

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 - Moree
Crop(s) <i>(scope of certification)</i>	Pecans
Leading Harvest Program User ID or Membership Number	ACO Certification no. 13449
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	5 pecan farms in close proximity to Trawalla (Trawalla, Redbank, Long Creek, Loch Lomond (with Oongara – now part of the Loch Lomond operationally))
Sites Audited	Trawalla aggregation, Gwydir Hwy, Biniguy NSW 2399 (includes Trawalla, Redbank, Oongara, Long Creek, Loch Lomond)
Auditee Name and Position/Title	David Reibel – Pecan Business Manager; Christopher Robinson – Pecan Farm Manager
Type and Scope of Audit	Initial certification
Auditor(s) and Any Accompanying People e.g. observers & technical experts	Sam Ponder
Audit Dates Onsite	14 March 2023 - 7.30 am – 4.30 pm
Audit Dates Offsite	16 March 2023 – 8.00 am – 4.00 pm; 17 March 2023 - 8.00 am – 12.00 pm

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<p>Audit Plan</p>	<p>Opening Meeting summary:</p> <ol style="list-style-type: none"> 1. Introductions 2. Scope of the audit 3. Estimated duration of the audit. 4. Confidentiality 5. Conflict of interest 6. Audit outline 7. Authorised personnel present. 8. Changes that affect the management system since the last audit 9. 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 (Dave Reibel – Pecan Business Manager & Christopher Robinson – Pecan Farm Manager)) followed by inspection of the equipment/facilities at the main office yard and with further inspection of all farms, their facilities and surrounding areas. The remainder of the day was spent reviewing/verifying documentation and management practices consistent with Leading Harvest Standards requirements.</p> <p>Closing Meeting summary:</p> <p>The on-farm component of the audit concluded at 4.30pm. 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 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)*
 - *Trewalla 665 Ha (68,000 trees), Red Ban 125 Ha (25,000 trees), Long Creek 200 Ha (40,000 trees), Loch Lomond 460 Ha (includes Oongara 40 Ha (90,000 trees) = Total 223,000 trees*
 - *Ages range from 1970 – 2020 with harvests up to 8000 Kgs/Ha (good average 3000 Kg / Ha)*
 - *Soil types – alluvial loam running to self-mulching black soil to the west; light alluvial/rocky soils to the east along Gwydir River. Natural vegetation is a mix of gum/bottle brush country. All originally cleared back in 19th century. Koala's still live along the river in the riparian areas.*
- *Include a general description of major crop types with a general characterization of management and conservation approaches used*
 - *Pecan plantings began back into the early 1970's, with most recent planting being during the 2021-2022 financial year on Loch Lomond. Varieties include Wicheta and Western Schley which have proven over time to be the most suitable varieties for the area. Most recently the planting mix has been 80% Wicheta and 20% Western Schley as Wicheta are more productive (higher yielding) and have different pollination times.*

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 affecting 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:



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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:

- Environmental and Sustainability Policies
- Certificate of Attendance Freshcare Training
- SW Employee Induction
- Freshcare Compliance Certification
- Trawalla Nutrition Reconciliation
- Stahmann Webster Environmental Awareness Training Invoice
- IPM Green Vegetable Bug Control

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 ongoing replacement of flood-irrigated trees with drip irrigation. Water management is detailed in their Freshcare Environmental Water Management Program, "watering more with less". Contingency plans developed for situations when water is scarce.

Observations, Findings and Documented Evidence:

- Pecan Water Story 2020.pptx
- Freshcare E6: Water Management Program
- Weekly Meter Readings 2021-22
- Evidence of business plans; Combination of the CAPEX (Capital Expenditure budget financial year is Oct-Sep) & OPEX (Operational Expenditure);
- Real-time access to all meter readings via government website

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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:

Stahmann Webster's Environmental Action Plan identifies riverbank erosion as an issue, plans implemented for rectification. Preservation of soil biology by avoiding application of insecticides, as reflected in the IPM plan for Green Vegetable Bug. The Agronomist and Technical Officer are suitably qualified in agriculture, plant nutrition, soil health, and plant protection, and agronomist reports have been made available.

Nutritional programs are based on leaf and soil test results, examples of which were made available for inspection. Consultant's report available, including nutrient budget. Annual nutrition plans developed. Soil sampling mapped.

Observations, Findings and Documented Evidence:

- IPM Green Vegetable Bug Control
- Freshcare Environmental Action Plan
- Agronomist's credentials
- Soil Sample Location Map
- Soils & Precision Agriculture
- Soil Sample Location Maps
- Farming Technology Group Executive Summary
- Agronomist Nutritional Plan
- Technical Officer credentials
- Freshcare Compliance Certification
- Agronomist Monthly Report
- Confirmed that leaf litter is left to decompose under old trees and mulch/compost made from pruning's is applied to new plantings.
- Reviewed tree carbohydrate levels.
- Reviewed soil and leaf test results which corresponded with visual evidence of in-field tree observations.
- Harvester waste spread over fields, photographs and video provided to supplement auditor observations.
- Photo of Harvester Waste on Field
- Photo Mulching in Field Small Diameter Pruning
- Harvest Video

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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's Environmental Action Plan identifies riverbank erosion as an issue, plans underway for rectification. Consultancy agreement for design and restoration of streambank provided.

The *Performance Measures Conformance* document identifies control points for mitigating the risk of loss of agricultural land: 1. Original site selection, levelling, drainage design to minimise flooding, soil loss and water-borne contaminants; and 2. Monitoring by management (e.g. soil and leaf nutrient, salinity, total carbon, pH, heavy metal testing).

Tillage is carried out only at initial orchard establishment; zero-till cover crops (such as sorghum, rye, couch, and clover) are sown in the inter-rows. Inter-row machine traffic minimized.

Observations, Findings and Documented Evidence:

- Observed minimal damage from recent flooding in new plantings and noted that fields are well drained under old plantings.
- Inter-row sward observed in unharvested blocks.
- Noted plantings of grass mix (rye, couch, clover) inter-row cover to build up organic matter, erosion, temperature control and provide an insect habitat.
- Confirmed that there is no real salinity issues and land is relatively flat.
- Areas that are flood irrigated (old trees) are in fields (bays) that gravity feed into one another with the fields on the lower end of the farm collecting water (post watering) in a tail drain that is then pumped back to the top the gradient for re-use.
- Soil Test results 2015-2021
- Freshcare Environmental Action Plan
- Soil Conservation Service Design & Supervision of Streambank Restoration Works – Gwydir River Trawalla Consultancy Agreement
- NSW Soil Conservation Service Gwydir River Management Plan Trawalla

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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

The “Pecan Water Story 2020” outlines the history of farming practice and water use on Trawalla. Weekly water meter readings made available. Water license numbers provided, *2021 Water Budget and Usage* compare water budget with actual usage – drip irrigation is consistently under budget. Ground cover maintained in flood-irrigated areas to increase efficiency and minimise loss. Tailwater captured and re-used to irrigate other fields. Membership in the Gwydir Valley Irrigator’s Association is maintained. Gradual switch from flood to drip irrigation where able, starting with assessment of higher-use fields with high infiltration.

Freshcare Environmental Water Management Program in place; photographs of irrigation system of new development, of tail water capture, and soil moisture probes received. Weather data monitored and used to make irrigation decisions.

Observations, Findings and Documented Evidence:

- Pecan Water Story 2020
- Weekly Meter Readings 2021-22
- Freshcare: Water Management Program
- SW Water Information and License
- Water Accounting Under Water Management Act 2000
- Water Budget and Usage
- Sustainability Policy
- Gwydir Valley Irrigators Association Meeting Minutes
- Historic Water Use
- Photo Inter Row Flood Field
- Water Accounting Under Water Management Act 2000
- Photo of Irrigation of New Development
- Weather Data Online Dashboard
- Tail Water Capture Photo

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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:

Fields with high infiltration are being converted from flood to drip irrigation systems; all new developments are drip irrigated (photograph provided as an example, in conjunction with observations during inspection). Tail water of flood-irrigated fields is captured for re-use. Nutrient plan developed by contracted agronomist.

Stahmann Webster's *Orchard Biosecurity Manual* (based on Plant Health Australia's "*Biosecurity Plan for the Tree Nut Industry Version 3.0*") describes weed management along the river (including riverside pecan trees, which are identified as an environmental weed, fleabane, wandering dew, melons, and nutgrass); the 2018 riverbank weed control recommendation proposes control method for feral pecan trees and environmental weeds to be "cut stump poisoning" for smaller trees, "frill ringing" for larger trees (cutting the sapwood, then applying poison to the wound), or targeted spray with glyphosate for small weeds.

Increasing implementation of drip irrigation in fields minimises the risk of run-off. Flood irrigation are slow flows, with tail water captured for re-use. Dedicated wash bays for vehicles and equipment.

Observations, Findings and Documented Evidence:

- Old trees are food irrigated by field; this is then gravity fed to each of the blocks in turn with tail water collected in a concrete channel for re-use and pumped back through in concreted pipe systems for re-use.
- New plantings in fields run north/south to optimize daily sunlight across the tree. Nutrient management is set by the analysis of soil and leaves by the consultant agronomist.
- Noted that water is used only as required and measured by the budget vs actual use reported to SW management.
- Carbon Friendly Report (Table 4)
- Biosecurity Plan
- Agronomist Nutritional Plan
- Pre-harvest Chemical Application Record
- Photo of Tail Water Capture
- Weed Control Riverbank 2018
- Freshcare Environmental Action Plan
- Sustainability Policy

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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:

Freshcare Environmental Biodiversity Management Program covers monitoring and management of feral pigs, environmental weeds, and cockatoos; evidence of pig and cockatoo damage included in training materials and fact sheets on display. Stahmann Webster's IPM strategy has been described, Agronomist and Technical Officer credentials have been provided and are relevant, and jassids have been identified as a secondary pest that causes minor damage, with the Horticulture Innovation Australia report "*Integrated pest management of longicorn borers and leafhoppers in pecans*" cited as guiding management.

The document "*IPM Green Vegetable Bug Control*" effectively describes Stahmann Webster's IPM strategy for Green Vegetable Bug (GVB) control. There has been no use of insecticides in the orchard for many years; insect pest management relies on enhancing biodiversity, preservation of natural enemies, strategic mowing of the understory to prevent GVB reaching winged adult stage, and introduction of biological control agents. Jassids are managed by strategic mowing and preservation of predators.

Chemical applicator qualifications of relevant staff provided. Planes used to scare away cockatoos, with photograph provided of this practice; implementation of sacrifice cropping (sunflowers) to attract cockatoos away from the orchard, flowering timed to coincide with emergence of pecan nuts.

Observations, Findings and Documented Evidence:

- Sighted qualifications of Agronomist and Technical Officer.
- Reviewed Agronomist Report for months activities.
- Inspected trees and noted damage from moth larvae.
- Sighted spray application spreadsheets.
- Viewed Sunflower plantings with flowering to correspond with harvesting of Pecan nuts for Corella and Cockatoo control.
- Noted use of IPM and inter-row plant species planted to provide shelter for beneficial insects.
- Viewed Sunflower plantings with flowering to correspond with harvesting of Pecan nuts for Corella and Cockatoo control.
- All chemical SDS's are retained on QR code and training of personnel responsible is maintained in WHSM for respective competencies.
- Green Vegetable Bug Monitoring
- E7 Biodiversity Management Program
- IPM Green Vegetable Bug Control
- Integrated Pest Management of Longicorn Borers and Leafhoppers in Pecans

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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 access authorization records maintained, examples provided demonstrating access to Safety Data Sheets in online system, chemical applicator licenses of relevant staff maintained, photographs of chemical sheds storage provided to supplement on-site inspection. Biological controls (live organisms) may be stored briefly in refrigerated or controlled environmental storage but are typically used immediately.

Observations, Findings and Documented Evidence:

- All relevant staff competency documentation is maintained in WHSM folders.
- Noted use of QR codes together with hard copy manuals available for SDS access
- Freshcare ENV3 Form - E4 Chemical Authorisation Records
- Example Safety Data Sheet for Chemicals
- Capture Screenshot WHS Monitor of Safety Data Sheets
- Staff Training Certificates
- Manual Handling Policy

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:

Carbon Friendly “Greenhouse Gas Emission Reductions & Removal Enhancements Report” provided – prepared “in accordance with Section 6.13 of ISO 14064-2: 2019”.

Evidence of material reduction in GHG emissions intensity in 2020/21 compared with prior year results.

Use of Electric pumps and reduced tractor traffic.

Relevant technologies summarised in Stahmann Webster’s Farming Technology Group’s Executive Summary.

Observations, Findings and Documented Evidence:

- Sustainability Reports available.
- Pump and irrigation equipment reviewed in CAPEX proposals.
- All pumps are now metered.
- Pruning’s are chipped/mulched.
- New underground dripline being installed to reduce evaporation and minimize water use.
- Carbon Friendly Report
- Farming Technology Group Executive Summary

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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:

Carbon Friendly “*Greenhouse Gas Emission Reductions & Removal Enhancements Report*” provided – prepared “in accordance with Section 6.13 of ISO 14064-2: 2019”.

Evidence of material reduction in GHG emissions intensity in 2020/21 compared with prior year results.

Freshcare Environmental Air Quality Management Program addresses measures including dust suppression during harvest; vegetated inter-rows, reduced speed limits, and watering of main dirt roads during harvest times to mitigate the risk of dust pollution.

Observations, Findings and Documented Evidence:

- Proposal for the Processing of Agricultural Waste Residue (biochar production)
- Freshcare Environmental E9: Air Quality Management Program
- Greenhouse Emissions Report Carbon Friendly

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:

Carbon Friendly “*Greenhouse Gas Emission Reductions & Removal Enhancements Report*” provided – prepared “in accordance with Section 6.13 of ISO 14064-2: 2019”.

Evidence of material reduction in GHG emissions intensity in 2020/21 compared with prior year results.

Relevant technologies summarised in Stahmann Webster’s Farming Technology Group’s Executive Summary; current tasks listed: “farming dashboards, in-field data collection, vehicle job management”, etc. Two areas of future implementation: data analytics, including tech trials involving aerial and ground-based imaging; and automated vehicles and machinery

Examples of NSW Rural Fire Service “burn notifications”, Safe Work Procedure around lighting of fires. Emergency plans in place for fire, evacuation, and medical emergency - photographs provided to supplement on-site observation.

Observations, Findings and Documented Evidence:

- Farming Technology Group Executive Summary
- Carbon Friendly Report
- Noted use of inter-row pasture for groundcover and moisture retention.
- New underground dripline being installed to reduce evaporation and minimize water use.
- SW Dashboard with weather data
- NSW Rural Fire Service Burn Notification 3
- Safe Work Procedure Form for Lighting a Fire
- 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:

Freshcare Environmental Waste Management Program in place – covers machinery oils; paper/cardboard, plastics, glass, tyres, chemicals, organic waste, organic on-farm timber residue, and wire/metal products.

Recycling Policy developed, and invoices provided to demonstrate contracted waste disposal activities.

Chemical authorisation records maintained. Safety Data Sheets 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 (Safe Work Procedure 250).

Photographs of chemical shed and diesel storage provided to supplement on-site inspection.

Observations, Findings and Documented Evidence:

- Noted product on hand in chemical shed.
- Management was aware of program for unwanted chemical collection - nil on hand at present.
- Noted large pile of waste plastic in-line drip waiting for collection.
- Noted that recycling contractor was used with some stock on-hand and IBCs at collection points in compound.
- Freshcare Environmental: E8 Waste Management Program
- Liquid Waste Services Invoice
- Container Cleanliness Declaration Form
- Recycling Scrap Metal Merchants Invoice
- Recycling Policy
- Photo of Irrigation Materials Collected for Future Recycling
- Freshcare ENV3 Form - E4 Chemical Authorisation Records
- Example Safety Data Sheet for Chemicals
- SWP Trawalla for Handling and Storage of Farm Chemicals
- Liquid Waste Services Invoices
- Freshcare ENV3 Form - E4 Spill Response Procedure
- Manual Handling Policy

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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:

Stahmann Webster's pruning strategy aims to reduce the amount of wood burned. Prunings will be small and capable of being mulched; ongoing investigations exist for alternatives to nursing larger pieces of timber. Irrigation and nutrition management strategies aim to produce uniform ripening and minimise wastage.

Performance Measures Conformance document notes that unless burned to control disease or potential disease, prunings, nut husks, and organic wastes are to be composted or mulched.

Observations, Findings and Documented Evidence:

- Harvest is into shipping containers in field which is transported for cleaning/washing and drying at on-site plant;
- Nil long term storage on-site as it is all transported to Toowoomba in stainless steel 40-45T bins;
- Confirmed that appropriate calibration records were maintained.
- All crop waste is chipped and used as mulch which is spread onto treelines for additional nutrients and organic matter.
- Stahmann Webster's Environmental Policy
- Flory Mulch
- Recycling Policy

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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:

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

Stahmann Webster minimises its downstream impact by ensuring water run-off is minimal, tailoring its nutritional program to limit fertilisers to only what's required, with no use of insecticides and fungicides.

Observations, Findings and Documented Evidence:

- Riparian areas along the river are maintained in their natural state. This includes maintaining Koala habitat.
- Freshcare Environmental: E7 Biodiversity Management Program
- Vegetation Around Farm
- Photo of Irrigation of New Development
- Deforestation Policy
- Ecosystems and Biodiversity Policy

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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:

Map of on-farm waterways provided; protection of riparian areas not used for agricultural production. Conservation of natural waterways is carefully considered for all new plantings. Deforestation Policy and Ecosystems & Biodiversity Policy in place

Stahmann Webster cooperates with Copeton Dam authorities to ensure water delivery flows for irrigation do not exceed environmental flows, reducing risk to threatened ecological communities in the Gwydir Wetlands downstream from the farms.

Evidence provided of successful implementation of a riverbank project, including bank stabilization, weed management, livestock exclusion, and pest animal management.

The pecan orchard itself provides free, wildlife-friendly movement corridors across all farm areas, with grass and vegetative cover, minimal machinery passes, lack of fences, minimal chemical application, soil conservation measures, and minimal disruption of wildlife and habitat.

Observations, Findings and Documented Evidence:

- Riparian areas along the river are maintained in their natural state. This includes maintaining Koala habitat.
- All staff have been trained as part of Freshcare accreditation.
- Undertakes riverbank repairs and restoration – wildling pecans are removed – currently seeking NARAR government approval for repair of damaged riverbank from recent flooding event along the Gwydir.
- Improvement of Gwydir River Stream Bank Works Report.
- Riparian Area Project Tax Invoice
- Soil Conservation Service Design & Supervision of Streambank Restoration Works – Gwydir River Trawalla Consultancy Agreement
- Map New Development Showing Water Ways
- Vegetation Around Farm
- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Evidence of seed purchased for inter row cover crop and insectary during farm inspection of new plantings.
- Observed tail water drainage channels.

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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 property. Example provided of due diligence consultation around purchase of a new almond farm. Transitional Native Vegetation Regulatory Map provided, one area of "category 2" sensitive regulated land identified (e.g. subject to land conservation agreement, set aside under Land Management Code, protected koala habitat, etc.). Deforestation Policy in place. Replanting of riverbank with native trees.

Observations and Findings

- Viewed riparian areas along the Gwydir River during farm inspection of new plantings.
- Map New Development Showing Water Ways
- Transitional Native Vegetation Regulatory Map
- Land Categories and the Land Management Framework
- Allowable activities for Landholders
- NSW Legislation Regulation 2018
- Deforestation Policy
- Ecosystems and Biodiversity Policy

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.

Weed species and native vegetation identified.

Observations, Findings and Documented Evidence:

- The farm comprises 2 main varieties of pecans;
- The cover crop has a range of plants to encourage beneficial insects to control pests, reduce ground temperatures and act as ground cover.

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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:

Stahmann Webster pecan farms are located within the traditional country of the Gamilaroi people, which includes most of the length of the Gwydir River. No known sites of special cultural existence are known to exist on or adjacent to Stahmann Webster farmland.

Observations, Findings and Documented Evidence:

- Aboriginal Cultural Significance Maps Moree
- Aboriginal Heritage Study detailing indigenous archaeological finds in the Gwydir valley, commissioned by Moree Plains Shire Council.
- Email communication (dated 18/10/21) reviewed between Stahmann Webster and legal firm in relation to the lease of 2 small blocks of Commonwealth owned land. At this stage there have been no issues identified.

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:

Documented Policy supported by employment agreements, and Horticultural Award conditions. Observed that the farm has a total of 16 residences with all currently used by farm workers

Observations, Findings and Documented Evidence:

- Local Industry, Community, and Indigenous Participation Policy
- Sighted Agreements for fulltime staff.
- Sighted example of pay slip for Business Manager – which includes relevant rates, contributions including super & leave entitlements.;
- All rates are based on the current Horticultural Award 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:

SW Community Engagement presentation identifies several examples of community engagement. SW supports the Clontarf & Stars Foundations that provide support to Indigenous youth.

Observations, Findings and Documented Evidence:

- Local Industry, Community, and Indigenous Participation Policy
- Gravesend Public School's Participation in Farm's 'Nut Pick' Tax Invoice
- Stahmann Webster's Bulletin '*From the Ground Up and On The Shelf*'
- Invoice Sponsorship Moree Junior Rugby League Club
- TIACS/TradeMutt shirts/ "Plates With Mates" Friday (to heighten awareness of mental health).
- STEPtember to raise money for those living with cerebral palsy.
- "Fairview on Trawalla": a "*long luncheon in our pecan orchard*" to raise money for the local retirement village "Fairview".
- "Additional Community Partnerships": "Moree on a Plate", "Sunrise Way" drug & alcohol rehabilitation in Toowoomba, Toowoomba Anglican School Twilight Fete, Movember, The Great Escape Oz Car Rally (raising money for the Cure4 Cystic Fibrosis Foundation), NSW Irrigator's Council, IDFA (Immune Deficiencies Foundation Australia).

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:

SW have implemented the *Local Industry, Community, and Indigenous Participation Policy*.

Observations, Findings and Documented Evidence:

- SW supports the Clontarf & 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 full-time/casual local residents (16 of whom live in houses provided on-farm) and purchases are made from local business houses.
- There are no land tenure rights applicable at this stage.
- Link to webpage: <https://stahmannwebster.com.au/contact/contact-us>
- Photo of Farm Signage Including Contact Number

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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:

SW exhibit best management practices through the implementation of several policies and plans supported by appropriate training.

Observations, Findings and Documented Evidence:

- Reviewed individual Toolbox training and attendance forms.
- Viewed HSR Agreement, Emergency Plan and accompanying documents.
- Sighted farm signage, safety equipment including harvest machine safety cages.
- Sighted WHS meeting minutes.
- Viewed Spill Kits.
- Inspected SW Smartphone access to QR Policies & Procedures.
- Inspected App for emergency contacts in case of field accidents.
- Noted drug test calibration documents.
- Stahmann Webster's Safety Management Plan
- Minutes of Stahmann Webster Horticulture WHS Committee Meeting
- WHS Travel Risk Assessment COVID-C19
- Example of Staff's Chemical Certification
- Chemical Safety Training
- Drug and Alcohol Policy (noted zero tolerance)
- Staff Training Certificates
- Freshcare ENV3 Form - E4 Spill Response Procedure
- Manual Handling Policy
- Workplace Health Safety Policy
- Photos of Safety Signage on Farm
- SWP Trawalla for Handling and Storage of Farm Chemicals

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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:

SW have implemented comprehensive policies including Anti-Discrimination and Equal Employment Opportunity Policy, Code of Conduct Policy, and Disciplinary Policy.

Observations, Findings and Documented Evidence:

- Every employee undergoes an online Company induction relating to the above, and a medical prior to starting work. This is in electronic format and signed. All records are maintained in the WHSM system on the company intranet.
- Policy & Procedures are prominently displayed on the office/workshop yard and staff amenities noticeboards – these are available through QR code Smart Phone access.
- Staff Training Certificates

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:

Stahmann Webster provides comprehensive relevant training for employees and contractors.

Observations, Findings and Documented Evidence:

- Reviewed employment contract for Business Manager (DR) – covers all terms and relevant conditions etc. – also noted that DR had attended a Pecan Study tour and short course through Texas A&M in 2008.
- All relevant training records for employees are maintained in WHSM.
- Stahmann Webster's Safety Management Plan
- Stahmann Webster Pecan Site Induction
- SW Employee Induction. *Covers hygiene, illness & medication policy, WH&S behaviour, breaks, leave & payroll, GMP.*

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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:

Comprehensive training for all relevant personnel has been completed.

Observations, Findings and Documented Evidence:

- Certificate of Attendance Freshcare Training
- Freshcare Compliance Certification
- Sustainability Policy
- 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
- Stahmann Webster Environmental Awareness Training Invoice
- Certificate of Attendance Freshcare Training
- Positions Descriptions of ESG and Sustainability Team; “*Position descriptions for employees responsible for implementation of Leading Harvest Australia Farmland Management Standard Est. 2022*”. Team consists of: Ross Burling (CEO), Miriam Villen-Rodriguez (Chief Scientist), Steve Mackinlay (Head of ESG & Sustainability), Camila Sanhueza (Sustainability Administrator)
- Chief Scientist's Program Completion Confirmation
- Stahmann Webster Environmental Awareness Training Invoice
- Certificate of Attendance Freshcare Training
- Positions Descriptions of ESG and Sustainability Team
- Organizational Chart- ESG
- Organizational Chart- Pecans
- Full Company Organizational Chart
- Chief Scientist's Freshcare Environmental Code of Practice Training
- Head of ESG & Sustainability's Yale School of Management Certificate
- Reviewed employment contract for Business Manager (DR) – covers all terms and relevant conditions etc. – also noted that DR had attended a Pecan Study tour and short course through Texas A&M in 2008.
- DR has also attended several broadacre field days over the years

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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:

- Reviewed employment contract for DR – covers all terms and relevant conditions etc.
- 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 maintained in WHSM.

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:

- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy.
- Recruitment Policy
- Labour Hire Agreement with local provider.
- Reviewed employment contract for Business Manager – covers all terms and relevant conditions etc.
- All employees are paid in accordance with the rates and conditions as outlined in the Horticulture Award.
- All contracted employees are inducted into Stahmann Webster and maintained in WHSM.

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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
- Sighted Signage, SDS's, P&P's and other documents communicated to staff during the on-line induction process.
- Training is provided through weekly Toolbox meetings.
- Sighted professional chemical user licenses for chemical handling and maintained in WHSM.
- Sighted copies of Workplace requirements and safety management on staff noticeboards.
- Appropriate signage installed and viewed on the entry to and around the farm indicating safety requirements, hazards etc.

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:

Comprehensive Policies developed and implemented.

Observations, Findings and Documented Evidence:

- Code of Conduct Policy
- SMS Quality Manual - V0.1
- Policies were available on the staff noticeboards – included QR code access.
- Competency and training records are maintained in WHSM for each employee.
- Stahmann Webster's Corporate Social Responsibility Policy
- All employees are engaged under the terms and conditions of the current Horticultural Award.

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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:

Stahmann Webster Sustainability Steering Group have implemented a performance review and monitoring system to identify any issues and opportunities. The formal reviews are conducted quarterly in addition to other informal reviews as required.

Observations, Findings and Documented Evidence:

- Staff interviewed and review of documents indicated that input management was recorded in timesheets and data management reports were available if requested.
- Budgets prepared end of August/Sep for October presentation
- Reviewed Bi-monthly (Dec 22-Jan 23) farm operations report.
- Maps Analysis and Information Aerobotics and GreenAtlas
- Follow up and Actions from April Farming Technology Group Meeting
- Farming Project List as of April 2022:
 - Farming dashboards
 - In-field data collection (forms)
 - Vehicle job management review
 - Pressure switches in pecan orchards
 - Autonomous equipment review
 - File sharing systems
 - Vehicle job management implementation
 - Phenology visual sensing automation
 - Vehicle maintenance & inventory management
- Noted that farm management are representatives on Gwydir Valley Irrigators Association and NSW Water Customer Advisory Group and members of Pecans Growers Association;
- WHS meets monthly, Technical Farming Group meet quarterly – minutes are retained for all meetings

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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:

- Research Evidence – Chief Scientist's Thesis, “*Study of Total Non-Structural Carbohydrates and Macronutrients Influence on Pecan Yields*”.
- *Integrated Pest Management of Longicorn Borers and Leafhoppers in Pecans*. Horticulture Innovation Australia Final Report
- Gravesend Public School's Participation in Farm's “*Nut Pick*” Tax Invoice
- Stahmann Webster's Bulletin “*From the Ground Up*” and “*On The Shelf*”. Publication used to provide updates on research trials; noted a photograph of a weed cultivation trial in Swansea (walnut orchard).

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* *MNC Major Non-Conformance, NC Conformance	Standard Element
Nil raised		
Opportunities for improvement (description and evidence)		Standard Element
It would be beneficial for WHS related SW branded signage to be updated in staff amenities and office.		
It would be beneficial to ensure that appropriate SDS information (QR codes) are available for the respective Chemical sheds		
It would be beneficial for SW Farm Managers to plan visits to each other's farms to visualize and better understand what others have implemented.		
It would be beneficial to SW Farm Management that an Admin Assistant be employed.		

