

ACO Leading Harvest Audit Report

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

Audit Details	
Trading Name	Stahmann Webster
Crop(s)	Walnuts
Leading Harvest Program User ID or Membership Number	ACO Certification No. 13450
Leading Harvest Contact Person	Steve Mackinlay (Head of ESG and Sustainability) Miriam Villen-Rodriguez (Chief Scientist) Camila Sanhueza (Sustainability Administrator)
Total Number and Area of Farms Managed	3036 Ha
Sites Audited	Swansea Farm, 149 Springs Road, Swansea TAS Avondale West, Goolgowi NSW – 889 Ha Tabbita Orchard, Goolgowi NSW – 912 Ha Leeton Orchard – 885 Ha
Auditee Name and Position/Title	Rodney Jones (Orchard Manager - Swansea) Roelof Venter (Business Unit Manager - Walnuts) Mariano Gallardo - (Technical Manager) Brad Swan – Farm Manager – Leeton) Steve Lucas - (Farm Manager – Avondale West) Peter Venter - (Farm Manager – Tabbita)
Type and Scope of Audit <i>(Certification/Recertification/Surveillance)</i>	Initial onsite certification audit to Leading Harvest Farmland Management Standard 2020 objectives 1-12.
Auditor(s) and Any Accompanying People e.g. observers & technical experts <i>(If more than a single auditor, identify the Lead Auditor. Include names and qualifications of the audit team and technical expert(s)).</i>	Sam Ponder (Lead Auditor)
Audit Dates Onsite	30/01/2023, 31/01/2023, 1/02/2023, 1/03/2023, 2/03/2023
Audit Dates Offsite	29/01/2023, 2/02/2023, 28/2/23, 3/3/23

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Audit Plan	<p>Opening Meeting summary:</p> <ol style="list-style-type: none">1. Introductions2. Scope of the audit3. Estimated duration of the audit.4. Confidentiality5. Conflict of interest6. Audit outline7. Authorised personnel present.8. Changes that affect the management system since the last audit9. Effectiveness of corrective actions taken in relation to previous audit non-conformities, if applicable.10. Rationale for substituted or modified indicators, if applicable.11. Effective control of the use of certification marks, if applicable. <p>Description of the audit process:</p> <p>The audits commenced at Swansea and Griffith with an introduction and discussion with the respective Senior Walnut management teams followed by a morning session to review evidence. There followed an inspection of the Swansea and Leeton farm with visits to Avondale West & Tabbita on the following morning. All operations being undertaken at the time were observed.</p> <p>Interviews were held with several farm based employees regarding their understanding of the company's sustainability practices and observation of new employees undergoing induction and safety training.</p> <p>Observation of the current harvest taking place at Leeton and time set aside for management to answer questions and review and inspect records and documents on line. Records were sampled.</p> <p>Closing Meeting summary:</p> <p>The Walnut audits concluded at morning sessions. Management was thanked.</p> <p>There were no non-conformances discussed Discussion took place on areas for consideration and improvements.</p> <p>Surveillance audits are scheduled for a selection of the farms early 2024</p>

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Executive Summary

Overall site assessment:

The Swansea-based orchards comprise 350 ha of walnuts (24 varieties), a further 22 ha of Pinot Noir and Pinot Gris grapevines, and a total area of 1200 ha, with considerable scope for future expansion.

The Griffith-based orchards comprise 2686 ha of walnuts. Both locations are very well-watered, with large holding dams.

- **Crop types**

The first walnut orchard was established at Swansea on Tasmania's spectacular east coast in 1996. Grown under cool climate conditions, Tasmanian walnuts mature slowly and are harvested later than those in the Riverina, typically in early March and April.

The mild Tasmanian summer aids the production of a high percentage of extra-light kernel with a thin outer shell and an especially delicious, natural sweetness. Tasmanian walnuts are ideal for both in-shell and kernel markets and are well recognised and highly sought-after around the world, with varieties including Vina, Lara, Howard and Chandler.

Grown in management blocks walnuts are accessible via gravelled road access. All efforts have been made to ensure the orchard maintains optimum production with sprinkler and drip line irrigation systems being used in conjunction with fertigation to minimize evaporation and increase nutrients.

The Griffith regions walnut orchards are harvested in early March.

Varieties including Vyna, Lara, Howard and Chandler.

Grown in management blocks, walnuts are accessible via road access. All efforts have been made to ensure the orchard maintains optimum production with drip line irrigation systems being used in conjunction with fertigation to minimize evaporation and increase nutrients.

The preceding 12 months' production activities and yields have been affected by higher-than-normal rainfall.

- **Conformity with Leading Harvest Objectives.**

All farms have installed a sophisticated array of monitoring and data management tools to improve sustainability outcomes for water management, soil nutrition, energy consumption and WH&S. The farms were found to be in conformance with Leading Harvest sustainability objectives

Overall management system assessment:

Ongoing operational plans remain the same year to year in combination with the Swansea based site management. SW planning is in coordination with the SW-Leeton office.

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

Auditors Signature:



Reviewers signature:

S.H 04/08/2023

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Standard Elements	*C/MNC/NC/MNC: Conformance, Non-Conformance, Major Non-Conformance
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Objective 1. Sustainable Agriculture Management
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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.*

Documented evidence:

- Sustainability Policy
- Environmental Policy
- Employee Inductions
- Freshcare Environmental Compliance Certificates for Swansea and Riverina farms
- Certificates of Attendance, Freshcare Training Swansea and Riverina
- Freshcare Environmental Awareness Training Presentation
- Agronomist's Nutritional Plan
- Revegetation Plan
- IPM Program
- Freshcare Environmental Action Plans for Avondale, Leeton, Tabbita and Swansea:
 - Reviewing the possibility of mulching or composting orchard waste
 - Ensuring staff know how to identify biosecurity threats
 - Cleaning silt from drains
 - Planting grasses and cover crops for improved erosion control
 - Communicating chemical spill procedures with relevant staff
 - Running pumps outside of peak periods
 - Implementing fuel monitoring systems to improve efficiencies
 - Removing noxious weeds
 - Repurposing nut shells for improved roadways, composting, or biochar production
 - Planting native trees and shrubs
 - Managing weed resistance by rotation of chemistry
 - Implementing of a Game Management Plan for feral animal management at Swansea
 - Implementing or improving buffer zones and shelter belts, weather monitoring, communication of spray activities, and chemical training of staff.

Auditor's summary:

Stahmann Webster operates a mature agricultural nut production business. Commitment to, awareness of, and attention to sustainable agricultural practices are demonstrated in staff induction and training processes and in company policies. The most-reported material management issues

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are water security, increasing efficiencies, adopting technology, and adapting to changing conditions on sites.

Stahmann Webster's *Environmental Policy* and *Sustainability Policy* include commitment statements outlining their approach to environmental sustainability and compliance with relevant environmental legislation. A commitment to "reduce and reuse" (when practical) characterise the policies, which go on to describe Stahmann Webster's commitment to efficient management of waste and use of water, recycling practices, minimisation of pollution and environmental degradation, acting responsibly when performing high-risk activities that could affect human or environmental health, and to efficient use of materials, energy, and resources. Their strategy statement includes commitment to continuous improvement, to 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, managing soil and organic waste, and investing in people, partnerships, communities, technology, and sustainable governance.

Commitment to sustainability is further demonstrated by achievement of *Freshcare Environmental* certification. It is noted that employee inductions include such aspects as Freshcare Environmental compliance, land & soil management, pest management, biosecurity, water use, biodiversity, waste management, air, and energy & fuel use.

Observations and Findings:

Verified the following operational aspects:

- Sighted documentary evidence of Staff attendees at the recent Freshcare Environmental Awareness Training on 2/6/22.
- Sustainability commitment statement available.
- CAPEX proposals have been prepared and submitted for flood mitigation works, use of drones for crop data capture, and improving pump shed efficiencies (including lower pressures in irrigation lines and decreased energy demand).

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.*

Documented evidence:

- Freshcare Water Management Programs for each site: use of drip irrigation, monitoring of soil moisture and weather data, and water prioritisation based on crop stage and tree age.
- Water Budget 2021-22
- Farming Technology Group Executive Summary
- Research and Projects

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Auditor's summary:

Critical external factors have been identified as domestic and global walnut prices, seasonal climate and weather variation, and consumer and market trends. COVID-19 has been identified as significantly reducing consumption of baked goods, particularly café and restaurant dining, in turn reducing overall demand for walnuts, and has disrupted supply chains globally. Other factors include the impact of drought on water resources, the political climate around access to and use of water and other land resources, year-to-year physiological variation of trees, and a (albeit, low) risk of incursion of biosecurity threats.

Risk has been mitigated by Stahmann Webster management by a combination of:

- The ability to store, market, and shell/package product over long periods
- Ongoing domestic and global business development and engagement with existing and potential customers.
- Proactive engagement with industry and government around relevant regulatory and policy concerns
- Striving to improve sustainability in areas of environment, social impact, and strategic governance

Observations and Findings:

Verified the following operational aspects:

- Senior management sit on SW's Tech Group and on the Board of Walnuts Australia;
- Key staff attend bi-monthly meetings with contracted aerial technology imaging team – minutes sighted for meeting held 17/2/23

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.*

Documented evidence:

- Technical Manager's academic transcript and degree certificate
- Agronomist's Nutritional Plan
- Compost analysis reports
- Leaf and soil nutrient analyses for 2022
- Composting documents: invoices for production and application
- Freshcare Environmental compliance certificates
- Serenade trial
- Invoices and label for cover crop species and photographs of vegetated inter-rows
- Technical Officer's degree certificate (Applied Science, Environmental Horticulture)
- Farming Technology Group Executive Summary
- Soil test results

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- Compost pathogen analysis

Auditor's summary:

Farm tests for soil nutrition are of primary concern. Tests are carried out for each orchard block and for each soil type. Nutrition is managed in-house by Stahmann Webster, including recommendation (including purchase, use, and timing of inputs) and report preparation, which is communicated to relevant parties and records stored and monitored electronically. Nutritional programs are based on leaf and soil test results, examples of which were made available for inspection. Agronomy reports were made available, including nutrient budgets. Annual nutrition plans developed. Soil sampling mapped. Details of Serenade trial and summary of annual fertiliser and herbicide purchases provided. Harvest and pruning waste (sticks, hulls, and leaves) are mulched, hulls from processing waste are stored for future composting.

Key management staff, including the Chief Scientist and Technical Officer, are suitably qualified in agriculture, plant nutrition, soil health, and plant protection, and agronomist reports together with information regarding research trials and nutritional plans have been made available.

Observations and Findings:

Verified the following operational aspects:

- Managers attended industry events and short courses, including the Walnut Symposium 2022 in Echuca; Field Days at Shepperton; and various management courses.
- Reviewed qualifications of the Technical Manager
- Reviewed sampling spreadsheet and annual soil tests, which were completed for most blocks (same soil types are grouped together to save money); samples sent to a NATA-accredited laboratory for testing heavy metals and saline.
- Soil test results are reviewed by the Technical Manager, who develops the nutrient programs for implementation on farm.
- Reviewed compost analysis reports.
- Orchard activities in each month, season, and on each farm are recorded electronically and retained.
- Fertilisers are trucked in bulk to reduce transport costs.
- Soil quality practices include:
 - Using inter-row swathes;
 - Sowing grass species to reduce mowing, compaction, and field passes;
 - Zero tillage;
 - Use of large, flotation tyres;
 - Mulching waste and prunings;
 - Change from sprinkler to drip irrigation to reduce compaction and evaporation.
- Examples sighted of mulch deposited along drip lines to increase organic matter and soil nutrients. Harvest and pruning waste (sticks, hull and leaf) are mulched and spread under trees; hulls from processing waste were in storage for future composting.
- Fertigation products sighted in pump sheds, other chemicals are stored appropriately in

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chemical sheds.

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

Documented evidence:

- Invoices and label for cover crop species and photographs of vegetated inter-rows
- Freshcare Environmental Action Plan
- Soil test results
- Leaf and soil analyses, 2022
- Screenshot of water infiltration mapping
- Spot spraying map

Auditor's summary:

Stahmann Webster strives for efficiencies in production that simultaneously enhance sustainability efforts and reduce operating costs. Organic material is added at the beginning of a growing season. Cover crops and grasses are in place (where feasible) to secure and enhance soil health. Biomass waste is reincorporated onto soil wherever possible. Tillage is carried out only at initial orchard establishment; zero-till of inter-rows, cover crops are sown and slashed as required. Inter-row machine traffic is minimised.

Soil test results were made available. CAPEX proposals to mitigate impact of soil erosion, acidification, and flooding events are under review.

Observations and Findings:

Verified the following operational aspects:

- Inspected grassed inter-rows and headlands;
- Vegetation is maintained along riparian and water channel corridors;
- No livestock on designated orchard lands – paddocks are fenced off;
- Main access roads are graveled;
- Soft tires are used to reduce compaction in the inter-row areas;
- Mulch applied to the walnut beds to increase organic matter and nutrition.
- Sighted inter-row grass seed bags and purchase invoices;
- Sighted samples of soil test results, orchard disease assessments, work plan on staff whiteboard, and schedule of irrigation works.

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*

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manage water use to avoid long-term depletion and maintain crop productivity.

Documented evidence:

- Sustainability Policy
- Freshcare Water Management Program for all sites
- Water Budget 2021-22
- Details of irrigation system upgrades
- Water licenses and usage records
- Water stress map
- Invoice for “Pressure Bomb” method of monitoring water stress of trees, which involves assessing hydrostatic tension.
- Dendrometer readings (for plant stress, daily gain & shrinkage, and tree water deficit)

Auditor’s summary:

Freshcare Environmental Water Management Programs are in place for all sites, and conformance is maintained to relevant Freshcare Environmental standards. Surface water is actively managed. Advanced irrigation technology has been implemented, and water usage reports are employed to help inform decision making.

Water meter readings were made available. Water license numbers provided, *2021 Water Budget and Usage* compares water budget with actual usage. There is significant water available on-farm to minimise the need to draw beyond catchment reserves.

Ground cover is maintained to minimise evaporation loss. Water is captured for re-use as necessary. Old sprinkler systems are being replaced with drippers. Photographs of irrigation systems, tail water/channels, and soil moisture probes received. Weather data is monitored and used to make irrigation decisions.

Observations and Findings:

Verified the following operational aspects:

- Visual inspection of storage dams, Murrumbidgee Irrigation Area (MIA) channels, pump stations, filtration systems, and fertigation equipment
- Sighted weekly irrigation charts and usage L/Ha;
- System of moisture monitoring linked to soil probes on Leeton and Tabbita.
- Inspected farm water facilities: irrigation water retained in large, on-farm dams
- Water drawn from the MIA scheme
- Irrigation water is pumped via pump stations to the respective farm blocks into driplines;
- Inspected Swansea dams; a spillway connects to the main channel mouth, which is drawn directly from the Wye River; further allocation is from Swan Valley Irrigation. Water is pumped via 3 pump stations to the respective Walnut Blocks.
- Orchard Manager at Swansea is a member of the Tasmanian Irrigation Committee for the

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Swan Valley Irrigation District. In discussions with Tasmanian DPI regarding water available on Wye River system upstream.

- Use of pressure bombs to understand stress on trees at midday using Leaf/Stem Water Potential.
- Implementation of a monitoring program for soil moisture, salinity and plant stress, records maintained.
- Considering the use of underground drainage where high water tables are an issue, and the re-sealing of a leaking dam.
- Sighted Swan Valley Irrigation District farm water access plan.
- Reviewed farm maps depicting layout of irrigation systems.
- Verified that moisture probes are used as necessary.
- Confirmed that both sprinkler and drip irrigation systems are currently in use.
- Use of real-time dataset for irrigation system management – displayed in a “Walnut Performance Monitoring Dashboard”; readings reviewed, which include salinity, plant stress, and water used.
- Transitioning from sprinkler to dripper irrigation to reduce water usage and evaporation.

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.*

Documented evidence:

- Agronomist's Nutritional Plan
- Screenshot of water infiltration mapping
- System for weather forecasting for spray decisions – includes summary of conditions, wind, rain, inversion, above- and in-canopy temperatures
- Risk assessment: *Environmental Impacts on Water Sources*; hazards identified as flooding, causing turbidity and contamination by heavy metals and noxious weeds, and chemical run-off into channels; risk mitigation by presence of on-site dam for settling water prior to pumping, channel system designed to prevent run-off and chemical residue from entering the system, and regular spraying of noxious weeds on channel banks.
- Risk assessment: *Physical and Chemical Pollution of Water*. Risk mitigation by careful selection and awareness of chemicals applied, using a chemical tank in the chemical shed should draining of spray tanks be required, and application of good management practices in chemical and wastewater handling.
- Risk assessment: *Water Quality for Spray Mixes*; mitigation by constantly checking pH and turbidity, noting the pH requirements for chemical efficacy, and understanding how turbidity can affect efficacy of herbicides.
- Freshcare Environmental Action Plan
- Biosecurity Plan

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Auditor's summary:

The Swansea farms utilise old sprinkler and drip irrigation systems; all new developments are drip irrigated, which minimises the risk of run-off (photographs provided as examples, in conjunction with observations made during inspection). Run-off water is captured for re-use. The Nutrient Plans are developed by suitably qualified agronomists.

Riparian areas are respected and protected through a variety of practices, including buffers. Fertiliser injection pumps are installed throughout the farm and are actively managed. No evidence of run off, soil erosion, or over-application of nutrients was observed on sites.

Observations and Findings:

Verified the following operational aspects:

- Viewed grassed inter-rows and headlands, grassed channels, and maintenance of riparian area vegetation;
- No till soil management;
- Noted that wheel tracks in inter-rows are only lightly hoed (25mm), as necessary;
- Noted drainage channel along northern boundary.
- Maintenance of records of spraying practices x product/s maintained;
- Observed prunings and stick piles from harvesting which will be mulched and spread along tree beds;
- Inspected various chemical sheds and storage areas which are appropriately bunded with all appropriate safety equipment – an ongoing inventory is maintained;

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.*

Documented evidence:

- Freshcare Biodiversity Management Program. Includes management of environmental weeds (mowing and spot spraying), practices to encourage predators (installing owl and bat boxes, dam areas maintained as refuge for ducks), use of cover cropping, pest monitoring (rodents, deer, wild pigs, foxes), and vertebrate pest management (trapping, hunting, baiting; Game Management Plan in place at Swansea).
- SW Walnuts IPM Program. Covers pest description and identification; monitoring and assessment of pest numbers and damage; thresholds for intervention; prevention practices; combining biological, cultural, physical/mechanical and chemical controls. Pests described include the codling moth, carob moth, frosted scale, spider mites, weeds. Management practices include traps for codling & carob moths, release of beneficials, cover cropping as

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refuge for predators and competition for weeds, leaf sampling for monitoring spider mites, herbicide rotations, and cleaning equipment when moving from mite-infested to clean areas.

- Technical Manager's academic transcript and degree certificate
- Scouting data for each locality; data received for *Botryosphaeria*, frosted scale, codling and carob moths, heliothis, sunburn damage, two-spotted mite. Treatment recommendations included.
- Screenshot provided of codling moth traps at Tabbita.
- Technical Officer's degree certificate
- Revegetation Plan
- Details of predatory mite release
- Reference: *Pests and Diseases in Australian Walnut Orchards*. PowerPoint presentation, dated 04/11/2017. Funded by Horticulture Innovation Australia Limited, with co-investment by Webster Limited and the Australian Government. Covers descriptions of pest insects and mites (frosted scale, heliothis, spider mites) and diseases (walnut blight, apical necrosis, *Botryosphaeria*), identification, damage, photographs, and treatment options (with reference to APVMA permits).
- Serenade trial
- Chemical applicator certificates of SW staff.
- Training and development record, including pesticide application and handling.
- IPM quotes 2022
- Research and projects summary

Auditor's summary:

Chemical applicator qualifications of relevant staff provided; IPM practices outlined. Product usage reports follow recommendations. Additionally, non-chemical control mechanisms (pheromones, predators etc.) are in place. Spray timing and amounts are managed to maximise effectiveness and minimise chemical loss and drift.

Insect pest management relies on enhancing biodiversity, timed use of specific chemicals on target pests, preservation of natural enemies, strategic mowing of the understory, and introduction of biological control agents.

Reviewed farm pest scouting records. The 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. Agronomist and Technical Officer credentials have been provided and are relevant.

Observations and Findings:

Verified the following operational aspects:

- Interviewed and reviewed Technical Officer's scouting records for pests & disease;
- Confirmed use of Biological Services as necessary (predatory mites);

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- Use of pheromone traps, season permitting;
- Reviewed time sheets of staff for IPM-related activities
- Use of data capture system and IPM program to ensure thresholds are monitored
- Use of traps, cameras, and apps which capture and upload data in real-time;
- Interventions are with the softest chemistry, targeted at the right pest at the right time - sighted spreadsheets of applications;
- Reviewed invoices for pest scouting services and accompanying report;
- Sighted relevant degree qualifications of relevant staff
- Spot spraying map
- Invoice from Council for control of Serrated Tussock, Swansea
- Resource: Serrated Tussock Statutory Management Plan Tasmania. Purpose is to provide direction on implementation of the Weed Management Act 1999. Describes serrated tussock as a “perennial, tussock-forming grass that may grow to 50 cm high”. Described as a “highly invasive plant”, a “Weed of National Significance”, and “hard to control”. Outlines management requirements under statutory law.
- Invasive Weeds poster at Swansea
- Planning is underway for a Short Course in Entomology aimed at Technical Officers and Research Officer - IPM Specialist.

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

Documented evidence:

- Screenshot of Safety Data Sheets on company intranet system, and sample of SDSs on file
- Staff chemical applicator certificates
- Freshcare Chemical Authorisation Records
- Details and photographs of chemical sheds and diesel storage, including safety and warning signs, emergency procedures, lockable doors, concrete flooring, spill kits, Safety Data Sheets, first aid kit, palletted chemical containers, shed drainage.
- Spot spraying map

Auditor's summary:

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

Chemical access authorisation records are maintained, examples provided demonstrating access to Safety Data Sheets in online system, chemical applicator licenses of relevant staff maintained, photographs of chemical sheds and storage provided to supplement on-site inspection.

Observations and Findings:

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Verified the following operational aspects:

- Inspected locked chemical storage sheds and noted products used. These were mostly stored in IBCs or in bags and drums on pallets, stored separately by type;
- Sighted electronic and hardcopy SDS folders which are readily available for employees if required;
- Sighted labels folder;
- Sighted example of staff ChemCert license records.

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.*

Documented evidence:

- Sustainability Policy
- Carbon Friendly report for 2020-2021. Noted 33% reduction in emissions intensity (co2e per tonne of walnut). Practices adopted by SW include establishment of ground cover in inter-row area, installation of solar panels for irrigation pumps, mulching with tree prunings, grass clippings and walnut shell, application of potassium humates and cattle manure to replace synthetic nitrogen sources. Reduced use of fertilisers, chemicals, petrol and electricity.
- Carbon Friendly Certificate of Compliance
- Composts, Soil Conditioners and Mulches reports
- Summary of irrigation system upgrades
- Compost documents
- Farming Technology Group Executive Summary

Auditor's summary:

Equipment is being purchased that incorporates efficiency measures. Carbon Friendly "Greenhouse Gas Emission Reductions & Removal Enhancements Report" provided – prepared "in accordance with Section 6.13 of ISO 14064-2: 2019". Primary inventory data provided by Miriam Villen-Rodriguez of Stahmann Webster. Use of electric pumps and reduced tractor traffic noted. Information is captured and displayed in Farming Dashboards by management for dissemination.

Observations and Findings:

Verified the following operational aspects:

- Installation of a solar-powered fuel pump at Swansea;
- New tractors purchased for greater fuel efficiency;
- Implemented a new "Smart Fill" system;

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- Grassing inter-rows to minimise tillage, equipment passes, and compaction;
- Mulching blocks along walnut dripline with chipped prunings.
- Power used at Swansea is from hydroelectric sources;
- Fuel pumps are solar powered;
- Intermittent use (as required) of fans to suppress frost events at Swansea;
- Use of farm weather stations for current weather data;
- Use of variable speed drive (VSD) technology.

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

Documented evidence:

- Details of “*Processing Agricultural Waste Residue*”; proposals and quotes by suppliers of machinery required for conversion of stockpiled walnut shell into biochar.
- Carbon Friendly report
- Carbon Friendly Certificate of Compliance
- Specifications of equipment chosen for fuel efficiencies
- Details of irrigation system upgrades
- Freshcare Air Quality Management Program

Auditor’s Summary:

All equipment engines are maintained as recommended by manufacturers and by qualified mechanics. The maintenance shop keeps maintenance, service and usage logs. Employees are trained on equipment use and competencies recorded on company intranet. Dust is managed by graveling high usage roads, running equipment using soft tires, and grassing inter-rows and headland areas. Freshcare Environmental Air Quality Management Program in place. Biochar production proposal for walnuts.

The Freshcare Environmental Air Quality Management Program covers dust suppression during harvest, including mitigation strategies such as vegetated inter-rows, speed limits of 20 km/h, graveled roadways, and watering of high-use dirt roads during harvest times.

Observations and Findings:

Verified the following operational aspects:

- Inspected mulch placed along tree drip line made from chipped prunings;
- VSD motors used to reduce power consumption
- Reduced water pressure within irrigation lines.
- Observed cover cropped/grassed inter rows and headlands;
- All main on-farm access roads are graveled

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- Water carts used to suppress dust during harvest
- Respirators are available for staff if required
- Tractor cabs are air-conditioned and pressurised.

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.*

Documented evidence:

- Farming Technology Group Executive Summary
- Carbon Friendly report. Noted 33% reduction in emissions intensity (co2e per tonne of walnut). Practices adopted by SW include establishment of ground cover in inter-row area, installation of solar panels for irrigation pumps, mulching with tree prunings, grass clippings and walnut shell, application of potassium humates and cattle manure to replace synthetic nitrogen sources. Overall reduced use of fertilisers, chemicals, petrol and electricity.
- Carbon Friendly Certificate of Compliance
- Details of irrigation system upgrades
- Summaries of relevant data provided: summary of operations, fuel use, power use, refrigerants, crop yields, residue management (disposal, compost, mulching), soil data (tillage, organic matter, texture, irrigation), fertilisers and soil amendments used.
- Revegetation Plan
- Chief Scientist's Master of Engineering Science degree certificate
- Chief Scientist's Master's transcript, USQ
- Chief Scientist's Program Completion Confirmation
- References: *Plausible Hydroclimate Futures for the Murray-Darling Basin, Climate Change in Australia Projections for Murray Basin* and *Climate Change in Australia Projections for Southern Slopes*. CSIRO publications. Covering impacts of climate change on water availability, rainfall, drought, temperature, frequency of frosts and fire, and sea level projections; compares various projected climate change scenarios and outcomes for informed risk assessment.
- Screenshot of water infiltration mapping and irrigation planning.
- Climate Change in Australia Projections for Southern Slopes Brochure
- Water stress map
- Summary of research and projects
- Emergency Plan, as preparedness for climate-induced extreme weather events

Auditor's Summary:

New automated prototype equipment (drones) are being tested to reduce passes and increase efficiency. Cover and grasses are grown between inter-rows. Weather stations are in use, and sprinkler irrigation is being replaced with drip irrigation systems. Relevant information is captured and displayed on Farming Dashboards by management for dissemination.

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Carbon Friendly “*Greenhouse Gas Emission Reductions & Removal Enhancements Report*” provided – prepared “in accordance with Section 6.13 of ISO 14064-2: 2019”. Primary inventory data provided by Miriam Villen- Rodriguez of Stahmann Webster.

Summary provided of Chief Scientist’s relevant credentials in Agricultural Engineering received, including certificate, transcript and thesis title. Emergency plans in place for fire, evacuation and medical emergency.

Observations and Findings:

Verified the following operational aspects:

- Nil tillage of soils;
- Inter-row and headland plantings of cover crop/grass species to maintain cover;
- Trial taking place for hedge trimming with row rotations to optimize regrowth/fruiting;
- Application of nutrients using fertigation and concentrate spreading along the drip line;
- Solar-powered pump being considered for draining of sub-surface water (in water logged areas of the farms);
- Use of agricultural chemicals is based on in-house analysis of soil nutrient tests – these were reviewed online.
- Scope of works for the walnut platform assessed;
- Soil health and water management is based on seasonal conditions, analysis of nutrients, and determined efficiencies;
- Recovery of run-off water, cover cropping lowers ground temperature, and helps with water infiltration and in turn improving soil health;
- Maintenance of Global Gap accreditation is incumbent on meeting Climate Change mitigation requirements
- Sighted Emergency Management Response Plan dated 30/8/22;
- Sighted record of relevant training for new staff on the Avondale Toolbox attendance signoff sheet, and of fire extinguisher training at Tabitta.

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.*

Documented evidence:

- Freshcare Waste Management Program for each locality; includes storage and disposal of oils, disposal of chemical containers by relevant service providers, disposal or recycling of paper, cardboard, plastic and glass, recycling of irrigation drip tube, storage or collection of old tyres, disposal of timbers (burned when required under local Fire Brigade permit,

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assessing possibility of biochar production), mulching of organic harvest waste, retention and repurposing or recycling of wire and scrap metal, disposal of septic waste, recycling of batteries by relevant parties, pallets and empty IBCs returned to suppliers.

- Recycling Policy
- Records of IBC, oil, and chemical container collections
- Invoices for collection, disposal and/or recycling of old tubes and tyres, general waste, recyclable materials, scrap metal, and cardboard.
- Swansea photographs of Council recycling bins, old battery collection, and cardboard collection for recycling.
- Screenshot of internal WH&S system; includes records of dangerous and hazardous materials, links to Safety Data Sheets and labels, and SDS expiry dates.
- Staff chemical applicator certificates
- Examples of Safety Data Sheets
- Freshcare Chemical Authorisation Records for each farm
- Freshcare Spill Response Procedure: “Access, Alert, Isolate, Contain, Decontaminate, Dispose”, includes emergency contacts.
- Training and development records
- Details and photographs of chemical sheds and diesel storage

Auditor’s Summary:

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 third parties.

The Freshcare Environmental Waste Management Program is in place – this covers machinery oils (stored on farm, or collected and disposed); paper/cardboard (use minimised, recycled or disposed to Council landfill); plastics (use minimised, recycled or disposed to Council landfill); glass (reused or recycled by Council); tyres (stored on farm in designated areas, recycled, or disposed to landfill); chemicals (collected by DrumMuster); organic waste of office and household (sent to Council landfill). Prunings are mulched on-site; metal (recycled through local scrap metal recyclers); septic waste (disposal by local contractor). Recycling Policy developed, and invoices provided to demonstrate contracted waste disposal activities. Photograph provided of drums collected for future recycling through drumMUSTER.

Chemical authorisation records are 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. Photographs of chemical shed and diesel storage provided to supplement on-site inspection.

Observations and Findings:

Verified the following operational aspects:

- Inspected on-site drumMUSTER compounds and on-farm IBC collection points;

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- Observed chemical destined for pick-up under the ChemClear program
- Inspected all product storage areas in yard shed;
- Inspected waste oil drums in machinery shed;
- Reviewed current monthly chemical inventory lists;
- Inspected bundles of unwanted/waste dripper pipe waiting for collection and sighted invoice for pickup;
- Inspected waste pallets that are re-purposed as required.
- Inspected waste recycling bins for cardboard;
- Inspected bundles of unwanted/waste LDP (25 & 32mm) pipe waiting for collection and recycling - this is being replaced with dripline.
- Inspected chemical spill kits and safety equipment, appropriate bunding and concrete pads with sump connected to chemical waste storage tank, chemical shower facilities, PPE including glasses, gloves and hi-vis tabards, locked chemicals in storage sheds (where safety boots, spray suits and masks are used);
- Confirmed holders of ChemCert licenses are maintained in WHS program under staff folders;
- Confirmed availability and viewed SDS folders online and in hardcopy format in main office, workshop, and chemical shed.

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

Documented evidence:

- Crop Loss Records 2022
- Compost documents
- Environmental Policy
- Recycling Policy
- Details of “*Processing Agricultural Waste Residue*”; proposals and quotes by suppliers of machinery required for conversion of stockpiled walnut shell into biochar.

Auditor’s Summary:

Irrigation and nutrition management strategies aim to produce uniform ripening and minimise wastage. The *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 and Findings:

Verified the following operational aspects:

- Annual maintenance on harvest equipment including calibration – reviewed invoice from local suppliers;

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- Crop maturity checked by Technical Officer from mid-February until start of harvest – use of aerial spraying of plant growth regulator to accelerate ripening and drop of walnuts.
- All crop waste (including prunings) is chipped and used as mulch and swept onto treelines for additional nutrients and organic matter.

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.*

Documented evidence:

- Ecosystems and Biodiversity Policy. Includes SW's commitment statement to comply with "*all relevant government and local legislation, policies and planning instruments regarding pest management, environmental, biodiversity and land management concerns*"; to ensure SW activities are managed in a manner that minimizes damage to water, soil, air, ecology; that company resources are used in a responsible way that safeguards waterbodies and ecosystems; to avoid activities that might lead to destruction or conversion of natural ecosystems; to protect endangered species and vulnerable flora and fauna by prohibiting hunting, and minimising spread of invasive species.
- Deforestation Policy. Includes commitment statements for the "*elimination of deforestation*", "*protection of endangered or vulnerable native flora*", and to "*comply with all relevant government and local legislation, policies and planning instruments regarding environmental, biodiversity and land management concerns*".
- Freshcare Biodiversity Management Program
- Photographs provided of native vegetation around SW farms
- Reference: lists of threatened flora and flora found in Riverina and Swansea regions, drawn from the "*Atlas of Living Australia*".
- Photographs provided of native wildlife.
- Council invoice for feral cat management
- Invoice for Wild Game Management at Swansea
- Resource: Tasmanian Wild Fallow Deer Management Plan 2022-27. Published by the Tasmanian Government, Game Services Tasmania, Dept. of Natural Resources and Environment.
- Endangered and vulnerable species map, Swansea
- Revegetation Plan

Auditor's Summary:

Stahmann Webster operates and supports biodiversity programs on farm where appropriate. Their *Freshcare Environmental Biodiversity Management Program* is in place, which identifies

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conservation strategies and activities to be carried out; 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 is carried out as required. Deforestation and Ecosystems & Biodiversity Policies are in place.

Observations and Findings:

Verified the following operational aspects:

- The Swansea farm works with the Glamorgan Spring Bay Council (GSBC) for eradication of serrated tussock, and contributes to GSBC for gorse control;
- A biodiversity policy – SOP 014 Walnut Group is in place;
- Maintains conservation areas by minimizing activity in non-production areas. These are largely left in their naturally-occurring state. It was noted that some sheep graze to maintain grass control surrounding a large dam;
- All relevant staff have been trained as a part of Freshcare and Global GAP certification programs (attendance sheets sighted).

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

Documented evidence:

- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Freshcare Environmental Awareness training presentation
- Photographs provided of native vegetation around SW farms
- Reference: lists of threatened flora and flora found in Riverina and Swansea regions, drawn from the “*Atlas of Living Australia*”.
- Revegetation Plan
- Google Earth files showing vegetation around orchards
- Invoices for cover crops
- Invoice for Wild Game Management, Swansea
- Resource: Tasmanian Wild Fallow Deer Management Plan 2022-27.
- Invoice from Council for control of Serrated Tussock, Swansea
- Resource: Serrated Tussock Statutory Management Plan Tasmania.
- Invasive Weeds poster, Swansea
- Spot Spraying map
- Details of release of predatory mites
- Photographs of inter-row vegetation
- Details and label of seed mix used at Swansea

Auditor's Summary:

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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 farm. Partnerships are established within the water district where appropriate. Conservation of natural waterways is carefully considered for any new plantings. Deforestation and Ecosystems & Biodiversity Policies are in place. Inter-rows and headlands are grassed, minimal tillage is practiced, and prunings are added back under trees to increase nutrition.

Observations and Findings:

Verified the following operational aspects:

- All relevant staff have been trained as a part of Freshcare and Global GAP certification programs (attendance sheet sighted).
- Swansea-based management are aware of a Ramsar Convention wetland that adjoins the river catchment downstream of the farm.
- Nil risk species identified at this point of time.
- Evidence of purchase of seed for inter-row coverage;

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

Documented evidence:

- Deforestation Policy
- Ecosystems and Biodiversity Policy
- Stahmann Webster's Due Diligence summary
- Photographs provided of native vegetation around SW farms
- Revegetation Plan. 50 native species planted at Leeton in 2021, plans for revegetation of existing remnant bushland areas. 4.25 ha "set aside" and managed to "*promote vegetation integrity*". Photos, maps, records of plantings, and purchase invoices from nurseries provided. Plans for future revegetation activities at Avondale and Tabbita.
- Google Earth files showing vegetation around orchards
- Transitional Native Vegetation Regulatory Maps for Leeton and Tabbita farms.

Auditor's Summary:

Stahmann Webster's due diligence summary includes environmental due diligence when purchasing a farm. A Deforestation Policy is in place.

Observations and Findings:

Verified the following operational aspects:

- There is no other land on farm formally set aside for conservation purposes, no Ecologically Important Sites identified, nor any land that has been de-forested by SW activities.
- Swansea-based management are aware of a Ramsar Convention wetland that adjoins the river catchment downstream of the farm.

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

Documented evidence:

- Orchard variety maps
- Photographs provided of vegetation around SW farms
- Invoices for cover crops
- Photographs of inter-row vegetation
- Details of seed mix used in inter-rows, Swansea

Auditor's Summary:

Crop species are varied and based on specific criteria, including benefits to biodiversity plans. Working groups are established to determine ideal variety mixes of crop species.

Observations and Findings:

Verified the following operational aspects:

- The Swansea farm comprises 26 varieties of walnuts;
- The Leeton/Griffith-based farms comprise 4 main varieties of walnuts: Chandler, Howart, Lara and Vyner;
- The cover crop is being changed to a slower-growing inter-row crop;
- The inter-row cover crop minimizes slashing and mulching, reduces compaction, and poses fewer issues for 'sweeping' of nuts into windrows during harvest.

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.*

Documented evidence:

- Native Title Vision Maps of Riverina and Swansea
- Aboriginal Heritage Search Record. No Special Sites of indigenous significance identified on Stahmann Webster farmland to date.
- The Springs House. Article from "*Former Times*" (periodical of the Glamorgan Spring Bay Historical Society Inc.), on the Swansea Heritage Festival. Noted an Aboriginal Artefact exhibit at the East Coast Heritage Museum. Various short biographies of regional, 19th-century settlers. Excerpts from the book, "*Houses & Estates of Old Glamorgan*" (p. 86-89) describing "The Springs" early homestead on the northern bank of the Wye River, thought to have been built in the 1840's. Photographs provided of "Old Hut", "Springs House", and the Springs House cellar door.

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- The Stahmann Webster “Social and Governance” summary provided to ACO states: “*The Swansea area was home to the Paredarmerme First Nations People prior to European settlement. The Riverina farms are within the Wiradjuri Peoples whose nation covers a broad area with Griffith in the centre. There are a multitude of cultural heritage sites recorded in the Riverina region more broadly, including around river systems. To our knowledge, there are no sites identified on the lands we farm our walnuts or in adjacent watercourses, riverine and riparian areas*”.

Auditor’S Summary:

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

Observations and Findings:

Verified the following operational aspects:

- Springs House acts as the office for the Tasmanian-based Stahmann Webster operations;
- Source information is published in *House and Estates of Old Glamorgan*;
- Principle 8 denotes steps for management of special sites;
- Verbal confirmation that experts have been used to identify Special Sites – nil issues are current for the Griffith based-walnut farms.
- For the Swansea farm, information has been obtained from discussions with the Department of Aboriginal Heritage on permit conditions relating to the expansion of a dam in the Swansea wetlands.

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.*

Documented evidence:

- Local Industry, Community and Indigenous Participation Policy

Auditor’s Summary:

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 and Findings:

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Verified the following operational aspects:

- Sighted Agreements for fulltime and casual staff and contractors (signed up with labour hire company for harvest);
- Sighted examples of staff pay slips – which include relevant rates, contributions including super, leave entitlements etc.
- All are based on the current Horticultural Award rates.
- Noted the direct employment of full-time and casual staff on Stahmann farms is from local residents

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.*

Documented evidence:

- Summary of SW Community Engagement. Identifies a number of examples of fundraising activities, awareness initiatives, and local sponsorships of events, festivals, sports teams, and irrigator's council. Invoices provided.
- Local Industry, Community and Indigenous Participation Policy

Auditor's Summary:

Stahmann Webster management works with neighbors and local community groups. This is achieved through coordinating efforts along fence lines and to assist with pest control issues and community sponsorships.

Observations and Findings:

Verified the following operational aspects by reviewing invoices for:

- Annual sponsorship of the Swansea Golf Club;
- Annual sponsorship of the Griffith Spring Festival 2022.
- Swansea farm encourages annual work experience for students from the Triabunna High School.

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.*

Documented evidence:

- Local Industry, Community and Indigenous Participation Policy
- Summary of corporate social responsibility – supporting the Clontarf and Star Foundations, which are set up to provide support to indigenous youth, including improving education, discipline, life skills, self-esteem, and employment prospects, and to assist with transition to post-secondary study or the workforce. Invoices and Sponsorship Agreement provided as evidence of support.
- Webpage includes contact details for community engagement and queries:

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<https://stahmannwebster.com.au/contact/contact-us>

- Farm signage includes contact details of farm managers (photographs provided)

Auditor's Summary:

SW management maintains community outreach programs to demonstrate social responsibility and coordinates annual work experience opportunities for local students. The *Local Industry, Community and Indigenous Participation Policy* is in place.

Observations and Findings:

Verified the following operational aspects:

- The Clontarf Foundation is an initiative that has been running in Australia for 50 years;
- There are no current land tenure rights applicable.
- No related enquiries to date.

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

Documented evidence:

- Stahmann Webster's Safety Management Plan
- Horticulture WHS Meeting Agenda
- Minutes of Stahmann Webster Horticulture WHS Committee Meeting
- Stahmann Webster's COVID Management Plan
- WHS Travel Risk Assessment for COVID-19
- Drug and Alcohol Policy
- Workplace Health Safety Policy
- Manual Handling Policy
- Hazard Identification Assessment and Management Policy and Procedure
- Emergency Plans
- Photographs of safety signage on farms
- Staff and contract labour chemical applicator certificates
- Staff training certificates and licenses (e.g. CPR, Working at Heights, First Aid, 4x4 Use & Care, Gas Testing, High Risk Work, Ag Skills, Forklift, Elevated Work, Confined Spaces)
- Training and development records
- Freshcare Spill Response Procedure

Auditor's Summary:

Safety is a top priority in Stahmann Webster's s culture. Staff have access to safety information and Safety Data Sheets (SDS) at any time for any products being applied. Managers inform neighbors of planned spraying and signage is placed at public entry and exit points.

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Observations and Findings:

Verified the following operational aspects:

- Sighted Toolbox meeting manuals in farm offices;
- Reviewed individual Toolbox training and attendance forms;
- Observed induction of new staff showing safety equipment;
- Every employee undergoes an online company safety induction and medical examination prior to starting work. This is in electronic format and signed. All records are maintained in the WHS system on the company intranet;
- Viewed Emergency Plan and accompanying documents;
- Sighted farm signage and safety equipment;
- Sighted WHS meeting minutes;
- Sighted operational procedures for SOP 038 v1 June 2019, SOP 014 v3 July 2022, SOP 062 v1 Sept 2019;
- Observed spill kits and SDS files in chemical sheds.

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.*

Documented evidence:

- Anti-Discrimination and Equal Employment Opportunity Policy. Defines direct and indirect discrimination, rights & responsibilities, and complaint handling.
- Code of Conduct Policy. "...provides the framework of principles for conducting business, dealing with other employees, customers and suppliers".
- Yearly Gender Report – WGEA (Workplace Gender Equality Act 2012) questionnaire.
- Disciplinary Policy
- Stahmann Farms Online Annual Re-inductions. In April each year. For refreshing knowledge of SW policies, procedures and work practices, some of which may have changed, and to meet WH&S and Fair Work obligations.

Observations and Findings:

Verified the following operational aspects:

- Policy & Procedures are prominently displayed on the office and workshop noticeboards;
- In-field portable toilets provided;

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- Managers will determine if additional opportunities are warranted in consultation with staff;
- Internal promotion is practiced where possible.
- Every employee undergoes an online company induction prior to starting work. This is electronic format and signed. All relevant details are maintained in the WHS system on the company intranet – examples reviewed for several staff members;
- Noted Global GAP and Freshcare Environmental certification numbers and expiry dates;
- Observed prominent safety and emergency management signage during farm inspections and relevant policies & procedures in staff amenity blocks.

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.*

Documented evidence:

- Stahmann Webster's Safety Management Plan
- Stahmann Webster's Employee Induction
- Staff chemical applicator certificates
- Staff training certificates and licenses
- Stahmann Farms Online Annual Re-inductions. In April each year. For refreshing knowledge of SW policies, procedures and work practices, some of which may have changed, and to meet WH&S and Fair Work obligations.

Auditor's Summary:

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.

The online annual induction covers hygiene, illness & medication policy, WH&S behaviour, breaks, leave & payroll, and GMP.

Observations and Findings:

Verified the following operational aspects:

- Undertook several staff interviews;
- Reviewed employment contracts for several staff members which cover probation period, wages, hours of work, leaves, privacy etc.
- All relevant training records for each employee are maintained on WHS intranet system – several staff member's records were reviewed.

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*

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Standard.

Documented evidence:

- Sustainability Policy
- Certificates of Attendance, Freshcare Training
- Freshcare Compliance Certificates
- Head of ESG & Sustainability's Yale School of Management certificate
- Positions Descriptions of ESG and Sustainability Team
- Organizational Chart - ESG
- Organizational Chart - Walnuts
- Full Company Organizational Chart
- Invoices for Environmental Awareness training
- Chief Scientist's Master of Engineering Science degree certificate and academic transcript
- Chief Scientist's Program Completion Confirmation
- Freshcare Environmental Awareness training presentation (content of training)

Auditor's Summary:

Roles and responsibilities to conform to the objectives of the Standard are communicated and understood throughout the organisation, as demonstrated by the summary of conformance evidence provided, and the audit preparedness document sighted.

Stahmann Webster's Sustainability Policy is a commitment statement, applicable to all employees. It focuses on Stahmann Webster's compliance with relevant government legislation, policies and planning instruments; requires that Stahmann Webster's activities are managed in a manner that minimises environmental pollution and degradation; that a "resource-efficient" mindset is adopted; that employees have access to relevant information; and that water resources are used in a responsible and efficient manner. Employees are responsible for compliance with relevant laws, policies, procedures and regulations; to ensure that WH&S and waste management policies are followed; to act responsibly while undertaking high-risk activities that could affect the environment or human health; and that materials, energy and resources are used efficiently to avoid unnecessary disposal, expenditure or waste.

Opportunity for Improvement: HR to ensure Leading Harvest is included in job descriptions, communicated to staff, and that relevant KPIs are developed.

Observations and Findings:

Verified the following operational aspects:

- Steve Mackinlay presented to farm managers (entitled "An Introduction to Leading Harvest") in conjunction with Freshcare Environmental training;
- Reviewed record of attendees together with photo evidence on file.

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- All relevant records (position descriptions and training for each employee) are maintained on WHS intranet system
- Confirmed academic qualifications for farm managers and Technical Manager;
- Reviewed staff attendance records at field days, farm walks, and industry seminars and workshops;
- Sighted evidence of key staff apprenticeships;
- Reviewed employee engagement contracts and sighted conditions and pay rates/salary.

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.*

Documented evidence:

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

Auditor's Summary:

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

Observations and Findings:

Verified the following operational aspects:

- Confirmed by phone with SW Payroll Administrator that all employees are paid in accordance with the rates and conditions as outlined in the Horticulture Award 2020
- Reviewed employee engagement contracts and sighted conditions and pay rates/salary for several staff members;
- Reviewed example of timesheet for week of 20-26 February 2023 and noted overtime is paid in excess of 38 hours of work.

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.*

Documented evidence:

- Recruitment Policy. Outlines requirements for experience and qualification checking, background checks (references, Visa, criminal, pre-employment medical), willingness to undergo training, and privacy.
- Anti-Discrimination and Equal Employment Opportunity Policy
- Contractors and Labour Hire Provider Policy. The SW Development Manager is responsible for ensuring that: it is understood that the relationship between SW and contractors is not an employment relationship; that the contractor is paying their workers in accordance with relevant industrial instruments; that the contractor complies with relevant pay slip and record keeping requirements in accordance with Fair Work regulations; that the contractor holds

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appropriate workers' compensation or income protection and public liability insurances. For labour hire, the SW Department Manager is responsible for ensuring: the labour hire provider holds an appropriate license, if applicable; that workers are paid in accordance with relevant industrial instruments; that pay slip and record keeping requirements are being met; that appropriate insurances are held. SW has developed a "compliance questionnaire" to be completed by third party contractors and labour hire providers with which it engages.

- Labour Hire Agreements with local service providers

Observations and Findings:

Verified the following operational aspects:

- Swansea farm – worker contracts sighted
- Housing, beds, linen, bedding, towels, white goods, and wifi were supplied in accordance with the contract;
- Griffith farms - contract for labour hire workers is in place for harvest – observed harvest activities during farm inspections;
- All contracted employees are inducted into Stahmann Webster and the attendance form is signed and maintained electronically on the WHS intranet system.

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.*

Documented evidence:

- Stahmann Webster's Corporate Social Responsibility Policy
- Quality Manual - V0.1
- Photos of safety signage on farms
- Code of Conduct Policy
- Manual Handling Policy
- Staff training certificates and licenses
- Manual Handling Policy
- None provided. NA.
- From "SW Walnuts S and G for the ACO": "Stahmann Webster do not lease land as Lessor or Lessee".

Auditor's Summary:

Compliance information is posted and accessible by all employees.

Observations and Findings:

Verified the following operational aspects:

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- Sighted Signage and SDSs
- Staff are informed of SW Policies & Procedures and other relevant documents during the induction process;
- Time sheets are completed manually;
- Training is provided through weekly Toolbox meetings and “Safety Hub”, SOPs in place for specific operations, assessment and sign-off completed with all records of competency and staff evaluations maintained on WHS intranet system. Examples reviewed for key Swansea-based staff member.
- Sighted ChemCert license details for chemical handling for several staff members;
- Sighted copies of all Workplace Policy & Procedures requirements and safety / emergency management on staff noticeboards;
- DPIWE guidelines for ground and aerial spraying has a Code of Practice for spraying (mandatory requirement to keep records of all spraying events);
- Example of spraying reports sighted.
- Safety Policies prominently displayed on farm Staff Noticeboards;
- Appropriate signage installed and viewed on the entry to and around the farm indicating speed, safety requirements, hazards etc,
- Sighted professional chemical user licenses for chemical handling, maintained electronically on WHS intranet system;
- Reviewed radio license (point to point for irrigation) and water details under the Water Management Act 1999 of the Department of Natural Resources and Environment Tasmania.

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.*

Documented evidence:

- Code of Conduct Policy
- Quality Manual - V0.1
- Compliance Policy
- Stahmann Webster's Corporate Social Responsibility Policy.

Auditor's Summary:

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

“Stahmann Webster is committed to ensuring that its business is conducted in all respects according to ethical, professional and legal standards. Stahmann Webster recognizes that our social, economic and environmental responsibilities to our stakeholders are integral to the success of our business. We aim to demonstrate these responsibilities through the Corporate Social

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Responsibility Policy".

Observations and Findings:

Verified the following operational aspects:

- Reviewed the employment contract for the Technical Manager;
- Reviewed weekly team Toolbox Talk records and signed attendance sheets;
- Policies made available on staff noticeboards, in staff communications, and during induction for all new employees;
- Competency and training records are maintained on the WHS intranet system for each employee;
- All employees are engaged under the terms and conditions of the current Horticultural Award.
- Confirmed that there are no tenants on SW-controlled land

Objective 12. Management Review and Continual Improvement

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

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

Documented evidence:

- Stahmann Webster Sustainability Steering Group summary, and members identified.
- Farming Technology Group Executive Summary
- Farming Project List April 2022
- Maps and analysis using aerobotics, examples of maps and data captured provided
- Email - Technology Group Meeting. Proposals include use of automated vehicles and associated communications infrastructure, use of drone technology for mapping and data capture, precision and automated spraying, irrigation improvements, automated harvesting, use of cover cropping and mulching, and others.
- Follow up and Actions from April Farming Technology Group Meeting. Use of aerobotics, satellite imaging, and autonomous slashers discussed.
- Notes from Farming Technology Group Meeting
- Stahmann Webster Sustainability Steering Group
- Description and specification of equipment (mist blower) proposed to increase efficiencies.
- Summary of research and projects

Auditor's Summary:

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The design and implementation of internal controls related to continuous improvement and management review was discussed 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 software.

From Stahmann Webster's summary of its Social and Governance aspects of ESG:

"We are viewing the choice to participate, deepen our understanding, plan and implement and then consolidate our conformance to the Leading Harvest Australia Farmland Management Standard, as a journey which will become deeper and richer through time through a process of constant review and improvement".

"The Performance Review and Monitoring system will identify both problems and opportunities for improvement. At each Quarterly Review formally, and where needed informally in between reviews, these problems and opportunities will be workshopped and ranked as to importance, value and timeframe of importance to identify topics to further workshop in the search for actionable innovations. Further, on an annual basis at least, this innovation workshopping process will include wider diversity backgrounds".

"Formal reviews will occur on at least a quarterly basis in a system of ongoing review, however a program to facilitate accumulation of KPI, feedback data and commentary, suggestions for improvement etc. will be collected centrally on a shared secure data platform in real time, such that emerging issues of critical importance can be identified and acted upon quickly, and ongoing performance measured in real time and accessible to those responsible at all levels".

Summary by Stahmann Webster Sustainability Steering Group: *"For 180 years we've been guided by the Australian spirit, and as Australia's fourth oldest farming company (est. 1831) we have come to understand the importance of sustainability. Every day, we strive to be a business that makes our customers feel good, naturally, about the choices they make with us. In 2022, we introduced our ESG (environmental, social and governance) platform and we are excited to share our efforts and commitments to the planet and the people we serve. We need to be leading a change that creates a happier and healthier world through a more holistic approach to doing good business. We assess our conformance to the Leading Harvest Australian Farmland Management Standard and align to global Sustainable Development Goals (SDGs). Each year we will be publishing reports for each of our farming crops – Walnuts, Pecans, Macadamias and Almonds. With this commitment we will be implementing efficiencies resulting from sustainability framework delivery across each tree nut platform. Importantly these efficiencies will result in better horticultural and ethical stewardship of the Stahmann Webster farming aggregations. The Stahmann Webster Sustainability Steering Group will develop and direct a measured approach to OFI implementation, accountability and reporting".*

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Observations and Findings:

Verified the following operational aspects:

- Performance reviews with senior staff are undertaken – examples reviewed;
- Staff interviews and review of documents demonstrated that farm and input management activities are recorded on timesheets, and that data management reports were available in real time using the system dashboards.
- Staff interviews indicated that there is a feedback loop to management through both timesheets and data management records (email and verbal);
- Weekly Toolbox Talk records are maintained on file.
- Reviewed records of meetings of management teams, which are all electronic/video and voice (using Teams software) – all walnut group meetings are bi-monthly, WHS is monthly, 3 x weekly farming management group, Technical Farming Group meeting quarterly – minutes are retained for all meetings; example sighted for WHS meeting dated 20/9/22;
- Staff interviews indicated that the use of drones was being considered to better manage spraying safety;
- Observed use of data analytics and implementation of dashboards;
- Proposal to maintain operable air conditioners in tractor cabs.
- Budgets prepared end of Aug/Sep for Oct presentation (financial year runs Oct through to end Sep each year);
- Business Plans prepared by Roelof Venter, Griffith – formulated through weekly meetings

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.*

Documented evidence:

- Stahmann Webster's Bulletin '*From the Ground Up and On The Shelf*'. The publication is used to provide updates on research trials; noted a photograph of a weed cultivation trial in a Swansea walnut orchard.
- Example of supported research: Chief Scientist's thesis, "*Study of Total Non-Structural Carbohydrates and Macronutrients Influence on Pecan Yields*".
- Stahmann Webster Sustainability Steering Group
- Invoices for support of the Australian Walnuts Association
- CSU HDR Scholarship Agreement. Agreement between Charles Sturt University (Wagga Wagga) and Stahmann Farms. Details Stahmann's contributions to PhD work of a student to investigate dieback diseases of walnuts. Scholarship commencement date 30/04/2022.
- Summary of current projects

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- Nuffield Scholarship. Stahmann Webster’s Chief Scientist, Miriam Villen King, is identified as the 2023 Nuffield scholar to “*explore sustainable walnut farming in Australia*”. She “*plans to explore new varieties of walnuts that suit Australian climate conditions, and ways of growing them with less chemicals*”.

Auditor’s Summary:

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

Observations and Findings:

Verified the following operational aspects:

- Water budgets and evaporation / transpiration – all based on measurements with full history and data control mechanisms;
- Reviewed Swansea farm Capex applications for 2022/2023 – this included vineyard lasers & drone bird control, security cameras, tractor, self-bunded fuel tank, rejuvenation of orchards, upgraded water tank at chemical filling point, purpose-built chemical container and in-field refueling point; continuation of switch from sprinkler to drip irrigation systems
- The Griffith farms Capex applications for 2022/2023 include Pump Shed Efficiency and includes installation of Harmonic filters and VSD technology for drip irrigation lines;
- High water table drainage installed in lower lying areas on Leeton farm, in an area that is currently too wet to work.

Objective 13. Tenant-Operated Operations

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

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

Not applicable – no tenancies evident.

Opportunities for improvement (description and evidence)	Standard Element
Implementation of accountability channels including sustainability champions, KPIs, job descriptions, communication, and promotional material for staff.	
Follow-up of previously submitted CAPEX proposals to improve sustainability outcomes. This includes flood mitigation works, and installation of siphoning	

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system under MI channel at low points to reduce waterlogging from heavy rainfall events	
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Appendix A

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

Photographs provided separately depicting evidence of farm practices/views.
