



2016

GLOBAL DOHNE CONFERENCE

JULY 21 -22 | AUSTRALIA

*Celebrating*  
**50 years**

**“A must for all sheep producers”**

*“Corporate Agriculture and its role in the  
Australian Sheep Industry”*

Shane Bodiam ó Chief Operating Officer  
Hassad Australia

# Hassad Australia Operations

- “ Australian registered company, autonomous subsidiary to Hassad Food Company (Qatar)
- “ Now a leading agricultural company in Australia
- “ 14 property aggregations in 5 states totalling approx. 300,000 hectares
- “ Productivity capability aiming at:
  - . 250,000 tonnes grains per year
  - . 240,000 breeding ewes
  - . Total 130,000+ lambs for trade per year (carcase and live)
  - . Trading and accumulating additional 150,000+ head lambs per year to meet market demands (and contracts) and seasonal production fluctuations
- “ Head office in Sydney, fully staffed and operated by HA employees
- “ Currently around 120 staff Australia wide

# Hassad Australia Operations



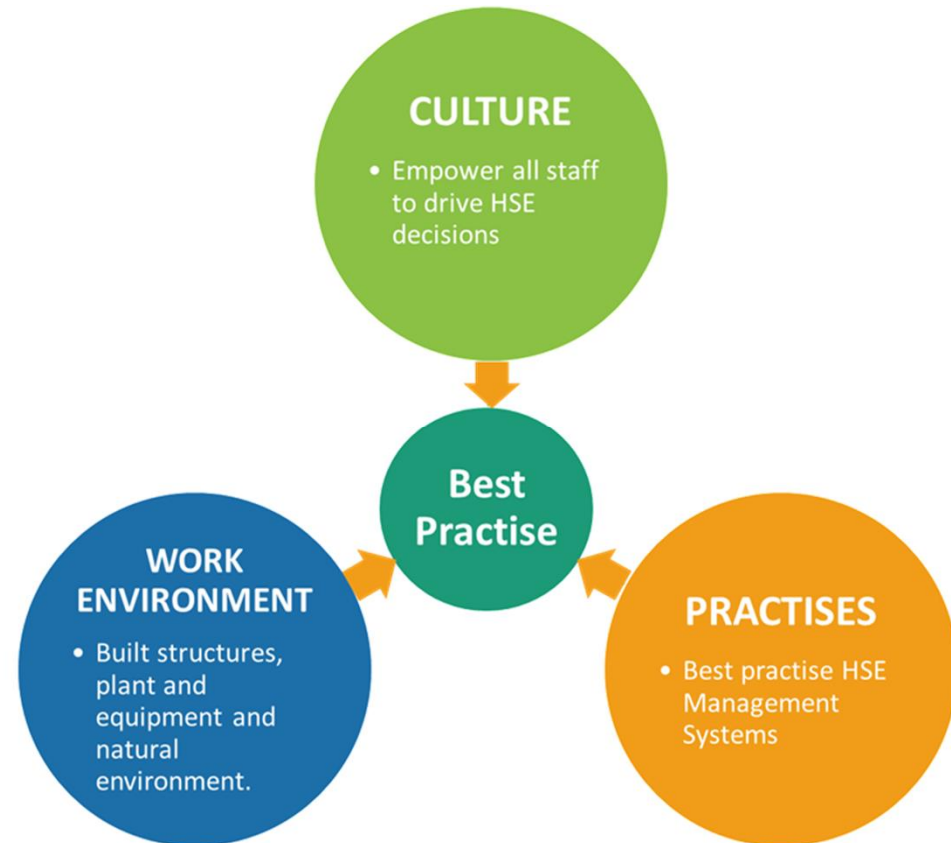
# Corporate responsibilities in the Australian sheep industries

Provide leadership and investment in:

- Best practice
- People
- R&D
- Environment
- Health and safety
- Animal welfare
- Corporate Social Responsibility

# HSE / AW Strategy

- HA recognises agriculture has almost the worst record for safety performance.
- Our strategy focuses on three key areas.



# HSE and AW Strategy

**Hassad Australia**  
**HSE ALERT**  
Health, Safety & Environment  
First director prosecution and conviction under new WHS legislation  
Feb 2016  
All Properties

NIW WorkCover has brought the **first successful prosecution under the harmonised Federal safety legislation**. The fines imposed were \$15,000 personally for the director and \$150,000 against the company.

**What happened?**

- The Director of the company instructed an employee to remove plastic from the roof of a greenhouse.
- No instruction was provided on how this task should be done, nor was any fall arrest equipment provided.
- The employee decided to use a ladder to climb onto the roof and to pull away the plastic while standing on the gutter.
- The employee lost his balance and fell 2.5 metres, suffering a spine fracture and quadriceps.

**No fall arrest equipment or spotter**  
**No safe work platform**  
**No safe work procedure**

The court found the employer:

- failed to comply with the Safe Work Australia's "Managing the Risk of Falls at Workplaces Code of Practice";
- there was **no risk assessment** for the task and no safe work procedure to follow; and
- the employee was not assisted in undertaking the task and was not adequately supervised.

Hassad Australia has fall arrest equipment available for all work at heights tasks, and use a work permit to manage the risks, controls and instructions for work at heights tasks. Using a trained spotter is also a key component of the work permit process.

**What does this mean for me?**

In this pivotal decision, it has verified that directors and managers must show they have taken reasonable steps to adhere to their safety obligations to avoid prosecution, and Hassad Australia managers could expect a similar fine if a failure in the work at heights work permit process causes injuries on our farms.

Any questions, please contact [jason.crooks@hassad.com](mailto:jason.crooks@hassad.com) or 0422 408 334.

**Hassad Australia**  
**HSE ALERT**  
Health, Safety & Environment  
Vehicle Roll Over Incident  
All Properties

5<sup>th</sup> Aug 2015

Please be advised that a vehicle rollover incident occurred on farm yesterday. We would like to provide guidance and request staff to remain vigilant when operating mobile machinery in wet and hazardous conditions.

**Detail**

A light vehicle was travelling on an internal clay track at approximately 40-50km/hr and came to a slight bend. The vehicle slid out around the corner losing traction on the clay and slipped off the road. It then dug into the topsoil off the track and rolled in a 1/4 turn. The driver was not wearing his seatbelt when the vehicle rolled.

The track did not appear slippery to the driver as the surface was not disturbed after the light rainfall overnight. Although the incident could have been catastrophic for the driver, his injuries were limited to bruising and minor muscle soreness.

**Actions**

Hassad will undertake a mandatory investigation into the incident, however managers are requested to discuss the following at an upcoming toolbox meeting:

- Remind drivers to be cautious and to wear seatbelts at all times, particularly in wet conditions**
- Discuss driver competency with staff. What farm roads do workers not feel confident driving on in wet / hazardous conditions?**
- Evaluate on a group whether there are particularly hazardous sections of road on your farm, which might require either speed limits to be reduced, warning signs to be erected and/or additional maintenance to occur and decide on a course of action.**

Please enter relevant actions into the GreenRoom. If you have any further questions, please contact [jason.crooks@hassad.com](mailto:jason.crooks@hassad.com) or 0422 408 334.

**Hassad Australia**  
**AW ALERT**  
Animal Welfare Audits  
All Properties

9<sup>th</sup> Feb 2016

**Background**

Hassad will be initiating its annual AW audit program to evaluate our recently released AW Standards. The audit program will be integrated with the HSE Audit Program, and will commence from 14<sup>th</sup> March in NSW.

**What to expect from the AW Audits**

The HSE Team will require 1-2 days per property for the joint HSE/AW audits. As the first AW audits, the audit process will be mostly informal in an effort to gauge whether the AW systems are fit-for-purpose.

The AW audit will include interviews with property staff, review of documentation and records (including AW inspections, incident reports and SWPs) and visual inspections of operations (including feed / water availability, shelter structures, working dogs, livestock transport and animal husbandry).

**How to Prepare for the AW Standards Audit**

No specific preparation for the audits is required, other than continuing to implement the AW systems defined in the On-farm requirements circulated with the last 3 monthly reports.

For additional information or assistance, please contact Jason Crooks ([jason.crooks@hassad.com](mailto:jason.crooks@hassad.com) or 0422 408 334).

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# People

- “ Company committed to both personal and professional development of staff
- “ Training opportunities
  - Graduate program
  - Jackaroo & Jillaroos
  - Graduate certificates in agriculture
  - Marcus Oldham courses

Two recruitment posters for the NextGen Leaders Program by Hassad Australia. The top poster features a woman in a light-colored shirt standing in a field of tall grass. The bottom poster features a man in a hat sitting on a fence, with sheep and a windmill in the background. Both posters include the Hassad Australia logo and contact information.

**HASSAD AUSTRALIA**  
HASSAD AUSTRALIA

**NextGen.**  
LEADERS PROGRAM

P: 02 9900 3710 E: employment.au@hassad.com W: www.hassad.com.au  
Level 18, 201 Miller Street North Sydney, NSW 2060

**HASSAD AUSTRALIA**  
HASSAD AUSTRALIA

**Recruits for attitude,  
trains for skill and rewards ability.**

Who we are looking for:

- Final 2nd and 4th year Graduates
- Passion for Agriculture
- Strong OHS
- Highly proactive, adaptable and flexible people

Successful applicants will receive:

- Broad range of practical, hands-on skills in business, livestock and grain production
- Continuous training and feedback from experienced mentors
- Full time employment
- Competitive advantage and opportunities for career advancement
- Exposure to best practice management systems
- Good accommodation on farm

**NextGen. Leaders Program entails:**

- A 2 year program, consisting of rotations covering:
  - Livestock Operations
  - Cropping Operations
  - Mixed Operations
  - Corporate Head Office
- (NB all placements include a self-managed project to be completed within each rotation)

**NextGen.**  
LEADERS PROGRAM

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