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	<b>Avocado Health and Safety Sampling Standard</b>	

## 1.0 PURPOSE:

The purpose of this policy is to keep Eurofins BOP Workers safe on orchards.

This document outlines Eurofins BOP Health and Safety policies and procedures as they relate to external parties and to give clarity and definition around the circumstances on orchards that are not considered safe.

This document is also available on the Eurofins BOP website.

## 2.0 SCOPE:

Eurofins BOP Health and Safety policies and procedures as they relate to external parties.

## 3.0 DEFINITIONS:

### **Orchard Representative:**


Is the person responsible for managing health and safety on orchards on a day to day basis and will be the main person Eurofins BOP can communicate with on health and safety related matters on orchards including access, risks, emergency procedures. This may be the Grower, an Orchard Manager, a Packhouse contact or CRM. This person must be able to either remedy any risks or hazards directly or work directly with e.g. a Grower/Orchard owner to achieve the same.

The person listed as a 'Primary Contact' within the Eurofins BOP system will be the assumed orchard representative. Please ensure these details are accurate or where different this is communicated.

## 4.0 DOCUMENTS:

### **Associated Documents**

Eurofins Health and Safety Policy  
 Risk Register: Travel/Orchard Sampling  
 Hazard Identification and Risk Management Procedure  
 Avocado Orchard Stop Sampling Procedure  
 Emergency and Evacuation  
 Accidents, Incidents and Notifiable Events  
 Lone Worker Procedure

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## 5.0 PROCEDURE:

### 5.1 Risk Management Strategy

Risk management at Eurofins BOP is achieved through a systematic and iterative process of identifying and assessing risks in our workplace, eliminating or minimising those risks, monitoring risk controls, and reviewing their effectiveness. This process is comprehensively detailed in the document Hazard Identification and Risk Management Procedure and is articulated in Risk Registers.

#### On Orchard

Risks on orchards must be communicated to Eurofins BOP by growers or grower representatives e.g. Packhouse's or orchard managers through the Eurofins website. This is articulated on Collectors Reports and sometimes orchard maps for hazards (or terrain features) that cannot be changed e.g. ponds, power lines rivers, steep banks etc.

Where risks are found on orchards, Samplers are able to report these through the in-house software app Tracking 3. These are then communicated to the Orchard Representative (e.g. Packhouse representative, grower, orchard manager as provided). Any new orchard hazards can be added to the collector's report.

Where an orchard is considered unsafe for sampling due to unmitigated health and safety risks, the Orchard Stop Sampling Procedure will be followed.


### 5.2 Eurofins Sampler Training and Equipment

Eurofins BOP invests significant resource and effort into training Eurofins BOP samplers to carry out sampling activities. This includes a combination of classroom-based in-house training, field based on the job training and supervision. Samplers are retrained seasonally and regularly audited for quality and safety. All samplers will complete annual refresher driver training.

Samplers are trained to carry out and record safety checks on Eurofins BOP equipment before going onto orchard and to follow the health and safety information pertaining to that orchard as detailed on the Collectors Report and/or upon arrival at an orchard e.g. hazard board/site induction.

Eurofins BOP samplers will carry out a health and safety risk assessment (RECON) prior to carrying out sampling activities.

Furthermore, Samplers are also trained to assess risk whilst carrying out their work on orchard, acknowledging that orchards are dynamic work environments and a shared workspace with multiple contractors.

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### 5.3 Eurofins Sampler Personal Protective Equipment (PPE)

Eurofins BOP samplers are equipped with lone worker technology using the [Loner Bridge System](#) which communicates continuously with our Operational Services team and can be activated if a fall or no motion is detected in the event of an emergency. Where a sampler does not have Lone Worker technology issued, they will operate under the secondary safe work system as detailed below.

Samplers must wear high viz vests, carry a working cell phone, (also used to track samples and samplers), a charging backup facility, flagging tape to mark any on-orchard hazards, their Loner device and a first aid kit in their vehicles when conducting sampling activities.

### 5.4 On Orchard Communication Strategy

Eurofins BOP will send a text message to the Orchard Representative the day prior to sampling indicating the date sampling will occur and asking for any additional risks to be communicated to Eurofins BOP.

Where a grower or orchard representative has requested a call prior to sampling, but that contact person (or persons) cannot be reached, or if the sampler is unable to locate the hazard board/sign in book on arrival, or a sampler is unable to complete any other arrival safety formality as requested by the orchard representative, the sampler will call the Operational Services team to discuss the matter. Where Operational Services is not able to contact a person connected to that orchard within 15 minutes, sampling will not occur and a collection fee will be applied.


Where a sampler is not in cellphone range, Eurofins BOP will use best efforts to contact an orchard representative. Note in these circumstances ticking the requirement 'call Orchard Representative' prior to sampling is not recommended.

### 5.5 Lone Worker Procedures

Eurofins BOP operate a primary, secondary (text/call in/out of orchards where lone working technology has not been issued) and tertiary safe work system (personal locator beacons for lone workers operating in very remote locations or out of cellphone range. A copy of this procedure can be made available on request.

Eurofins BOP Operational Services team continuously monitor Loner technology which links to GPS and works independently of cell phone coverage. Eurofins BOP operate a clearly defined protocol to follow in the event of a device being activated or if contact is lost with a sampler within a specified time period.

Phones also have an additional GPS tracking facility installed (Tracking 3) which is monitored by Operational Services and linked to the sampling process but may also be used as a safety backup system.

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## 5.6 Emergencies, Accidents, Incidents and Near Miss Event Reporting and Investigation

Eurofins BOP have procedures in place to ensure all emergencies, accidents, incidents and near miss events are appropriately recorded, investigated, managed and reviewed. This procedure can be made available on request.

## 5.7 Standard Operating Procedures

This is not an exhaustive list to cover all circumstances encountered on orchards, rather a selection of commonly encountered risks and their controls, focusing on when stop sampling procedures may apply in order to protect our samplers.

Refer to the document: Avocado Orchard Stop Sampling Procedures for this process.

Eurofins BOP expect our samplers to stop sampling where the following circumstances are encountered. A description of each circumstance is covered under the headings below:

- Tree pruning's
- Long grass and Holes
- Spraying
- Hydralada's
- Track maintenance and access
- Aggressive/violent growers/orchard contacts or contractors


**Note1:** In all instances where the sampler visits the orchard and a sample is unable to be taken, a sample collection fee will apply.

### Tree pruning's

Uncleared tree pruning's impede access to and around trees. This may affect the representation of a sample. Pruning's around the trees restrict visibility of the terrain beneath which may put the sampler at risk of injury. Where tree pruning's prevent access to or around trees, the sampler will take pictures and call Operational Services to discuss. Stop sampling procedures may then apply. A sample may need to be rescheduled in this instance and a collection fee will apply.

### Examples of unacceptable tree pruning's affecting access to trees:



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### Long Grass and Holes

Long grass restricts the visibility of the terrain in front of the sampler i.e. slopes, holes, debris, fallen structures etc. These cannot be easily seen in long grass and increase the risk of slips, trips and injury (e.g. broken/sprained limbs) on foot.

Holes on orchards increase the risk of injury from slips, trips and falls.

Where the holes are intermittently dispersed through the orchard, the orchard representative should flag/mark or isolate these hazards so that a sample can be safely completed.

Grass should be mown in the areas sampling activities are to take place (including headlands and access ways) prior to a sample request. This is also an opportunity for growers/orchard managers etc. to review and report any significant hazards on orchards prior to sampling commencing.

Where a sampler arrives and the grass/weeds sward length is over 30cm in length in the areas where the sample is required (including access/headlands), the orchard will not be sampled. The sampler will take pictures and call Operational Services to discuss. Stop sampling procedures may then apply.

Where the block(s) to be sampled including access routes have large, deep or multiple holes that may put the sampler at risk, the sampler will take pictures and call Operational Services to discuss. Stop sampling procedures may apply.


**Note:** The above does not apply to areas where samplers will not be travelling/accessing.

### Examples of unacceptable grass/weed length on avocado orchards:



### Spraying

Exposure to agricultural sprays and residues can be harmful to the health of our samplers and may result in both acute and chronic effects. Eurofins BOP risk mitigation strategy is based on

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the precautionary principle and considers all workers in our supply chain e.g. from samplers to lab staff that may also be exposed to spray residues.

It is the responsibility of the sample requestor to avoid sample requests where spraying is occurring.

Samplers are trained to check the Orchard spray board before entering the orchard. It is a legal requirement for the spray board to be completed correctly and in place outside the orchard 24 hours prior to spraying.

There are a range of scenarios where stop sampling may apply:

- If spraying is in progress in the blocks requested to be sampled when a sampler arrives, then the orchard will not be sampled.
- If the sampler suspects fruit could have been sprayed and the spray board has not been completed. This could be indicated by the following signs: There is no condensation on the fruit, the fruit is dripping and it is a fine day, recent tractor wheel ruts under the canopy.
- If the sampler suspects fruit could have been sprayed and the spray board has been completed either correctly or incorrectly This could be indicated by the following signs: There is no condensation on the fruit, the fruit is dripping and it is a fine day, recent tractor wheel ruts under the canopy.
- If spraying starts in the blocks requested to be sampled while the sampler is sampling the orchard, the sampler will leave the orchard.
- Where there is a risk of spray drift e.g. when a neighbouring block (including a different KPIN) is being sprayed e.g. spray mist is visible or a spray unit can be seen operating in the orchard or block regardless of the spray applied.

In the above circumstances, sampling will stop and the sampler will call Operational Services to report and discuss any of the above circumstances. Operational Services will contact the Orchard Representative or other parties associated with the orchard to confirm the presence/absence of spraying. On the basis of these discussions, sampling will either continue or be stopped.

Eurofins BOP will return and collect the sample in line with any minimum re-entry period. As a minimum precaution, fruit will not be collected on the day that it has been sprayed.


If a sample has been scanned in the tracking app for collection and if any of the circumstances above are encountered, the sample will be cancelled and a new sample will need to be requested by the Packhouse or grower. A cancellation fee may be incurred.

### Hydraladas

Under no circumstances will Eurofins BOP samplers use hydralada's to collect a sample. Where these are in operation on orchards for the purposes of harvesting, Eurofins BOP samplers will not collect a sample.

As above, the sampler will call Operational Services to discuss. Stop sampling procedures may apply.



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In rare circumstances, a Hydralada is necessary to obtain a sample e.g. Motititi Island. This must be collected on behalf of the sampler by a trained and competent operator. This must be pre-arranged with the grower/packhouse and Eurofins BOP. Eurofins BOP Samplers will wait in a safe area away from orchard areas/trees while this sample is collected.

#### **Track Maintenance and Access**

When maturity areas to cannot be accessed safely by a sedan car using designated tracks or if the designated access ways/tracks are unsafe to drive e.g. holed and waterlogged, samplers will take pictures and call Operational Services to discuss. Stop sampling procedures may apply.

#### **Aggressive/violent growers/orchard contracts or contractors**

Workplace violence is a health and safety risk and includes any act where a person is abused, coerced, threatened, intimidated or assaulted. A number of Eurofins BOP samplers have experienced serious incidents of violence on orchards. Therefore, additional controls have been put in place to protect them during the course of their work.

Eurofins BOP operates a zero tolerance policy in relation to violence in the workplace. This includes violent or aggressive persons that samplers or any other member of staff may interact with on orchards or in the course of their work. This behaviour is completely unacceptable and will not be tolerated by Eurofins BOP or any of their staff. Stop sampling procedures will apply when a sampler feels or is: intimidated, abused (either physically or emotionally), coerced or pressured into deviating from standardised sampling protocols.

The sampler will not engage, will leave the orchard and call Operational Services to confirm and record the incident. Samplers are trained to minimise engaging with anyone on orchards unless necessary for safety reasons.

Any incidents with aggressive growers or other persons will be recorded against the orchard for future reference on collection reports and additional controls may be applied which will result in a higher collection fee.

#### **6.0 DOCUMENT REVISION HISTORY:**

<b>Revision</b>	<b>Section Changed</b>	<b>Description of Change</b>	<b>Author</b>	<b>Revision Date (DD-MMM-YY)</b>
<b>1</b>	NEW	-	Eurofins BOP	14 May 2018