



Annual Report

2023-2024



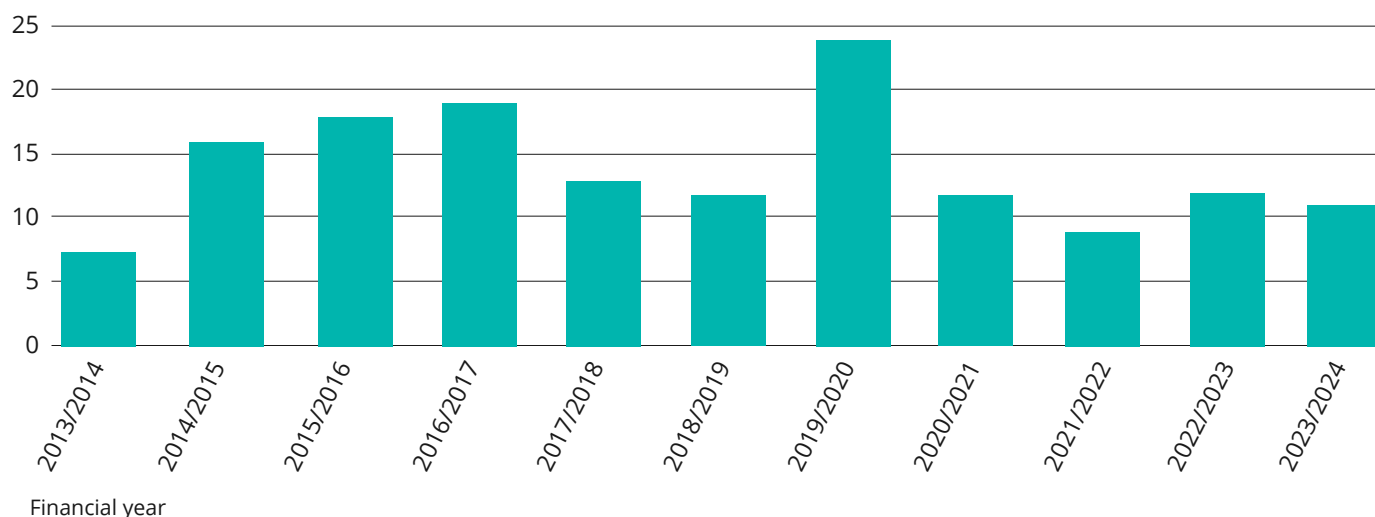
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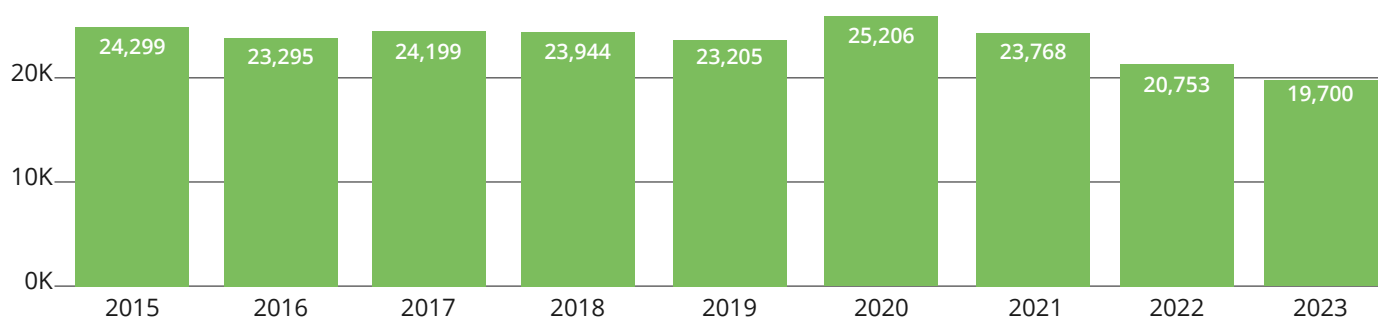


The year at a glance

Annual Agriculture Fatalities by Fiscal Year (July-June)



Number of ACC claims in Agriculture



Widespread media coverage
(58 national and rural press
articles and TV)



500+ farmers, workers, families
engaged directly with Safer
Farms initiatives



Farm Without Harm presence
at Mystery Creek Fieldays in
collaboration with eight members



3 Up Our Game webinars
(171 registrations)



109% increase in new
memberships (from 22 to 46)



Significant increase in visibility
due to the *Half Arsed Stops Here*
campaign

Foreword



Everyday farming people protecting one another from preventable harm, that is the vision of the Farm Without Harm strategy and action plan. It paints a picture of a new way of operating, a common purpose and understanding that we will only be okay when we are all safe from harm. You, our members, embody this ethos and bring the vision to life, by working with us to share knowledge and resources, which we use to help reach into our farms and communities motivating and building the capability for change. You can see this change in how we are working, an evolution from our early days. We are utilising your leadership to reframe safety conversations, to promote what good looks

like and to highlight the challenges we still have to solve. At the board level we have had some changes as well, welcoming directors Stephen Guerin and David Chin and saying farewell to Francois Barton, thanking him for his significant contribution to Safer Farms.

Ngā Mihi,



Lindy Nelson

Safer Farms Chair and Farm Without Harm Ambassador



The 2023-24 fiscal year was marked with a run of accidents on farms, and our hearts go out to each and every family and community affected by these tragedies. The toll of this harm underlines the importance of our work and is galvanising the sector into action.

In the fiscal year ending June 2024, Safer Farms started the implementation of the Farm Without Harm strategy. Off the back of a successful launch of the strategy and pledge signing, we turned our attention to building more visibility and engagement on the topic of safety with farming people across the country. The "Half Arsed Stops Here" campaign was launched and garnered significant media attention, and we attended events such as the New Zealand Agricultural Show and Mystery Creek Fieldays.

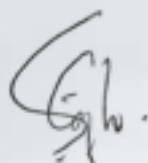
With more attention on the subject of safety on farm, we have been providing farming people with practical knowledge in a distinctive farmer voice. Throughout the year we've shared farmer learnings through short videos, safety alerts and webinars. We have also built a web resource with some helpful safety information. We were able galvanise the sector into action after a series of quad bike tragedies on farm this year.

Our members have been critical to achieving these results. Thanks to all of you who have shared your good practices and the learnings from your incidents, who have contributed in-kind efforts and advice to our work streams, who have participated in our webinars and events, and those who have stepped up with some visible leadership on the subject of safety. But most of all thanks to everyone across the sector who has started a safety conversation, asked a powerful question or shared a resource. Only by working together will we be able achieve our goal of reducing the injuries and fatalities on farms.

Our relationship with ACC has been a key part of our success. This year saw the successful completion of our grant which provided much of the funding to implement the initiatives above. The positive outcomes we achieved in the programme placed us in a good position to submit a business case this year to ACC for a 5-year partnership with their injury prevention team. ACC recognises that Safer Farms has the support of the sector, the necessary leadership, and a credible plan to address the harm that occurs to our farming whānau. With a steady source of funding, the partnership will be a key enabler in the ongoing implementation of the Farm Without Harm initiatives.

I would like to thank all our directors for their leadership and dedication to the cause and especially to the team on the ground who are doing the mahi. Together with our members, and with the support of our key partners, we will build on what we have already achieved and significantly reduce the human toll in farming.

Ngā Mihi,



Stephen Esposito
CEO



Working together, leading change

As a member-based organisation dedicated to leading and inspiring a safer farm culture throughout New Zealand, Safer Farms' achievements would not be possible without the commitment of its members. There has been significant membership growth this year (up 109%) and there have been many examples of members working together to lead change and to make our farms safer.

There is evidently a collective drive within the sector to address harm in agriculture and Safer Farms could not be more proud of the work its members are doing, as a sector.

These are some of the ways members have delivered on their 2023 pledge:

- Participated in our Safer Farming Passport at Mystery Creek Fielddays® highlighting initiatives to reduce harm on farms
- Attended monthly health and safety resource development meetings
- Developed and funded programmes to incentivise crush protection devices (CPDs) on farms
- Provided in-kind space at events to help increase Farm Without Harm's visibility
- Shared our initiatives with their farmer networks
- Supplied real life incidents and lessons for sector wide learning via Safety Alerts
- Provided in-kind speakers for events and webinars
- Led and participated in quad bike steering groups and workstreams to address critical harm areas.

Current Safer Farms members

- | | |
|------------------------------------|---------------------------------------|
| • AFFCO | • Huiarau Farms Partnership |
| • Ag Drive Limited | • JD & RD Wallace Limited Partnership |
| • AgFirst Central - Rotorua Office | • Landpro Limited |
| • Agri-Women's Development Trust | • LIC |
| • AgriSmart | • Matakanui Station Ltd |
| • Alliance | • MHV Water |
| • Ange's Agribusiness Services Ltd | • Newton Lee Willows Limited |
| • ANZCO | • Orete |
| • Ātihau Whanganui Incorporation | • OSPRI New Zealand |
| • Ballance Agri Nutrients | • Pāmu/Landcorp |
| • Camden Group | • PGG Wrightson |
| • CountryWide Media | • Pouarua Farms |
| • Craigmores Dairy II Services Ltd | • Rabobank NZ |
| • Craigmores Farming Services Ltd | • Ratahiwi Farm |
| • Dairy Holdings Ltd | • Ravensdown |
| • Farmlands | • Riverlock Group Holdings Ltd |
| • FarmRight | • Rural Contractors NZ |
| • Federated Farmers of NZ | • Silver Fern Farms |
| • FMG | • Southern Pastures Ltd |
| • Fonterra Ltd | • Synlait Milk Limited |
| • Glenaroy Station | • Terracostosa Ltd |
| • Green Meadows Farm Company Ltd | • The Share Farming Consultants |
| • Greenlea Premier Meats Ltd | • Wainaki |
| • Highveld Pastures Limited | |

What we do

Safer Farms is the Kaitiaki (steward) of the sector-wide Farm Without Harm (FWH) strategy and our role is to lead and inspire the agriculture sector to make farms safer places to work and live.

We work alongside our members, partners and stakeholders to amplify and support the work already being undertaken, ensure visibility and share learnings across the sector, and facilitate strong, aligned leadership to drive a culture of care on farm.

The Farm Without Harm strategy

Farm Without Harm is a bold, system-wide strategy and action plan that has been developed by the agricultural sector, for the agricultural sector.

Safer Farms commissioned this work in 2021 in response to concerning and persistent rates of harm on farms. Developed over two years, the Farm Without Harm strategy was co-designed with farmers and their communities, iwi, Māori, industry leadership bodies and primary sector organisations to deliver tangible on-the-ground impact. The strategy reflects the community's plan to drive practical changes that prevent physical and mental harm to our farming whānau. In the spirit of rewriting our story of harm for good, Safer Farms is committing to being the guardian of the strategy.

The strategy was launched in June 2023 with public events on farms in the North Island and South Island. Organisations across Aotearoa, including Safer Farms members, signed a pledge to work together to implement the plan.

Read the strategy at

www.saferfarms.co.nz/farm-without-harm




New Zealand's farming sector has a vision.

FARM WITHOUT HARM

Every day, farming people protect each other from preventable harm

As farming Kiwis, it's in our DNA to protect one another from harm. But sadly, we are failing.

Agriculture remains one of the most dangerous places for New Zealanders to work.

Farm Without Harm is the industry-wide strategy that is our line in the sand and our 6-year action plan. It is all of us standing together and no longer accepting the human toll in producing food in Aotearoa New Zealand.

We, as farmers and farming leaders, are committing to design preventable harm out of our farming systems and leading a culture of care among us – one that goes beyond high-vis and helmets. No more fractured policy-making or shifting the responsibility of safety onto individuals.

Let's be world-leading in protecting our people from preventable harm, every day.

5 system-enabler pillars

- Mental wellbeing
- Vehicle safety
- High impact harm reduction
- Economics & animal handling
- Exposure to chemicals and airborne risks

Visit farmwithoutharm.org.nz to get involved

Mark Leslie
CEO, Pāmu

"I want the people that work, live and visit our farms to know they will go home safely every day and feel valued for their efforts. We owe this to everyone who works on farm in New Zealand. This is why Pāmu actively supports Safer Farms as an organisation who are dedicated to leading & inspiring a safer farm culture ultimately preventing injury and fatality on farms. We must do this together, everyone has a role in making agriculture a safer place."

Our key achievements

Safer Farms launched its bold sector-wide Farm Without Harm strategy in June 2023 with the aim to reduce harm on farm.

Our approach involves motivating farming people into taking action and supporting this by building knowledge and capacity in the sector through leadership and collaboration.

We commenced stage one of the strategy, engaging our hearts and minds with the bold “Half Arsed Stops Here” campaign. This was a nationwide above and below-the-line campaign that got people’s attention and used language that resonated with our sector. It asked a provocative question: “Surely we can do better than this?”

This approach has introduced a new ‘farmer voice’ to health and safety. The safety agenda continued through ongoing media attention, social media content and attendance at some key farming events, which has started to grow the profile of Safer Farms and the issue of farm safety.

This has been coupled with sharing insights and knowledge with farming people to encourage them to make improvements in the way they approach and manage safety. We publish ‘Safety Alerts’ to share learnings from real life farming incidents with colleagues, create videos, and conduct webinars to share experiences and learnings from other farmers. We developed a resource hub as a place for people to access helpful resources. All of this is being done hand-in-hand with our members who are contributing time and knowledge to these initiatives.

**We're doing
the smart thing.
Because,
it's the right thing.**



NZ farming is stepping up to reduce harm, and protect our communities.

Add your voice, at farmwithoutharm.org.nz



Counter cards displayed in Farm Source stores.

The Farm Without Harm strategy provides the agenda for enduring change. Safer Farms is driving aligned and visible leadership with members and other key stakeholders in the sector. A notable achievement is the delivery of the outcomes expected from the grant that ACC provided Safer Farms over the last two years, and the acceptance of an enduring 5-year partnership to take the Farm Without Harm strategy forward into the future.



**It's time to farm
without harm.**



PGG Wrightson x Farm Without Harm bumper stickers handed out in stores.

Winning Hearts & Minds – Engaging and motivating farmers

Safer Farms has made good progress in the re-framing of agricultural health and wellbeing since the implementation of the Farm Without Harm strategy began. The first step in winning hearts and minds focused on raising awareness.

The campaign centred around rallying farmers and leaders around a unified message, reinforced by distinctive branding such as '*Half Arsed Stops Here*' and '*Safe Farming Starts Here*'. Central to this success

was the strategic use of authentic farmer voices and narratives, which significantly amplified the reach and impact of communications. This included the use of various farmer stories and videos that were shared widely via various media. This farmer-to-farmer communication has allowed Safer Farms to tackle this difficult topic in a relatable way for the audience.

Being where farmers are

New Zealand Agriculture Show with Farmlands (November 2023)

This was the first time Safer Farms had taken the *Half Arsed Stops Here* campaign on the road. Farmlands offered a space on their stand in-kind. To facilitate engagement, the team developed various materials, including printed Safety Alerts, a deck of conversation prompt cards to engage visitors around safety topics, and a competition for newsletter sign-ups. Members and Safer Farms board members collaborated to run the stand and speak with farmers across the multi-day event.



"Farmers relate to real life stories - these are powerful and can be used for others to learn."

Farm Manager, Safer Farms
Pledge Survey

Mystery Creek Fieldays® (June 2024)

Mystery Creek Fieldays® was used as an opportunity to showcase the initiatives undertaken by our members to keep farmers and their staff safe. Eight members, including PGG Wrightson, LIC, UBCO, Fleetpin, Greenlea, AFFCO, DairyNZ and Farmlands, participated in a Safer Farming Passport activation where attendees were encouraged to visit participating stands to learn about a safety initiative and gain a stamp for their passport. The passport was returned for a draw to win a \$1000 Farmlands voucher. Rabobank also hosted Safer Farms for an afternoon tea in their tent, providing an opportunity for members to network.

This was a successful initiative in terms of visibility and demonstrating sector collaboration around health and safety on farm.



Industry conferences

Safer Farms has also been invited to speak at industry events such as the Meat Industry Association Conference, Rural Contractors, and South Island Dairy Event (SIDE).

Raising awareness by being part of the conversation

Safer Farms has attracted significant national media attention this year. Lindy Nelson was appointed as the Farm Without Harm Ambassador to act as a spokesperson on behalf of the strategy. This has resulted in frequent and consistent messaging in the media which has contributed significantly to our visibility.

Safer Farms also secured a regular column in Stuff's NZ Farmer Magazine to feature learnings from incidents (Safety Alerts), influencing a change in how health and safety is communicated in the media. Safer Farms and Farm Without Harm has been featured in more than 50 media over the year including: The Country, NZ Herald, Radio New Zealand Rural News, TVNZ 1 News, CountryWide Media, Otago Daily Times, Farmer's Weekly, Rural Round-up, Farmlander Magazine, Newstalk ZB Mike Hosking Breakfast Show.



Farmers Urged To Look At How They Can Reduce Quad Bike Accidents

ON AIR MIKE HOSKING BREAKFAST

Newstalk ZB Mon, 11 Dec 2023, 7:52am



Remember how you lived to tell the tale?

Annexa News
March 11, 2024

Farmers are invited to share stories to do with farm vehicle close shaves, in the name of improving safety.

LINDY NELSON
Safer Farms New Zealand Chairperson

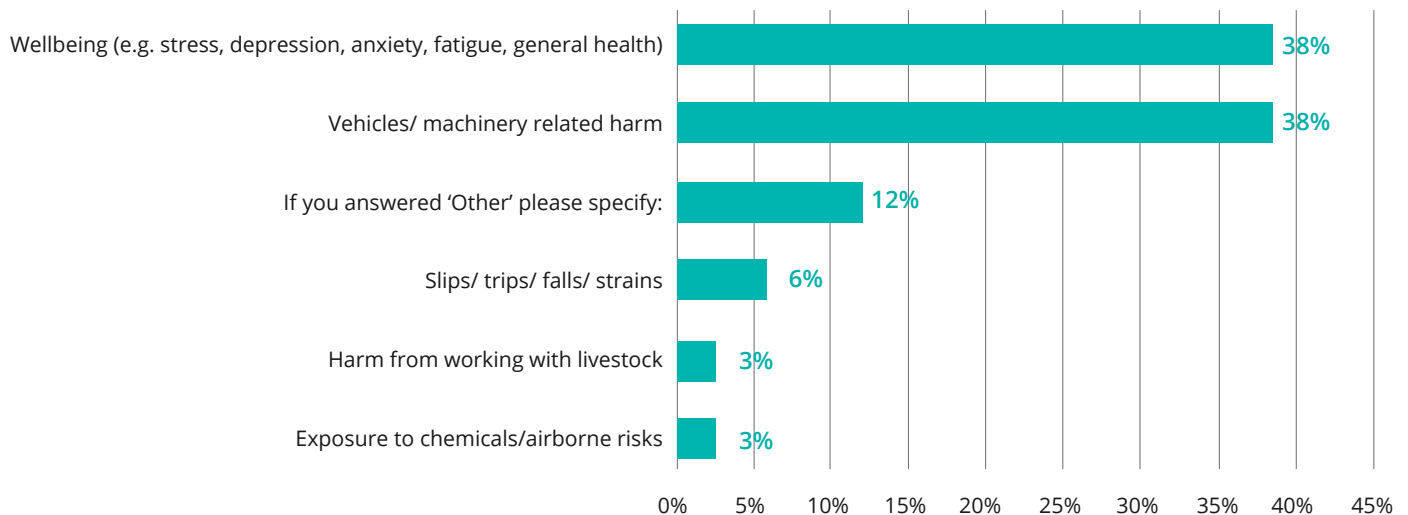
1 news

Insights and learning

Winning hearts and minds is only one part of the puzzle; building capability and knowledge through insights and learning has also been a strong focus in the year.

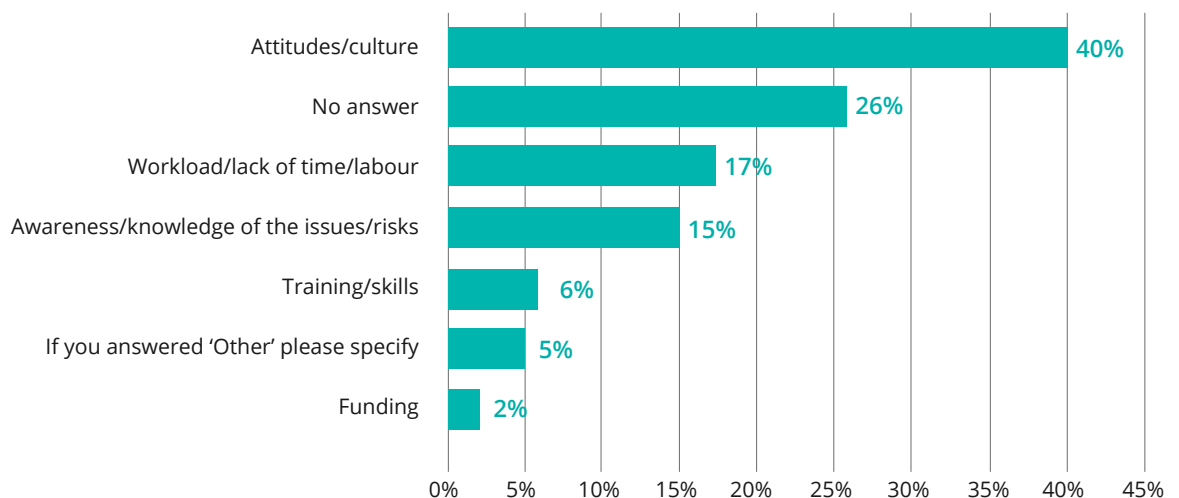
Over the year, Safer Farms conducted surveys of those who signed the pledge, as well as a member survey. Insights inform our approach and focus.

What is your top worry/fear regarding health, safety & wellbeing on-farms?



Source: Survey of Pledge Signees

What do you think is your main barrier to improving health, safety & wellbeing on-farm?



Source: Pledge Survey

Resource Hub

Safer Farms is developing a farm safety resource hub as part of the Farm Without Harm website. The vision is a place where farming people can find helpful information about farm safety in one place, presented in a way that farmers can relate to. Members contribute to this resource, which results in it being a “by farmers, for farmers” approach.

The development of the Farm Without Harm website as a resource hub with regular Safety Alerts has attracted more than 15,000 unique visitors, up 3000% year-on-year.

<https://farmwithoutharm.org.nz/new-resource-hub>



Educational initiatives and workshops

1. 'Up Our Game' webinars:

Three more 'Up Our Game' webinars were delivered, and focused on where to start and how to have good conversations about safety on farm.

More than 170 people registered for the webinars which were about changing the conversation by moving away from seeing safety as compliance, and instead seeing health and safety as the [outcome of great work](#).

- They covered a range of relevant and topical content for farmers and others in the industry to learn from.
- Feedback was very positive that these were a helpful format to deliver information and provide a forum for discussion.
- They are an effective way to talk directly with farmers around topics that are challenging and where resources aren't readily available.
- There was a good mix of farmers and members attending.

2. Safety Alerts:

Safety Alerts are learnings from real life incidents that have happened on farms which members share with Safer Farms and are then converted into one-page handouts.

These have been a very effective tool in enabling farmers to learn from each other. Safety Alerts have been well received and remain the most visited page on the [Farm Without Harm website](#). They are increasingly shared widely by the sector and influential farming channels, creating conversation around harm areas. Some safety alerts are getting up to 20,000 views. They are published in the media on a regular basis and through members' 'direct to farmer' channels.



“Top class line up of inspirational and deeply insightful speakers”.

Feedback on Up Our Game

Focus on key harm areas

The Farm Without Harm strategy identifies a focus on the four key harm areas that the data shows will have the greatest impact. In this year, Safer Farms commenced work on vehicles and psychosocial harm.

Vehicles

In late 2023, Safer Farms brought the sector together in response to the growing rate of quad bike deaths and serious injuries. This resulted in a four point action plan to address the harm from vehicles, with the initial focus on quad bikes. The plan aimed to:

- lay the groundwork with farmers/quad bike owners to make a change
- give farmers practical advice on what they can do to reduce the risk from vehicles
- develop and implement safety standards for vehicles
- improve the safety of the quad bike fleet (existing and new bikes)

Led by a cross-sector steering committee, including regulators and the motorcycle industry, a set of workstreams are underway, including:

- Communications and engagement
- Data analysis and best practice
- Safety devices, new technology and incentive programmes

An initial analysis of quad bike accidents was carried out showing that quad bikes are the leading cause of fatalities in agriculture, with 86% of fatalities involving a rollover. The leading causes of fatalities are steep grades, followed by incorrect riding position. A comprehensive review of the literature on quad bike safety is underway.

"Only Safer Farms could bring the whole sector together on quad bikes."

FMG

A list of safety devices available in the market was created and an incentive programme called Safer Rides was designed to provide an incentive rebate

to farmers wishing to fit a crush protection device (CPD) on their quad bikes.

Initial funding for Safer Rides was received from Rabobank, ANZCO, LIC, Craigmore Sustainable and PGG Wrightson (PGW).

A campaign to raise awareness of the dangers of quad bikes and to encourage farm people to take action to reduce risk was delivered through an organic approach. Phase 1 of this started with a series of videos from farmers asking for their 'Two Cents' on farm vehicle safety. More than 40 farmers submitted stories of their experiences from close calls to things they had changed on farm. Following this, four stories were chosen to develop into videos and case studies which were released via YouTube, media and boosted across Farm Without Harm social channels. Alongside the release of the videos, relevant Safety Alerts and resources were released.



Two Cents campaign included statistics and farmer stories on quad-related safety (farmers learning from farmers)

To date, the farm vehicle campaign has enhanced awareness of risks and provided useful resources and initiatives to help minimise them. Much still needs to be done to address the toll of injuries and fatalities from vehicles.

Psychosocial Harm

Safer Farms commenced its work on the complex area of psychosocial harm and wellbeing by convening agri-think tank events in the South Island in Dunsandel, and in the North Island in Palmerston North. These sessions brought together farming people and experts to help identify critical risks to wellbeing on farm and provided the opportunity to brainstorm on a plan for testing and sharing solutions in the future. Approximately 50 people attended.

Partnering, collaboration and leadership

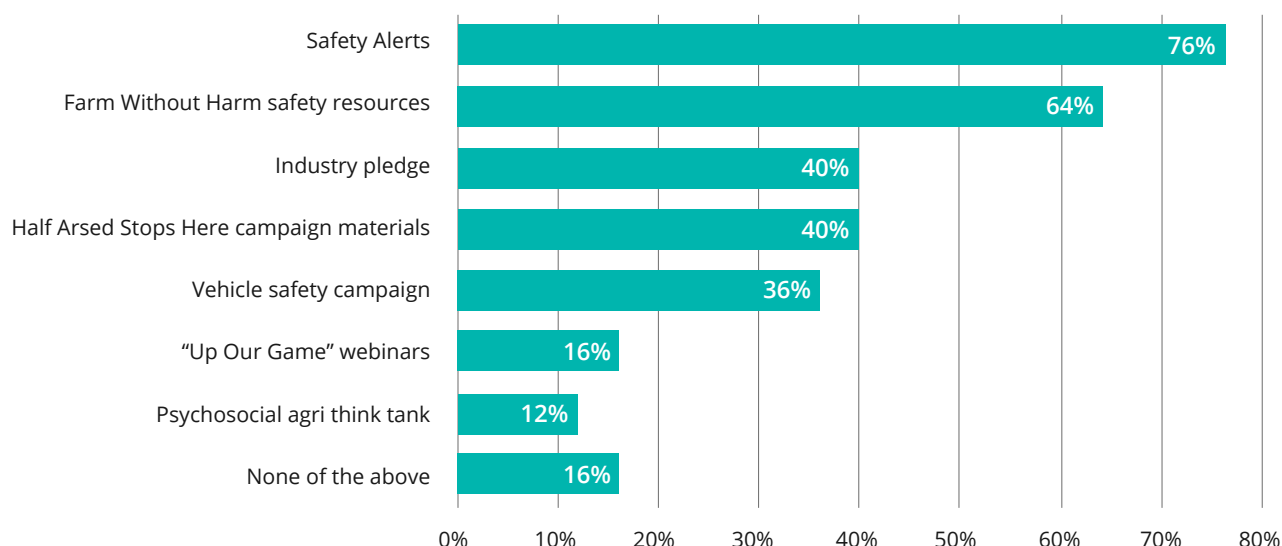
Enduring change will not happen without the entire sector and key stakeholders working together on a clear agenda. Safer Farms works in conjunction with members, including key levy bodies and representative organisations such as Beef + Lamb New Zealand, DairyNZ and Federated Farmers to drive a single agenda forward.

A key example is the work Safer Farms undertook to advise WorkSafe in the development of its [Agriculture Action Plan](#) as part of its strategy refresh. The action plan makes specific mention of the Farm Without Harm strategy and identifies the key actions WorkSafe will take in delivering on the elements of the strategy it can most influence.

Safer Farms has now concluded the grant programme with ACC which enabled implementation of the first phase of the Farm Without Harm strategy. The successful outcomes that resulted from the grant positioned Safer Farms to propose a five year partnership agreement which was accepted by ACC. This partnership will provide a significant funding stream to Safer Farms and will enable the organisation to put considerable resources into the next phase of implementation of the Farm Without Harm strategy.

As highlighted already, support from our members is essential. In the fiscal year, membership has increased by over 100%. A recent membership survey has shown that the resources being provided to members are the most useful aspect of their membership.

Which initiatives have been useful to your organisation? (Members Survey June 2024)



2023-24 Focus Areas

Looking ahead, the focus will be on implementing the next phase of the Farm Without Harm strategy. Here are some of the initiatives that Safer Farms is planning in the next financial year:

System Enablers



Winning the hearts and minds of farming people

Being where farmers are, social media, media commentary, stories and case studies



Partnering, collaboration and leadership

ACC Partnership, regular WorkSafe engagement, ongoing leadership engagement with other key stakeholders



Growing capability and engagement on farm

Safety Alerts, resource hub, farmer videos, workshops and webinars

“Farmers Leading Farmers”

Pilot on-farm safety mentoring programme



Insights & Impact

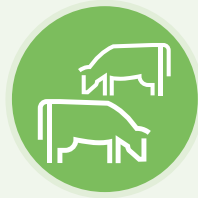
Publish ACC harm dashboard, annual KPI scorecard, and ad-hoc insights

High-Impact Harm Areas



Vehicles

Progress the vehicle action plan (myth busting, Safer Rides Programme)



Livestock

Establish a livestock handling action plan



Performance Report

Agricultural Leaders' Health and Safety Action Group Inc
For the year ended 30 June 2024

Prepared by RIVAL Accounting Limited





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Entity Information

Agricultural Leaders' Health and Safety Action Group Inc For the year ended 30 June 2024

'Who are we?', 'Why do we exist?'

Legal Name of Entity

Agricultural Leaders' Health and Safety Action Group Inc

Entity Type and Legal Basis

Incorporated Society

Registration Number

2673991

Entity's Purpose or Mission

Safer Farms leads and inspires the agricultural sector to make farms safer places to work and live. We are in service to the sector to reduce preventable injury and deaths across all corners of rural New Zealand.

Entity Structure

The group is led by a board of seven member directors, who hold leadership roles in agriculture and/or safety.

Main Sources of Entity's Cash and Resources

Member Fees

Project funding from central Government

Main Methods Used by Entity to Raise Funds

Membership Invoices

Grant applications

Entity's Reliance on Volunteers and Donated Goods or Services

The Board of Directors are volunteers



Entity's Governance Arrangements'

Chairperson: Lindy Nelson

Mark Leslie

Colin Glass

Sarah Perriam-Lampp

Stephen Guerin

David Chin

Stuart Taylor

Physical Address

14740 Route 52, RD3, Eketahuna, New Zealand, 4996



Approval of Performance Report

Agricultural Leaders' Health and Safety Action Group Inc For the year ended 30 June 2024

The Directors are pleased to present the approved performance report including the historical financial statements of Agricultural Leaders' Health and Safety Action Group Inc for year ended 30 June 2024.

APPROVED

A handwritten signature in blue ink, appearing to read "Lindy Nelson", written over a horizontal line.

Lindy Nelson

Chairperson

Date

Colin Glass

Director

Date 12 November 2024

Statement of Service Performance

Agricultural Leaders' Health and Safety Action Group Inc For the year ended 30 June 2024

'What did we do?', 'When did we do it?'

In the FY24 fiscal year Safer Farms accomplished the following:

- Introduction and delivery of the “Half Arsed Stops Here” campaign.
- Roll out of the Farm Without Harm Strategy
- Raised the profile and awareness of on farm-safety through targeted media, editorial, interviews and social media, as well as amplification by a number of our members. Had a presence at both the NZ Agricultural Show and Fieldays.
- Grew the knowledge base of the sector by conducting four “Up Our Game” webinars, publishing 11 safety alerts, and building a web-based knowledge hub.
- Delivered an agri think tank on psychosocial harm
- Organised the sector together around fatalities caused by quad bikes, developed an action plan and delivered interventions in the marketplace through targeted messaging and the Safer Rides incentive.
- Influenced the Worksafe action plan for Agriculture to align with the Farm Without Harm strategy
- Produced a business case for a partnership with ACC that has been accepted

Description of medium to long term objectives

WHY we exist:

Safer Farms leads and inspires the agricultural sector to make farms safer places to work and live. We are in service to the sector to reduce preventable injury and deaths in all corners of rural New Zealand.

WHAT we do:

We are the stewards (kaitiaki) of the sector-wide Farm Without Harm (FWH) strategy and our role is to raise awareness of the preventable harm caused on farm, to drive and to enable the sector to reduce stubbornly high levels of harm.

	2024	2023
Description and Quantification of the Entity's Key Activities		
Number of Members	58	22

Statement of Financial Performance

Agricultural Leaders' Health and Safety Action Group Inc
For the year ended 30 June 2024

'How was it funded?' and 'What did it cost?'

	NOTES	2024	2023
Revenue			
Membership fees and Subscriptions	1	194,300	88,783
Government service delivery grants/contracts	1	560,000	481,847
Interest, dividends and other investment revenue	1	109	63
Total Revenue		754,409	570,693
Expenses			
Employee remuneration and other related expenses	2	580,715	200,209
Expenses related to commercial activities	2	224,441	260,267
Other expenses	2	19,130	18,670
Total Expenses		824,285	479,146
Surplus/(Deficit) for the Year		(69,876)	91,548

Statement of Financial Position

Agricultural Leaders' Health and Safety Action Group Inc As at 30 June 2024

'What the entity owns?' and 'What the entity owes?'

	NOTES	30 JUN 2024	30 JUN 2023
Assets			
Current Assets			
Bank accounts and cash	3	94,439	319,417
Debtors and prepayments	3	92,345	-
Total Current Assets		186,784	319,417
Non-Current Assets			
Property, Plant and Equipment	5	630	1,260
Intangibles	3	659	1,099
Total Non-Current Assets		1,289	2,359
Total Assets		188,073	321,776
Liabilities			
Current Liabilities			
Creditors and accrued expenses	4	64,231	128,050
Other current liabilities	4	(8)	-
Total Current Liabilities		64,223	128,050
Total Liabilities		64,223	128,050
Total Assets less Total Liabilities (Net Assets)		123,850	193,726
Accumulated Funds			
Accumulated surpluses or (deficits)	6	123,850	193,726
Total Accumulated Funds		123,850	193,726

Statement of Cash Flows

Agricultural Leaders' Health and Safety Action Group Inc
For the year ended 30 June 2024

		2024	2023
		\$	\$
Cash flows from operating activities			
Operating receipts (money deposited into the bank account)			
Donations, koha, bequests and other general fundraising activities		-	-
General grants		-	-
Capital grants and donations		-	-
Government service delivery grants/contracts		467,655	404,364
Non-government service delivery grants/contracts		-	-
Membership fees and subscriptions		194,300	88,783
Gross sales from commercial activities		-	-
Interest, dividends and other investment receipts		109	63
GST		12,138	(29,643)
Total receipts		674,202	463,567
Less operating payments (money withdrawn from you bank account)			
Payments related to public fundraising		-	-
Employee remuneration and other related payments		(580,483)	(111,684)
Volunteer related payments		-	-
Payments related to commercial activities		(318,697)	(295,281)
Net cash flows from operating activities		(224,978)	56,602
Cash flows from other activities			
Cash was received from:			
Sale of property, plant and equipment		-	-
Sale of investments		-	-
Cash received from loans borrowed from other parties		-	-
Cash received from owners (capital contributions)		-	-



Cash was applied to:			
Payments to acquire property, plant and equipment		-	(2,826)
Payments to purchase investments		-	(831)
Repayments of loans borrowed from other parties		-	-
Capital repaid to owners		-	-
Net cash flows from other activities		-	3,657
Net increase/(decrease) in cash		(224,978)	60,259
Opening cash		319,417	259,158
Closing cash		94,439	319,417



Statement of Accounting Policies

Agricultural Leaders' Health and Safety Action Group Inc For the year ended 30 June 2024

'How did we do our accounting?'

Basis of Preparation

The entity is permitted by law to apply the Tier 3 (NFP) Standard issued by the External Reporting Board (XRB) and has elected to do so. A PBE may apply the standard if it does not have public accountability and has total annual expenses less than or equal to \$5,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Goods and Services Tax (GST)

The entity is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Income Tax

There is no provision for tax payable, except on interest received. This is because income derived from Membership Fees and Grants are not included for tax purposes.

Bank Accounts and Cash

Cash balances are "cash and short-term deposits" less "bank overdrafts" as reported in the statement of financial position. These are also disclosed in the Statement of Cash Flows, which includes petty cash, cheque or savings accounts, at call deposits with banks or term deposits with a maturity of three months or less, or less from the date purchased, and bank overdrafts.

Changes in Accounting Policies

This year the entity has adopted the new Tier 3 (NFP) accounting standard. This replaces the old PBE SFR-A NFP accounting standard and represents a change in accounting policy.

Notes to the Performance Report

Agricultural Leaders' Health and Safety Action Group Inc For the year ended 30 June 2024

	2024	2023
1. Analysis of Revenue		
Donations, grants, fundraising and other similar revenue		
Campaign Funding	20,000	-
Grants Received - ACC	540,000	360,000
Project Funding	-	121,847
Total Donations, grants, fundraising and other similar revenue	560,000	481,847
Fees, subscriptions and other revenue from members		
Membership Fees	194,300	88,783
Total Fees, subscriptions and other revenue from members	194,300	88,783
Interest, dividends and other investment revenue		
Interest Received	109	63
Total Interest, dividends and other investment revenue	109	63
	2024	2023

2. Analysis of Expenses

Volunteer and employee related costs		
ACC Levy	232	-
Safer Farms Human Resources	580,483	88,525
Wages & Salaries	-	111,684
Total Volunteer and employee related costs	580,715	200,209
Costs related to providing goods or services		
Administration	-	28,272
Advertising & Media	146,237	-
Bank Charges	278	338
Board	781	3,562
Campaign Assets & Activities	-	165
Communications & Marketing	-	38,361
Consulting & Advisory	27,400	-
CPD Campaign	-	4,312
Execution Costs	-	36,012
Legal Fees	4,042	-
Meeting Expenses	-	1,408
Office	4,050	4,040
Plan for Ag	-	674
Planning & Strategy	-	118,633
Promotional Material	19,051	-
Subscriptions	6,809	3,553
Telephone, Tolls and Internet	-	404
Travel	15,793	7,737
Website & Social Media	-	4,120



	2024	2023
Worksafe Funding	-	8,678
Total Costs related to providing goods or services	224,441	260,267
Other expenses		
Accountancy Fees	11,780	9,818
Amortisation	440	733
Audit Fees	3,500	3,200
Depreciation (as per schedule)	630	900
Insurance	2,775	3,996
Income Tax Expense	5	17
Interest Paid	-	6
Total Other expenses	19,130	18,670
	2024	2023

3. Analysis of Assets

Bank accounts and cash		
ALHSAG	93,215	318,636
ALHSAG - Savings	4,080	3,983
Westpac CC	(2,856)	(3,203)
Total Bank accounts and cash	94,439	319,417
Debtors and prepayments		
Accounts Receivable	92,345	-
Total Debtors and prepayments	92,345	-
Other non-current assets		
Accumulated Amortisation	(10,430)	(9,990)
Intangible Asset - Website	11,089	11,089
Total Other non-current assets	659	1,099
	2024	2023

4. Analysis of Liabilities

Creditors and accrued expenses		
Accounts Payable	59,962	136,264
GST	244	(11,894)
Sundry Creditors	4,025	3,680
Total Creditors and accrued expenses	64,231	128,050
Other current liabilities		
Provision for Taxation	44	39
Refunds	69	69
RWT Paid	(63)	(51)
Tax Adjustment	(4)	(4)
Taxation	(54)	(54)
Total Other current liabilities	(8)	-





	2024	2023
5. Property, Plant and Equipment		
Other Fixed Assets		
Opening Balance	1,260	-
Fixed assets	-	2,160
Accumulated depreciation - fixed assets owned	(630)	(900)
Total Other Fixed Assets	630	1,260
Total Property, Plant and Equipment	630	1,260
	2024	2023

6. Accumulated Funds

Accumulated Funds		
Opening Balance	193,726	102,178
Accumulated surpluses or (deficits)	(69,876)	91,548
Total Accumulated Funds	123,850	193,726
Total Accumulated Funds	123,850	193,726

7. Commitments

There are no commitments as at 30 June 2024 (Last year - nil).

8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2024 Last year - nil).

9. Related Parties

Members of the Board are also members of the Agricultural Leaders' Health and Safety Action Group. As members they pay membership fees in accordance with the standard membership fee structure.

During last year, the following payments were made and received:

- Lindy Nelson was paid a total of \$49,935 during this year for services provided as Farm Without Harm Ambassador and other Contracted Services. Lindy Nelson is a current board member of Agricultural Leaders' Health and Safety Action Group Incorporated. (Last year the board agreed to pay \$25,000 for voluntary work as the board Chairperson).
- Country Wide Media was paid a total of \$3,450 during this year for services provided for campaign management. Sarah Perriam-Lampp is a current board member of Agricultural Leaders' Health and Safety Action Group Incorporated and is also a director of Country Wide Media.

10. Ability to Continue Operating

The validity of the going concern assumption on which this financial report is prepared depends on the continued financial support of the industry, organisations and members. It is also dependent on continued funding for projects from ACC that are underway as at balance date.

The Society currently has a funding agreement with ACC and has completed 14 out of a possible 14 Milestones for work delivered as at 30 June 2024 as per the Milestones and Activities Schedule supplied by ACC. There is a business case proposal currently with ACC.



Safer Farms Board



Lindy Nelson MNZM
Chair
Farmer, Eketahuna



Sarah Perriam-Lampp
Director
Managing Director,
CountryWide Media



Mark Leslie
Director
CEO of Pāmu
(Landcorp Farming)



David Chin
Director
CEO of Livestock
Improvement Corporation



Colin Glass
Director
CEO of Dairy Holdings



Stephen Guerin
Director
CEO of PGG Wrighton