

## Notification of release of Version 3 of the Fair Farms Standards, Rules, and Audit Guide

The Fair Farms Program is fostering fair and responsible employment practices across the Australian horticulture industry. The Program aims to support a transition towards stronger workplace compliance which will lead to improved employment practices, fairer treatment of workers and reduced risk of worker exploitation and other human rights violations.

The Fair Farms Program provides a mechanism for participating businesses to demonstrate to their customers and other interested parties that their employment and workplace relations practices are fair and comply with Australia's workplace laws.

The Fair Farms Program has been developed by Growcom as the Scheme Owner. Growcom is committed to continuously review and improve the Fair Farms Program, always aspiring to operate a credible and effective system that achieves its purpose.

The program review 2023 started earlier this year with a new decision-making flow chart for the Fair Farms program. The program review was initiated by the Fair Farms Technical Committee and had inputs from the Fair Farms External Stakeholder Reference Group (ESRG), General Public (through the public comments process), and the Queensland Fruit and Vegetable Growers Board.

The purpose of the review is to make sure that the Program meets requirements for assurance in the contemporary world of work within the Australian horticulture industry and that it remains a relevant, affordable, and widely accessible program. We thank everyone who provided commentary, feedback, and detail submissions to the program.

As a result of the comprehensive review process, we have considered all submissions and feedback and amended the Standard, Rules, and Audit Guide. We also thank you for your patience while we worked on the program review process.

The following documents can be accessed on our website as follows:

1. [Fair Farms Standard Version 3 \(December 2023\)](#)
2. [Fair Farms Rules Version 3 \(December 2023\)](#)
3. [Fair Farms Audit Guide Version 3 \(December 2023\)](#)
4. [Fair Farms Standard Track Changes \(December 2023\)](#)
5. [Fair Farms Rules Track Changes \(December 2023\)](#)
6. [Fair Farms Audit Guide Track Changes \(December 2023\)](#)
7. [Fair Farms Standard Change log](#)
8. [Fair Farms Rules Change Log](#)
9. [Fair Farms Audit Guide Change Log](#)

Some important changes in the new Standard, Rules, and Audit Guide are:

1. Introduction of the Non-Audit Pathway
2. Introduction of the Labour Hire Provider Certification
3. Changing terminology e.g. Certification Body to Auditing body
4. Incorporating compliance with PALM Deed and Guidelines
5. Timeframes for payment of Fees

Please note the release of the new version of the Standards, Rules, and Audit Guide is effective as of 15th December 2023, and compliance with the new version is applicable from 30th January 2024.

As part of the ongoing and formalised annual review process, you can make application to alter or amend the Fair Farms Standard, Rules, or Audit Guide. If you would like to apply for a change in the Fair Farms Standards, Rules, and Audit Guide, the amendments form is available for completion on the Fair Farms website.

If you need any further information, please do not hesitate to contact the Fair Farms Program.

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