up'

**Policy 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:

- Stahmann Webster supports the Clontarf and Stars Foundations that provide support to Indigenous youth.
- All employees are inducted at commencement using an on-line program that covers bullying, harassment, anti-discrimination, drugs & alcohol, and termination.
- Noted the direct employment of staff on the farm is for fulltime/casual local residents (some of whom rent and live in houses provided on-farm) and purchases are made from local business houses.
- Stahmann Webster Local Industry, Community, and Indigenous Participation Policy
- Stahmann Webster Macadamia S & G
- 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:

Safety is a top priority in Stahmann Webster's s culture. Staff have access to safety information and safety data sheets (SDS) information at any time 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:

- Sighted Toolbox meeting records.
- Reviewed individual Toolbox training and attendance forms.
- Noted HSR Agreements are with key relevant staff members and Emergency Plan and accompanying documents.
- Sighted farm signage, safety equipment including harvest machine safety cages.
- Sighted WHS meeting minutes with internal audit to be undertaken 1/4/23 as part of Freshcare.
- Viewed Spill Kits.
- Inspected SW Smartphone access to QR Policies & Procedures.
- Management confirmed that random drug tests take place and that the Orchard and Operations Manager calibrate spray equipment.
- Stahmann Webster Macadamia S & G document
- Safety Management Plan 2021
- HORTICULTURE WHS MEETING AGENDA (16/06/2022) and minutes
- Stahmann Webster COVID Management Plan v. 1
- Drug & Alcohol Policy
- Stahmann Webster WH&S Policy
- Signage on farm
- Stahmann Webster Hazard Identification, Assessment and Management Policy and Procedure

## ACO Leading Harvest Audit Report

### **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:

Safety is a top priority in Stahmann Webster's culture. Staff have access to all employment related Policies and Procedures, all safety information and safety data sheet (SDS) information at any time for any product being applied.

#### Observations, Findings and Documented Evidence:

- Every employee undergoes an online Company induction and medical prior to starting work. All records are maintained in the WHSM system on the company intranet.
- Stahmann Webster Anti-Discrimination and Equal Employment Opportunity Policy
- Stahmann Webster Code of Conduct and Disciplinary Policy
- Yearly Gender Report
- Policy & Procedures are prominently displayed in the office/workshop and staff amenities noticeboards – these are available through QR code Smart Phone

**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.

#### Observations, Findings and Documented Evidence:

- Reviewed employment IFA's.
- All relevant records x training x employee are maintained in WHSM.
- Stahmann Webster's Safety Management Plan
- Stahmann Webster's Employee Induction Record
- Staff Training Certificates
- Online Annual Re-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.

Observations, Findings and Documented Evidence:

- Steve Mackinlay - Head of ESG & Sustainability presented to farm managers (entitled “An Introduction to Leading Harvest”) in conjunction with Freshcare Environmental training.
- Record of attendees together with photo evidence on file
- Reviewed employment IFA’s.
- All relevant records x training x employee are maintained in WHSM.
- Stahmann Webster's S & G document
- Stahmann Webster's Sustainability Policy
- Freshcare Compliance Certificate
- Certificate of Attendance Freshcare Training
- Chief Scientist's Freshcare Environmental Code of Practice Training and relevant Master's degree thesis and PhD Program Completion Confirmation documents
- Head of ESG & Sustainability's Yale School of Management Certificate
- Positions Descriptions of ESG and Sustainability Team
- Organisational Chart - ESG
- Organisational chart: Macadamias
- Full Company Organizational Chart

## ACO Leading Harvest Audit Report

**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 an appropriately competitive levels based on the Horticultural Award.

Observations, Findings and Documented Evidence:

- Reviewed employment IFA's.
- All employees are engaged under Individual Flexibility Agreement (IFA's) and paid in accordance with the rates and conditions as outlined in the Horticulture Award – note for hours over and above the weekly hours all workers are paid at overtime rates.
- All contracted employees are inducted into Stahmann Webster and training competencies maintained in WHSM.
- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy
- Stahmann Webster's S & G document

**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:

- Nil Agri labour being used at present for Macadamia operations.
- Reviewed employment IFA's.
- All employees are engaged under Individual Flexibility Agreement (IFA's) and paid in accordance with the rates and conditions as outlined in the Horticulture Award – note for hours over and above the weekly hours all workers are paid at overtime rates.
- All contracted employees are inducted into Stahmann Webster and training competencies maintained in WHSM.
- Stahmann Webster's S & G document
- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy
- Recruitment Policy



## ACO Leading Harvest Audit Report

### **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:

- Sighted signage, SDS's, P&P's Manual in main office and other documents communicated to staff during the on-line induction process.
- Training is provided through weekly Monday Toolbox meetings.
- Sighted professional chemical user licenses for chemical handling and maintained in WHSM.
- Sighted copies of Workplace requirements and safety management information on staff noticeboards.
- Stahmann Webster's S & G document
- Stahmann Webster's Corporate Social Responsibility Policy
- Safety Management System Quality Manual - V0.1
- Photos of Safety Signage on Farm
- Code of Conduct Policy
- Manual Handling Policy

**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:

- Policies & Procedures Manual viewed in front office and were available on the staff noticeboards – included in QR code access.
- Competency and training records are maintained in WHSM for each employee.
- All employees are engaged under the terms and conditions contained within the current Horticultural Award.
- Stahmann Webster's S & G document
- Code of Conduct Policy
- SMS Quality Manual - V0.1
- Stahmann Webster's Corporate Social Responsibility Policy
- Confirmed that there are no tenants on Stahmann Webster controlled land.



## ACO Leading Harvest Audit Report

### **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:

- Reviewed bi-monthly Management Reports from Management to SW HO for Oct/Nov 22 and Dec 22/Jan 23 matters noted included Exec, Events, Hazards, Legal & Regulatory, Training, CCP's – Minutes are maintained of meetings.
- Staff were interviewed and review of documents indicated that input management was recorded in timesheets and data management reports were available should they be requested.
- WHS meets monthly, Technical Farming Group meet quarterly – minutes are retained for all meetings;
- budgets are prepared end Aug/Sep for Oct presentation (Financial year runs Oct through to end Sep each year).
- Farming Technology Group Executive
- Farming Project List April 2022
- Follow up and Actions from April Farming Technology Group Meeting
- Stahmann Webster Sustainability Steering Group
- Stahmann Webster's S & G document
- Freshcare Compliance Certificate
- Maps Analysis and Information Aerobotics and GreenAtlas

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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 activities have been implemented with several suggestions to increase long term sustainable practices.

Observations, Findings and Documented Evidence:

- Observed trials on composting/mulching at Bucca.
- Stahmann Webster's S & G document
- Stahmann Webster's Bulletins "From the Ground Up", Edition 5, August 2021 and "On the Shelf" Edition 7
- <https://www.sydney.edu.au/engineering/our-research/food-products-process-and-supply-chain/arc-training-centre-for-the-australian-food-processing-industry/our-industry-partners.html>
- Research Evidence - Chief Scientist's Thesis, "Study of Total Non-Structural Carbohydrates and Macronutrients Influence on Pecan Yields"
- Stahmann Webster Sustainability Steering Group
- Integrated Pest Management of Longicorn Borers and Leafhoppers in Pecans

**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

# ACO Leading Harvest Audit Report

<b>Non-conformances</b> <ul style="list-style-type: none"> <li>description and evidence at the performance measure level</li> <li>corrective action plans</li> </ul>	<b>MNC/NC*</b> <small>*MNC Major Non-Conformance, NC Conformance</small>	<b>Standard Element</b>
Nil		
<b>Opportunities for improvement (description and evidence)</b>		<b>Standard Element</b>
<p>Given that operations in the area began within the last 5 years with new operations being purchased it is expected that the following improvements would be installed:</p> <ul style="list-style-type: none"> <li>Appropriate Fuel &amp; Chemical storage and bonding/bollards facilities; Waste - storage (gated/fenced) and appropriate signage.</li> <li>Compilation of all water licenses within the LH records (includes any new or updates coming up).</li> <li>Staff - training records specific for LH principles, environment, inclusion in JD's etc.</li> <li>Trends/improvements (if any) etc. This could include water quality (salinity if appropriate), soil/leaf testing, Carbon retention (%'s) etc.</li> </ul>		

