

## TEYS AUSTRALIA DRAFT SUSTAINABILITY STANDARD – SELF ASSESSMENT

### Notes:

The assessment scale is based on a 0 – 4 assessment scale and is as follows:

0 – No response provided.

1 – The producer does not comply with this element of the standard but has knowledge of the requirements.

2 – The producer is compliant with this element of the standard. The producer can explain how they meet the standard, but no documentation is maintained or has been provided to support the claim of compliance.

3- The producer is compliant with this element of the standard. The producer can explain how they meet the standard and maintains documentation that demonstrates compliance.

4 - The producer is compliant with this element of the standard. The producer can explain how they meet the standard and maintains documentation that demonstrates compliance. Monitoring records show feedback/continuous improvement loop.

Examples of the assessment scale have been provided against some performance indicators under ‘assessment scale’ below. Additional guidance is also provided where additional parameters are required to demonstrate compliance with the performance indicators (e.g. use of analgesia for husbandry procedures such as castration). These parameters are also provided as guidance in the ‘assessment scale’ column.

Examples of documentation and/or evidence that could be used to demonstrate compliance and substantiate the rating have been provided against some performance indicators under ‘suggested evidence’ below. These suggestions are not exhaustive. The ‘evidence text box’ refers to the space provided with each question in the self assessment where a producer can document how they comply with the performance indicator.

SECTION	PERFORMANCE INDICATOR	SELF ASSESSMENT QUESTION	ASSESSMENT SCALE	SUGGESTED EVIDENCE
<b>ELEMENT A: ANIMAL PRODUCTION, HEALTH AND WELFARE</b>				
<b>Outcome 1: Cattle are selected and managed to continually optimise available resources and suit their environment, while meeting market demand and consumer preferences</b>				
A1.1	Producer breeds and/or buys cattle that fit their environment, available resources, management style and meet market demands.	Do you breed/buy cattle based on genetics that suit the environment and market demand?  Do you produce cattle to specific market specifications and requirements?		

<b>Outcome 2: Adequate feed and water are provided to meet cattle’s physiological needs. Diet composition is balanced to promote good health and proper body condition. Producer recognises signs of malnutrition and takes appropriate action to maintain condition and correct deficiencies.</b>				
A2.1	Producer promotes good health and proper body condition; demonstrating how they measure, monitor and manage changes in feed quality.	<p>What is the body condition range of your stock?</p> <p>Do you keep records of body condition/weight?</p> <p>Do you have a feeding/grazing plan?</p> <p>Is your plan reviewed based on body condition score?</p> <p>Are you aware of any local nutrient deficiencies?</p> <p>Does your plan include feed/pasture quality and when/if supplementary feeding is provided?</p> <p>Do you source sustainably produced feed/supplements?</p>	<p>Assessment Scale</p> <p>2: The ‘Evidence text box’ is used to explain the body condition score system used. Feeding/grazing plan in place which demonstrate how or why you are answering ‘Yes’ or ‘No’ to the question(s). In addition, photos of the herd are attached.</p> <p>3: Documented systems are in place. Monitoring of body condition score and/or weight happens. Records can be attached. This could be continuous photos of the herd through the year.</p> <p>4: In addition the systems in place have evidence of a feedback/continuous improvement loop where the body condition, weight and/or feed conversion, pasture quality assessment, feed composition/analysis records and the nutritional needs for the stage of production are assessed and used during decisions to change or not change the system.</p>	<p>Suggested Evidence may include photos of the herd, feed receipts, monitoring records of the herds body condition scores and/or weight, a feed/grazing plan, feed conversion rates, pasture quality assessment, feed composition/analysis, nutritional deficiencies, expert advice.</p>
A2.2	Cattle have access to appropriate quality and quantity of water	<p>Do cattle have access to an appropriate supply of fresh drinking water?</p> <p>Do you monitor the quantity of water?</p> <p>What do you do if you find your cattle have no water?</p>	<p>Assessment Scale - <i>This performance indicator overlaps with Natural Resources Outcome 4.</i></p> <p>2: The ‘Evidence text box’ is used to explain the water usage and planning in place which demonstrate how or why you are answering ‘Yes’ or ‘No’ to the question(s).</p> <p>3: Documented systems are in place these can be attached. Monitoring of the checking water availability, and quality and photos/plans of water sources on the PIC(s) can be attached.</p> <p>4: In addition plans are in place to ensure future and/or contingency water quality and quantity e.g. buffer zones for chemical use near water sources, based on weather/expected water fall.</p>	<p>Suggested Evidence may include monitoring records on checking pumps, photos/plans of water sources on the PIC(s). Plans to ensure water quality and quantity e.g. buffer zones for chemical use near water sources, contingency/future plans for quality and quantity issues with water based on weather/expected rainfall.</p>

<b>Outcome 3: Producer provides cattle with health care. Producer can identify health problems and takes appropriate action to control and treat disease.</b>				
A3.1	Producer has a valid vet client/patient relationship for treatment of disease	Do you use a vet / vet practice?  Do you have an animal health plan?		Suggested Evidence may include an explanation of no need for a vet as no disease or mortalities /deaths. However, knowledge of who they would contact if required should be included. Treatment records and/or invoice from the vet in the last financial year.
A3.2	Producer can demonstrate how they monitor animal health	Do you monitor animal health? If so, how is animal health monitored?		Suggested Evidence may include monitoring records or body condition scores or weight gain, treatment records, a herd husbandry and health plan includes different stock classes (i.e. purpose and age), records of incidents/injuries and disease, no. of planned or emergency culls with the reasons for culling, assessment of animal health may also include ease of movement and cleanliness of stock.
A3.3	Producer can demonstrate appropriate control of disease	Do you treat for preventative disease?  If an animal is sick or injured do you take rapid corrective action?		Suggested Evidence may include monitoring records or body condition scores or weight gain, treatment records, a herd husbandry and health plan includes different stock classes (i.e. purpose and age), records of incidents/injuries and disease, no. of planned or emergency culls with the reasons for culling, assessment of animal health may also include ease of movement and cleanliness of stock.
<b>Outcome 4: All veterinary pharmaceuticals and vaccines are used responsibly and in accordance with labelling.</b>				
A4.1	Producer has an Antimicrobial Stewardship (AMS) plan	Do you have an Antimicrobial Stewardship (AMS) plan?		

A4.2	Producer can demonstrate how it follows all label/directions and/or veterinary prescriptions for pharmaceutical use	When using veterinary medications do you use as prescribed on the label?		Suggested evidence may include treatment records.
<b>Outcome 5: Appropriate action is taken to minimise undue pain and injury, and to address any of these problems when identified. A competent* person is available to make prompt diagnoses to determine whether sick or injured cattle should receive additional care or be euthanised. In the interest of continuous improvement, alternatives and innovations are investigated and, where practical, are adopted to replace or mitigate painful husbandry procedures. (*) A stockman with sufficient experience or training, not necessarily a vet.</b>				
A5.1	Producer can demonstrate steps implemented to mitigate and minimise animal pain	<p>Do you do any of the following procedures on your cattle?</p> <ul style="list-style-type: none"> <li>- Castration</li> <li>- Spaying</li> <li>- Branding</li> <li>- Dehorning</li> </ul> <p>At what ages is each of these procedures conducted?</p> <p>What method is used (if applicable)?</p> <p>Do you provide pain relief when conducting these procedures? If so, what (including dose)?</p> <p>Do you use only polled cattle?</p> <p>How do you identify your cattle?</p>	<p>Assessment Scale</p> <p>For Castration:</p> <p>2: castration performed with pain relief if older than 6 months or if first yarding is at 12 months or castration is performed less than 6 months or at their first yarding less than 12 months</p> <p>3: castration performed at less than 6 months or between 6-12 months with pain relief. For calves less than 2 weeks the rubber ring method can be used, if at more than 2 weeks by cutting.</p> <p>4: castration performed at less than 3 months or between 3-6 months with pain relief. Calves less than 3 months are not castrated.</p> <p>For Spaying:</p> <p>2: A person spaying a cow must be a veterinarian or, if permitted in the jurisdiction, be accredited or be under the direct supervision of a veterinarian or a person who is accredited. The person must use appropriate pain relief.</p> <p>4: Cattle are only spayed for therapeutic reasons</p> <p>Identification:</p> <p>2: Suitability based on location and state laws. The Northern Territory courts seem to preference legal judgements on branding of stock. Branding must not be on the head, cattle</p>	<p>Suggested Evidence may include photos of husbandry practices being undertaken, records of husbandry practices, vet/competent person receipts, written husbandry procedures.</p> <p><i>Note: Local anaesthetic (e.g. Tri-solfen) is only effective on open, bleeding wounds. Non-steroidal (e.g. Buccalgesic drench) is effective pain relief for any procedure (allowing for activation time). Ideally where both are can be used, they are both administered to provide effective pain relief.</i></p>

			<p>must be dry and in reasonable/good body condition. Correct application time and temperature are used.</p> <p>3. Branding occurs with pain relief.</p> <p>4: NLIS or ear tag are used only. If required to be branded under state or territory legislation branding is used with pain relief.</p> <p>Dehorning:</p> <p>2: Dehorning occurs with pain relief if older than 6 months or at first yarding less than 12 months, or dehorning occurs at less than 6 months or at first yarding if at less than 12 months. If using caustic chemicals to disbud, the calf is less than 14 day old, dry and not segregated from the cow for more than 4 hrs.</p> <p>3: Hot-irons are used for disbudding at less than 2 months old only with pain relief. Caustic chemicals, or excision methods are not used.</p> <p>4: No dehorning is required (all cattle are polled), disbudding occurs with pain relief.</p>	
A5.2	<p>Producer can demonstrate they use clear decision points for humanely killing cattle and they use acceptable methods</p>	<p>Are you aware of the correct way to humanely kill cattle?</p> <p>Do you have a competent person to humanely kill cattle?</p>		<p>Suggested Evidence may include clear decision points for humane killing of cattle, written procedure for humane killing of cattle with approved methods, documented employee training records, humane killing records showing insensibilities checked.</p>
<p><b>Outcome 6: Good animal production, health and welfare is ensured, including the freedom for cattle to express normal patterns of behaviour. Stockman should minimise cattle stress and recognise and react appropriately to signs of stress. Cattle are kept in an environment (including stocking density, air quality and surfaces), which is conducive to good health and normal behaviour and minimise physical discomfort.</b></p>				
A6.1	<p><b>Feedlot only performance indicator</b> Stocking density is appropriate so that cattle can all lie down at the</p>	<p>What is the stocking density?</p>		

	same time and meets legislated requirements			
A6.2	Producer can demonstrate how they minimise cattle stress due to environmental conditions, facilities and handling techniques	How do you minimise stress due to environmental conditions, facilities and handling?		Suggested Evidence may include low stress handling training, photos of the facilities such as shade, yards, environmental enrichment provided.
A6.3	<b>Breeder only performance indicator</b> Producer can demonstrate how cattle weaning stress is minimised	How do you minimise weaning stress?		Suggested Evidence may include weaning procedures.
<b>Outcome 7: Transportation and handling procedures are consistent with the Australian Animal Welfare Standards and Guidelines for the Land Transport of Livestock.</b>				
A7.1	When in control of transport, producer takes action to ensure cattle are loaded and transported in an appropriate manner to minimise stress.	Are your facilities (races, holding yards, crushes, tracks/laneways and shaded areas) designed to minimise stress?		
<b>ELEMENT FS: FOOD SAFETY AND QUALITY</b>				
<b>Outcome 1: Food safety is ensured through the development, adoption, documentation, maintenance and, where applicable, third-party validation of practices throughout the supply chain. This includes the prompt resolution of all cases of food safety contamination.</b>				
FS1.1	Producer can demonstrate a food safety system is in place	Do you have a food safety system in place?		Suggested Evidence may include completion and compliance with LPA food safety requirements, compliance with withholding period for medications and chemicals, soil and water chemical residue levels monitoring, demonstration of cattle cleanliness.

**Outcome 2: Beef quality is ensured through the adoption, documentation, maintenance and validation of management systems throughout the value chain. All reasonable efforts are taken to ensure the quality of beef and co-products to participants further down the supply chain.**

FS2.1	Producer is MSA registered. Quality is defined as eating quality and carcass yields which can be achieved through sound animal production, health and welfare practices	Are you MSA registered?		
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**Outcome 3: Information should be shared both up and down the supply chain to provide opportunities for participants to improve their business, while respecting confidentiality.**

FS3.1	Producer uses NLIS, accurately completes NVD and/or use other systems to provide and receive information through the supply chain.	Do you use NLIS and NVDs?  Do you use any other system to provide information back to suppliers or forward to customers?		
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**ELEMENT N: NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT**

**Outcome 1: Environmental management occurs to achieve continuous improvement of measurable natural resource management outcomes.**

N1.1	Producer has an environmental management plan which considers natural ecosystems, conservation areas and biodiversity	Do you have an environmental management plan?	<p>Assessment Scale</p> <p>2: The 'Evidence text box(es)' is/are used to explain the environmental management plan which demonstrate how or why you are answering 'Yes' or 'No' to the question(s). This plan should include supporting maps etc. however there may be no actual plan.</p> <p>3: Documented EMP in place. Monitoring of management practices happens and records can be attached.</p> <p>4: In addition the EMP has evidence of a feedback/continuous improvement loop where the monitoring records are assessed and used during decisions to change or not change the system.</p>	<p>Suggested Evidence that covers the majority of this Element on Natural Resources and Environmental Management is an Environmental Management Plan. This should include:</p> <p>(a) A map or plan of the PIC (and neighbouring land) identifying grasslands, forestry, wetlands, high conservation areas, waterways, ecosystems and/or any areas of significant biodiversity.</p> <p>(b) The plans to manage these areas.</p> <p>(c) Details of wildlife habitats and plans to ensure food sources are available i.e. field margins, fence lines, farm borders, verges, walls, ditches, tracks, trees etc.</p> <p>(d) Measures to avoid degradation and deforestation.</p> <p>(e) Assessment of impact of farm activities</p>
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<b>Outcome 2: Land management practices for grazing and cropping, conservation and protection of ecosystems including grasslands, forestry, wetlands and high conservation value areas.</b>				
N2.1	Grazing management ensures appropriate management and maintenance of ground cover	Do you have a grazing management plan that considers ground cover, carrying capacity and stocking density?	<p>Assessment Scale</p> <p>2: The 'Evidence text box' is used to explain grazing management demonstrating how or why you are answering 'Yes' or 'No' to the question(s).</p> <p>3: Documented grazing management plan is in place that can be attached. This could be part of the Environmental Management Plan. Monitoring of grazing happens and records can be attached using the photograph function.</p> <p>4: In addition, the plan and monitoring records show a feedback/continuous improvement loop where the monitoring records are assessed and used during decisions to change or not change the system.</p>	Suggested Evidence is a grazing management plan which could be part of an environmental management plan. The grazing management plan could include stocking rates, grazing periods, rest periods and livestock distribution such as cell grazing.
N2.2	Noxious weed and poison plant issues are considered and managed through suitable practices	Do you manage noxious weeds and poisonous plants?		Suggested Evidence may include the producer being able to explain how to identify and control noxious and poisonous plants.
N2.3	Producer has erosion control structures in place, and they are effective	Do you have erosion control in place?		Suggested Evidence may include photos of erosion controls such as the incorporation of native pastures for their root structures.



N2.4	<p>Producer can demonstrate management practices to conserve and enhance:</p> <ul style="list-style-type: none"> <li>(a) The health of ecosystems (grasslands, forestry, wetlands)</li> <li>(b) Biodiversity</li> <li>(c) High conservation value areas including native plant health and endangered species</li> </ul>	<p>Do you preserve ecosystem, biodiversity and high conservation value areas on-farm?</p>		<p>Suggested Evidence may include decisions made to maintain and enhance habitats to support native plant and wildlife and/or endangered species. This could include monitoring and management of the habitats or relevant awards.</p>
<p><b>Outcome 3: Soil health is maintained or improved through implementation of appropriate management practices.</b></p>				
N3.1	<p>Soil health is maintained or improved</p>	<p>Do you test your soil for moisture, pH and nutrient level?</p> <p>Do you manage your soil to maintain and improve its quality?</p>		<p>Suggested Evidence may include soil test result, how decisions for the maintenance and/or improvement of the soil are made.</p>
<p><b>Outcome 4: Water resources (including quality and quantity attributes), are responsibly and efficiently managed to support the ecological function and availability.</b></p>				
N4.1	<p>Water quality and utilization is monitored</p>	<p>Do you monitor water usage?</p> <p>Do you test the quality of your water? (including surface water and/or ground water)</p>		<p>Suggested Evidence may include water monitoring records, water testing results and/or a water management plan.</p>
N4.2	<p>Surface water and/or groundwater monitoring is conducted to test for nutrient contamination</p>	<p>Do you ensure chemical runoff (pesticides, herbicides, fertilizers) is prevented?</p>		
N4.3	<p>Bodies of water (including rivers, streams, dams, creeks etc.) conditions and resources are maintained or improved.</p>	<p>Do you control erosion to bodies of water?</p>		<p>Suggested Evidence may include photos of erosion controls such as buffer zones, tree or</p>

				scrub lined waterways or fenced areas with cattle access points.
<b>Outcome 5: Practices are implemented to improve air quality.</b>				
N5.1	Producer can demonstrate practices implemented to improve air quality	Do you know what the key sources of air pollution are for the PIC?  Do you take measures to manage these sources to improve air quality?		
<b>Outcome 6: Net greenhouse gas emissions from production are minimised on a per kilo produced.</b>				
N6.1	Greenhouse gas emission intensity per kilo produced is monitored and managed to lower over time	Do you know your greenhouse gas emission per kilo?  Do you monitor and manage to minimise the level?	Assessment Scale 2: The level of greenhouse gas emissions has been calculated and is being monitored. 3: In addition, management practices are documented to minimise the level. 4: Continuous improvement actions are happening for management decision and/or changes in relation to greenhouse gases.	Suggested Evidence may include use of the greenhouse gas emissions calculator.
<b>Outcome 7: Waste is reduced and opportunities to reuse and recycle are maximised throughout the supply chain.</b>				
N7.1	Producer continually looks for ways to reuse and recycle as much as possible and minimise food waste.	Do you reduce, reuse and recycle?  Do you store and dispose of waste in a manner in a way that minimises the impact on humans, animals and the environment?		Suggested Evidence may include reuse of material such as tyres for feeders/waterers, pipes for fencing, repairing equipment, correct storage of feed and supplements to prevent spoilage.

<b>Outcome 8: Energy use is optimised for efficiency and productivity throughout the supply chain.</b>				
N8.1	Producer can demonstrate renewable energy and/or energy efficiency practices are used.	Do you use and/or generate renewable energy?  Do you monitor/measure energy use?		Suggested Evidence may include renewable energy sources such as wind turbines, solar power generation, gravity flow for water distribution or a power purchase agreement for renewable energy. Monitoring records could include utility bills with a reduction showing efforts to implement energy efficiency practices.

<b>Outcome 9: Chemical use is safe and responsible, optimising efficiency and productivity throughout the supply chain.</b>				
N9.1	Producers demonstrate safe and responsible use of chemicals including commercial fertilizers, pesticides, herbicides, fungicides etc.	Do you use chemicals, including commercial fertilizers, pesticides, herbicides, fungicides etc.?  Do you ensure safe storage and disposal of chemicals?  When using fertilisers and chemicals do you use them at an effective and productive level?	Assessment Scale 2: The 'Evidence text box' is used to explain the system(s) in place which demonstrate how or why you are answering 'Yes' or 'No' to the question(s). Records of chemical use can be attached. 3: Documented systems are in place these can be attached. Monitoring of the system happens and records can be attached. 4: In addition, the systems in place have evidence of a feedback/continuous improvement loop where the monitoring records are assessed and used during decisions of whether chemical use is effective or productive so as to change or not change the current system.	Suggested Evidence may include the appropriate label use for commercial formulas used. This can be linked to above monitoring records above for grazing and land management.

**ELEMENT PC: PEOPLE AND COMMUNITY**

<b>Outcome 1: The business is conducted with integrity, in compliance with applicable laws and regulations. Business throughout the value chain positively engage with and support the local community.</b>				
PC1.1	Producer follows applicable labour laws and regulations including employment status, hours worked,	Do you comply with Australian labour laws and regulations include	Assessment Scale 2: The 'Evidence text box' is used to explain compliance which demonstrates how or why you are answering 'Yes' or 'No' to the	Suggested Evidence may include a HR or hiring policy, payslips/pay reports, employee retention records, employee interview.

	child labour laws, hiring practices, grievance, etc.	award wages, leave allowance, diversity and hiring practices?	question(s). This should include records such as sample payslips. 3: No 3 rating is available for this performance indicator. 4: Documented systems such as a HR Policy is in place these can be attached. Records supporting long- term employee retention can be attached. At verification this will be backed up by employee interview(s) indicating a positive work environment.	
PC1.2	Producer supports neighbouring/local community	Do you support the neighbour/local community?		Suggested Evidence may include contributing to the community's further development, sourcing labour and products locally where possible, promoting the industry as an attractive profession, donations, volunteer work.
<b>Outcome 2: A safe and healthy work culture is adopted, supported by appropriate equipment to reduce the risks to all.</b>				
PC2.1	Producer ensures safe and healthy work environment by providing safety equipment when applicable	Do you know the work health and safety risks for you and your employees?  Do you take actions to prevent accidents and injury?  Do you have an emergency/incident plan in case of fire, flood etc?	Assessment Scale: 2: The 'Evidence text box' is used to explain the system(s) in place which demonstrate how or why you are answering 'Yes' or 'No' to the question(s). 3: Documented systems are in place such as a Work Health and Safety policy(ies), these can be attached. Monitoring of the system including incident management and near misses are recorded and can be attached. 4: In addition the systems in place have evidence of corrective action if appropriate and a feedback/continuous improvement loop such as trying to identify potential hazards prior to any incidents.	Suggested Evidence may include a Work Health and Safety Policy(ies), records of incidents and the corrective action taken, records of near misses, work cover insurance, identification of risks and the management to mitigate the risk.

Outcome 3: Producer provides appropriate training to employees and opportunities for career development are made available where possible.				
PC3.1	Employees are provided with appropriate training in their duties	<p>Do you provide training for employees (including yourself) in:</p> <ul style="list-style-type: none"> <li>- Work Health and Safety practices</li> <li>- Chemical use, accidents and spills</li> <li>- Use of equipment and/or machinery</li> <li>- Animal Husbandry Practices such as vaccinating, drenching</li> <li>- Low stress animal handling practices</li> <li>- First Aid</li> <li>- Other</li> </ul>	<p>Assessment Scale</p> <p>2: The 'Evidence text box' is used to explain the training in place which demonstrate how or why you are answering 'Yes' or 'No' to the question(s).</p> <p>3: Training records and/or documented training policy are in place these can be attached.</p> <p>4: In addition there are future commitments towards training through training plans (by employee or role and for new starters) and/or training is in the budget and/or performance reviews are supported by (re-) training.</p>	Supporting Evidence may include training registers, training records.
PC3.2	Producer provides employees with career development opportunities where possible	<p>Do you provide career development opportunities?</p> <p>Do you have a succession plan?</p>	<p>Assessment Scale</p> <p>2: The 'Evidence text box' is used to explain the career development opportunities in place which demonstrate how or why you are answering 'Yes' or 'No' to the question(s).</p> <p>3: Documents showing career development and/or succession planning are in place these can be attached.</p> <p>4: In addition, there are documented plans of career development (pathways) for staff to follow.</p>	

<b>Outcome 4: Land and property rights are acknowledged and respected</b>				
PC4.1	Producer has evidence of the right to use land for the purpose of beef production	<p>Is your land freehold or leasehold?</p> <p>Do you appropriately manage any land title restrictions?</p> <p>Do you have the appropriate zoning for beef production?</p>		Suggested Evidence may include legal documentation showing right to use land such as state zoning of land, land title, bill of sale or lease holding agreement.
<b>Outcome 5: Sustainable beef production is enhanced through education, extension and partnerships where appropriate opportunities exist.</b>				
PC5.1	Producer engages with subject-matter experts to obtain information regarding critical issues (including sustainable beef production).	Do you seek expert advice, if and when required?		Suggested Evidence may include an accountant for finances, vets for animal health issues, involvement in MLA programs, research projects, advice gained at field days, conferences or from other associations, groups etc.