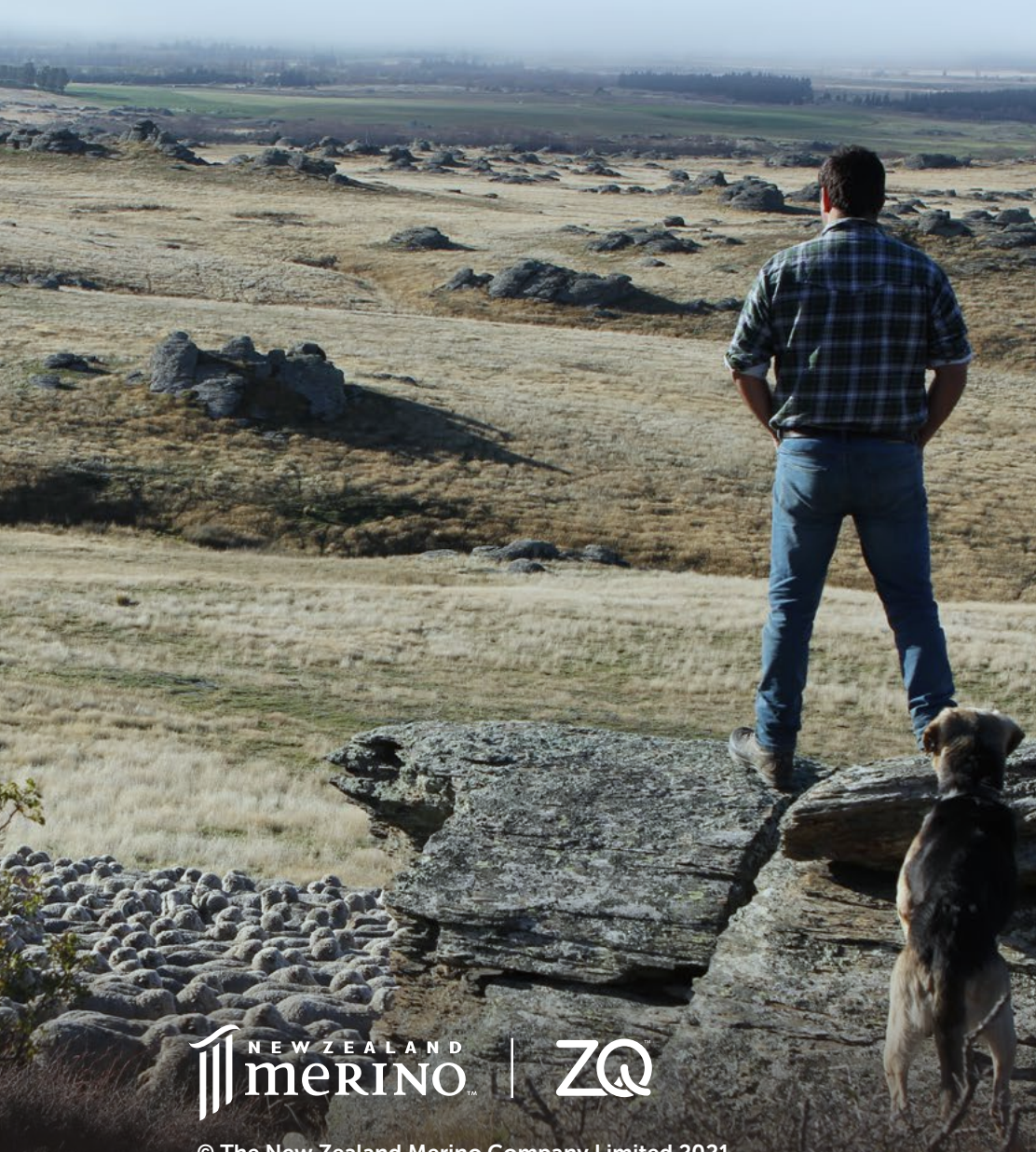


# ZQ Grower Manual

Version 5.0



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ZQ<sup>™</sup> RX<sup>™</sup>



ZQ<sup>™</sup>  
MERINO FIBRE

ZQ<sup>™</sup>  
PREMIUM WOOL

**ZQ<sup>™</sup> RX<sup>™</sup>** represents the world's first regenerative wool. It builds on the ZQ ethical wool platform and prioritises working with nature using regenerative agriculture principles and practices to improve key environmental, animal welfare and social indicators.

**ZQ Merino Fibre and ZQ Premium** represent the world's leading ethical wools, which are the wools of choice for world-class brands that are serious about producing amazing natural products.

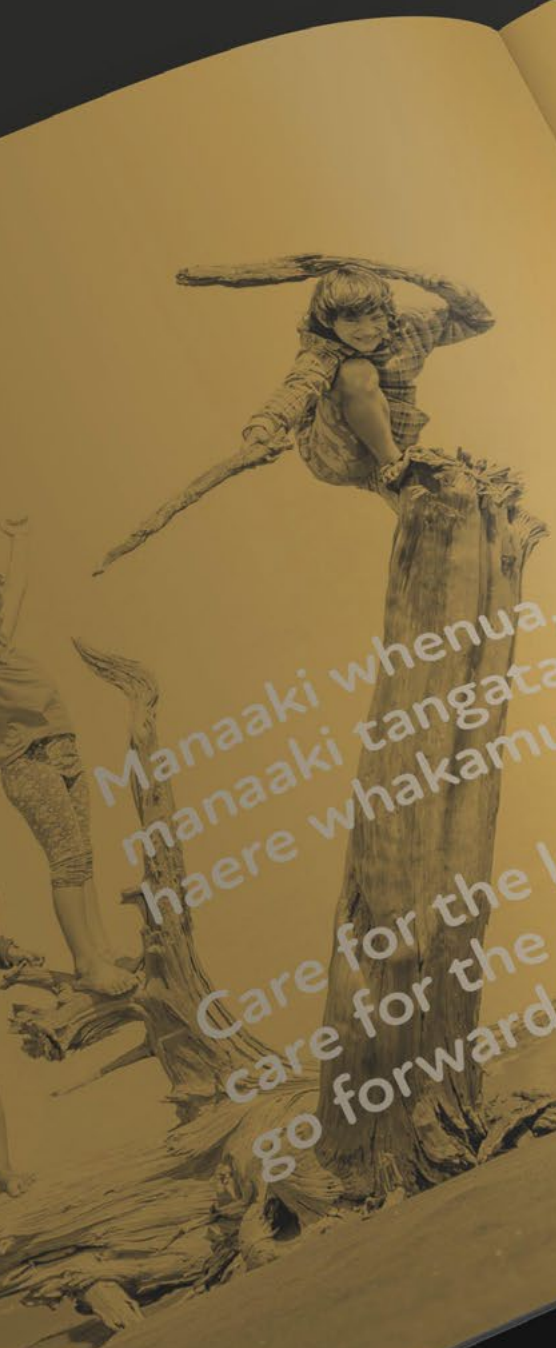
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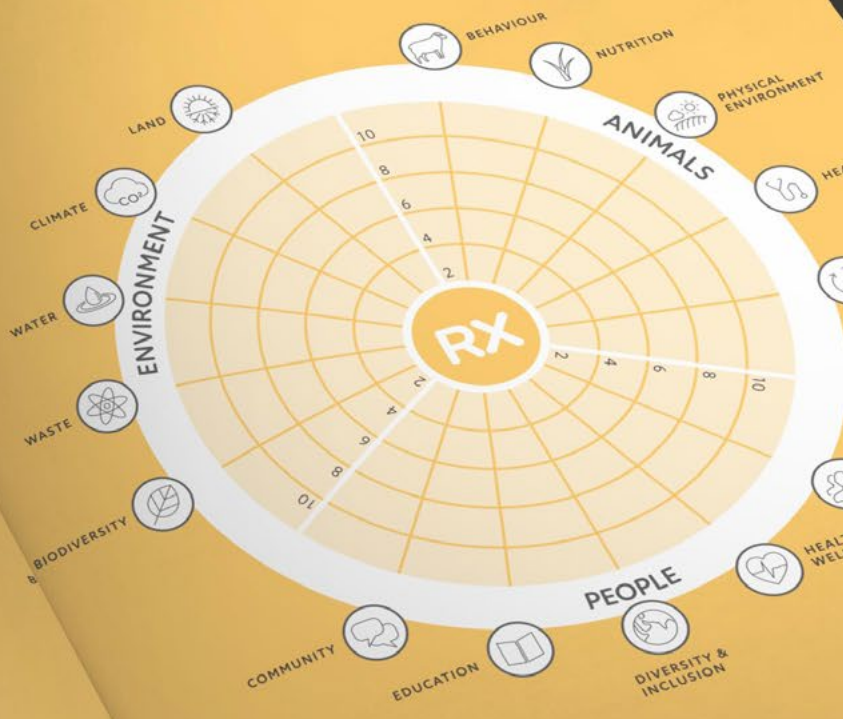
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Manaaki whenua,  
manaaki tangata,  
haere whakamua.  
Care for the land,  
care for the people,  
go forward.



\*Note: Currently, ZQ-certified wool is sourced from New Zealand, Australia and South Africa. Baselining for the ZQ<sup>RX</sup> programme is expected to expand overseas as soon as COVID-19 allows.

# Introduction

Consumers look for tangible proof of brands acting ethically in our world by taking action on climate change and biodiversity loss. They are actively seeking out businesses that are stepping up and tackling global issues like climate change and biodiversity loss to help accelerate a shift to a better, kinder and more positive future for the planet. They are savvy enough to recognise ethical, regenerative-backed products as a way to achieve this. The New Zealand Merino Company Limited (NZM) developed ZQ and ZQ<sup>RX</sup> wool to satisfy these consumers' needs.



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Established in 2006, the ZQ certification programme provides brands and consumers with an assurance that production systems meet standards for the stewardship of livestock, management of the environment and social responsibility, and that the resulting fibre and products are of the highest quality. The programme is available to all growers who supply NZM, and from a production standards perspective we believe ZQ should be the minimum standard for growing wool.



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ZQ<sup>RX</sup> requires that our growers aren't just sustainable but are actually improving over time. ZQ<sup>RX</sup> challenges our wool growers to go beyond sustainability by deeply understanding the complex interactions between their livestock, soils, climate, ecology and community. We work with them to apply strategies to continually improve their performance against key indicators. For growers, ZQ<sup>RX</sup> is a journey of improvement, accurate measurements and shared wisdom.

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## Benefits of the ZQ Programme

- Provides a continually improving, global best practice benchmark for animal welfare, environmental integrity and social responsibility on farms.
- Establishes a framework to provide confidence to NZM's processing/brand/retail and end customers in the status of their fibre with respect to product quality, sustainability, and ethical sourcing.
- Increases the economic, social, and environmental sustainability of Merino, Mid-Micron and Strong Wool fibre production.
- The forward contract mechanism provides price stability at a level that is sustainable for both brands and growers over the term of the contract. This system provides economic stability and sustainability for growers and users of ZQ fibre.
- Provides a framework for further innovation of the programme and grower recognition in the future.
- Provides growers with access to ongoing professional development and advice through NZM workshops, consultation and resources;
- Provides alignment with selected farm assurance programmes.
- Ensures that third party audits are completed every three years for all NZM growers.
- Supports NZM in its goal to become the preferred supplier of ethical wool globally.

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## Document Revision

**ZQ Programme v5.0, released 2021**

**ZQ Programme v4.2, released 2019**

**ZQ Programme v4.0, released 2016**

The ZQ certification programme will be subject to an annual review with the aim of continuously improving its value to both growers and customers.

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## Confidentiality

All information and data collected by NZM and/or by Conformity Assessment Body (CAB) will be treated with the strictest confidence. NZM/CAB will ensure:

- Privacy and protection of commercially sensitive information is always demonstrated.
- Grower records, documents and manuals are held securely.
- Auditors do not enter a grower's property or access grower records without express permission from the grower.

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## About NZM

NZM is an integrated sales, marketing and innovation company focused on elevating the wool industry in New Zealand and globally.

NZM applies an innovative business model that aligns brands, value chains and growers through the ZQ platform and upholds the world's best standards with regard to fibre quality, environmental integrity, animal welfare and social responsibility. NZM also supports brands with branding, marketing and deep consumer insights and maintains a significant portfolio of research and development, grower education and support to drive continual improvement.

Through NZM, growers are rewarded and incentivised to apply and continually improve best practice with regard to ethical production. NZM partners growers with brands and consumers who care about how their products are produced.

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## ZQ and RWS – Proud Partners

As global leaders in ethical wool production, the team at NZM was proud to support Textile Exchange in the development of the Responsible Wool Standard (RWS) as we share common goals with respect to transparency and animal welfare. The RWS was developed through an open and transparent process led by Textile Exchange and a multi-stakeholder group which included representatives from across the industry and different sectors, including animal welfare groups, industry organisations, supply chain members, brands and area experts.



Textile Exchange and The New Zealand Merino Company have worked together to create a robust combined audit process and checklist that simultaneously addresses both RWS and ZQ requirements. This means that farms audited and compliant to ZQ after April 2021 will also simultaneously be audited to and be in conformity with the RWS.

The Responsible Wool Standard (RWS) is an industry tool designed to recognise the best practices of farmers, ensuring that wool comes from farms with a progressive approach to managing their land and from sheep that have been treated responsibly. As an independent, voluntary standard, companies can choose to become certified to the RWS and the standard is globally applicable to all breeds of sheep and provides a robust chain of custody system, from farm to final product.

ZQ is an on-farm certification programme established by The New Zealand Merino Company in 2006 and was the first such programme in the world to require growers to meet strict standards with regard to animal welfare, environmental integrity, social responsibility, fibre quality and traceability. ZQ and Textile Exchange have worked closely together since the launch of RWS in 2016 to ensure alignment and harmonisation of the audit process and to maximise the positive impact of both programmes on the environment, farming communities and livestock.

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## How to Use This Document

This document outlines the overall requirements of the ZQ Programme.

**Objectives** outline the intent of the ZQ programme requirements.

**Requirements** outline the obligations of the grower to meet legal or programme requirements and must be complied with to receive ZQ certification.

**Recommendations** outline recommended practices for the grower to follow but it is not mandatory to do so.

**Key Resources** are indicated by a tool icon. These may be documents or support for growers to enable them to record and manage the requirement more easily.



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## Definitions

**“Must”** indicates a mandatory requirement. Failure to comply with mandatory requirements will result in Corrective Action Requests (CARs) and may result in exclusion from the ZQ programme until CARs have been closed. Failure to comply with legal requirements may also result in penalties such as fines/prosecution.

**“Should”** refers to a practice that is recommended.

**“Can”** indicates a possibility or a capability.

**“May”** indicates a permission.

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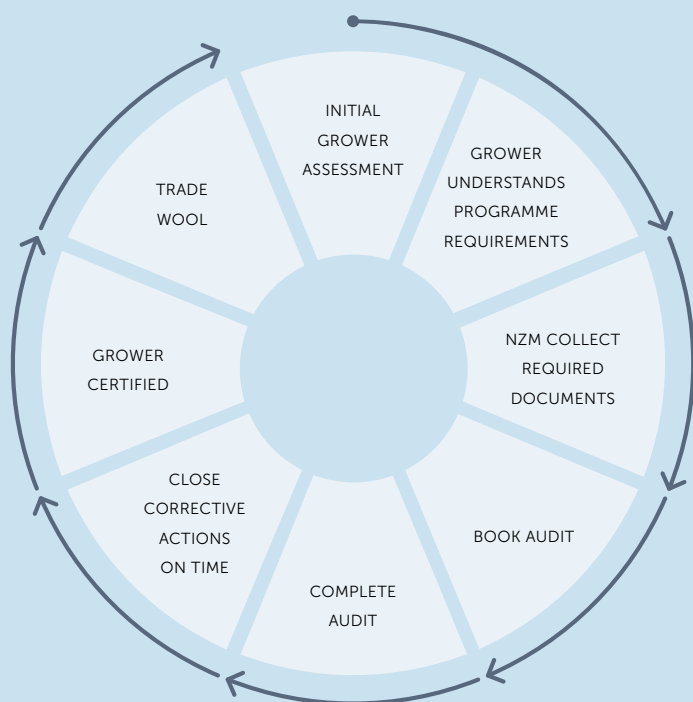
## Scheme Rules

The groups and individuals involved with implementing the ZQ programme are bound by the ZQ scheme rules which outline their roles and responsibilities along with other policy information (i.e. complaints and appeals).

A copy of the ZQ scheme rules can be provided upon request.



# 1. Certification Process



**Note: The maintenance of this status is dependent on ongoing compliance**

## 1.1 Maintenance of ZQ Certification

The ZQ audit process involves a combination of scheduled audits by a Conformity Assessment Body (CAB), additional audits or inspections as determined by NZM and ongoing grower declarations. These steps include:

- On-farm audits will be conducted on every ZQ certified property every three years by a third party to ensure ZQ requirements are met.
- Additional semi announced confirmation audits on-farm and/or inspections will be completed annually on a sample of ZQ properties. Properties for inspection will be selected randomly and based on risk. Growers will be given 72 hours' notice prior to the audit. The intention of these audits is to ensure the integrity of the programme is maintained through the season and between scheduled three yearly audits. This approach may include:
  - Vet inspections and/or CAB audits to check animal welfare and health and 'no mulesing' status.
  - Shearing audits by a CAB during shearing season.

### Requirements

#### ZQ Growers must:

- 1.1.1 Confirm an appointment time to complete an on-farm audit with the auditor.
- 1.1.2 Provide the auditor full access to the farm to enable the audit to be performed without hindrance.
- 1.1.3 Provide any assistance to enable the audit to be performed effectively.
- 1.1.4 Ensure employees are available for interview per auditor selection and able to be conducted in private.
- 1.1.5 Commit to remedial action and continuous improvement.

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## 1.2 Auditing Outcomes

Auditors use their professional experience to determine the severity of issues raised and provide a reasonable time frame for which issues can be remedied. Corrective action is the preferred remedial pathway, as this encourages positive on-farm practice and continual improvement.

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## 1.3 Corrective Action Structure

Corrective actions may be issued at the time of a ZQ audit and are required to be closed within an agreed timeframe. Overdue or outstanding corrective actions will mean that NZM will be unable to trade the grower's wool as ZQ/RWS certified.

Overdue audits also result in a grower no longer remaining ZQ certified which affects NZM's ability to trade ZQ/RWS wool.

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## 1.4 Dual purpose auditing

NZM recognises the importance of dual-purpose auditing where multiple farm assurance programmes may be run at a single property. Although ZQ and additional farm assurance auditing programmes have different product goals, such as fibre quality and food safety respectively. Where practicable, the nominated CAB will carry out both ZQ and additional assurance audits during a single on-farm visit.

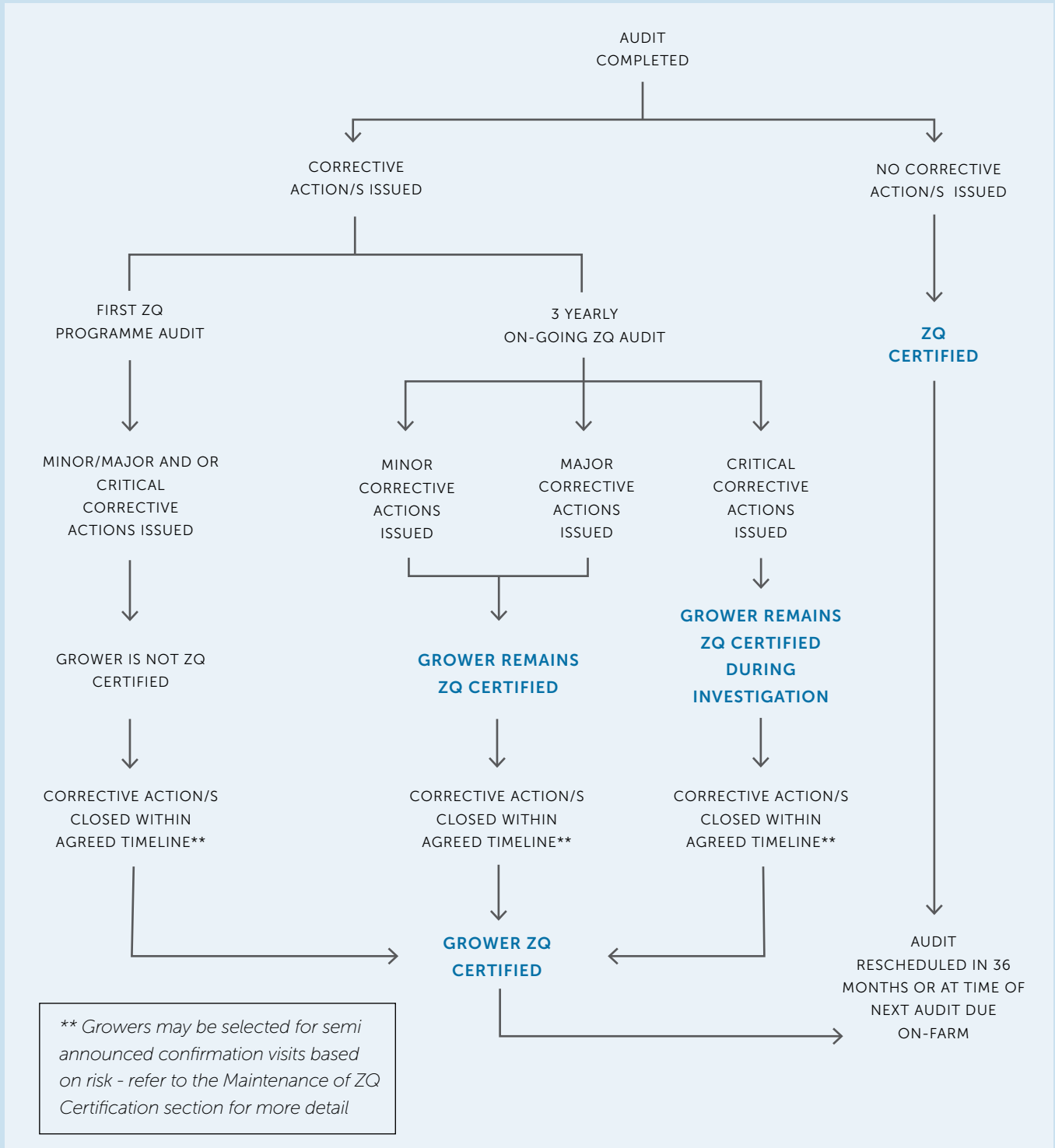
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## 1.5 Wool Trading

Wool is eligible to be sold as ZQ/RWS if a farm becomes certified no later than 12 months after the wool was shipped from the farm. Providing the below requirements have been met:

- a. No critical corrective actions were raised at the time of the audit.
- b. The property has a non-mulesing status or has maintained a ceased mulesing status for 12 months or more prior to the audit.
- c. Chain of custody for previously shorn wool must be confirmed.

# Corrective Action Structure



\*\* If corrective actions are not closed out by the due date the grower will no longer remain ZQ certified.

\*\*\* Refer to the Appendix for further detail on Corrective Actions Structure

# 2. Fibre Quality

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## 2.1 Fibre Specification

### Objective

Growers understand that ZQ Certification guarantees fibre quality will meet the requirements of brand partners sourcing ZQ Wool fibre.

This is achieved by selectively working with growers whose farming systems can consistently meet quality parameters. Brands have the ability to define fibre specifications, such as micron, colour, strength, vegetable matter and co-efficient of variation of fibre diameter. Fibre is prepared in the woolshed with guidance from NZM to ensure the highest quality raw product is achieved, meeting brand requirements. This is followed by objective laboratory testing for highly accurate raw product data. As a result, wool is delivered to brands meeting the specifications required for processing and manufacturing high quality products. Fibre supply contracts between brands and growers ensure that fibre of consistent specifications is delivered year on year.

### Requirement

**2.1.1** No parallel production - parallel production of wool that does not comply is not allowed, all sheep on the farm must fall under the ZQ Certification programme.

### Key Resources

> *Wool Specification Form*

*(Accessible through Grower Gateway and/or Wool Representative)*



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## 2.2 Contracts

The fibre specifications for each customer and market are described and documented in the related Contract for the Sale of Wool to The New Zealand Merino Company Limited.

This contract document is agreed at two stages:

- Firstly, between NZM and the purchaser.
- Secondly between NZM and individual ZQ Wool grower.

The forward contract process requires the grower to supply a given volume of fibre, of a certain specification, within a specified timeframe. This process is verified through:

- Each fleece being hand classed or prepared in the wool shed as required.
- Independent objective laboratory testing through third party laboratories to IWTO Test Methods.

## Requirements

- 2.2.1 Growers must have an electronic or hard copy of the current ZQ Grower Standard Manual, have read and understood the Manual, its requirements and how these requirements apply to wool grown and supplied into the ZQ programme.
- 2.2.2 Growers must ensure that all employees have read and understood the requirements of the ZQ standard – training must be provided.
- 2.2.3 Growers must be NZM suppliers and, if they were to enter a ZQ forward contract, growers will meet fibre specification and quantity requirements as outlined in the contract. Growers must maintain ZQ certification whilst supplying into a ZQ contract.

## Key Resources



- > ***Contract for the Sale of Wool to The New Zealand Merino Company Limited***  
(Accessible through Grower Gateway and/or Wool Representative)
- > ***IWTO Test Method specifications for fibre***  
(Accessible through Grower Gateway)

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## 2.3 Traceability

### Objective

ZQ certification enables the traceability of 'batch' based wool fibre. The credibility and integrity of the programme requires a robust and transparent process that allows for the identification and tracking of fibre through to the customer.

## Requirements

Growers must:

- 2.3.1 Provide an accurately completed wool Specification Form for each complete ZQ Wool line.
- 2.3.2 Accurately brand and identify every bale supplied into the ZQ Certification programme.

## Recommendations

### Wool classing training

- It is recommended that growers and their wool classers engage with NZM's classer and wool handling training programmes, or an equivalent. Wool classing is an important part of the wool harvesting process and determines the suitability of fleece to meet contract specification requirements.



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## 2.4 Chemical Management and Compliance

### Objective

Growers understand their obligations with respect to chemical management and chemical residues and ensure that agrichemicals are used and applied appropriately.

In line with increasing demand from consumers, NGOs and regulators regarding the environmental impact of chemical use in the production and processing of wool, the ZQ Certification programme requires the appropriate use and application of agrichemicals.

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### 2.4.1 Chemical Animal Health Treatments

#### Requirements

The control of external parasites is often a necessity to ensure the continued health of an animal. In the circumstance that any chemical or animal health treatments are used, the following must apply:

- 2.4.1.1 The products must be used in accordance with label directions.
- 2.4.1.2 The relevant withholding periods must be complied with. Where no withholding period is stated, veterinary advice must be obtained.
- 2.4.1.3 Chemical treatment application including batch number, date, stock details must be recorded and easily accessible for reference. An Animal Health & Animal Treatment Plan template is available on the Grower Gateway.

#### Key Resources

- > ***Animal Health & Animal Treatment plan***  
*(Accessible through Grower Gateway and/or Wool Representative)*



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## 2.4.2 Responsible Management of Agrichemicals

Where agrichemicals are handled or used on-farm, the practices followed must be safe, responsible and effective, with minimal adverse impact on human, environmental and animal health. Agrichemicals include agricultural compounds, being any substance, mixture of substances or biological compound, used or intended for use in the direct management of plants and animals, or to be applied to the land, place or water on or in which the plants or animals are managed.

### Requirements

- 2.4.2.1 Agrichemicals must be handled, used and stored responsibly. Chemical stores must be locked and labelled as agrichemical store with no expired chemicals.
- 2.4.2.2 Storage area must be labelled with any signage as required by regional/state or country legislation.
- 2.4.2.3 Chemical treatment application records must be kept including batch number, date of application and stock details.
- 2.4.2.4 An agrichemical inventory is kept. A chemical storage inventory template is available on the Grower Gateway.

### Recommendations

- Agrichemical Safety Training and the Strategic Use of Chemical Treatments.
- Participation in an accredited industry agrichemical safety training programme, such as Growsafe (or similar) is recommended, as this addresses the requirements for safe storage, handling and application as required by hazardous chemical regulations.

**It is important that chemical residues in the wool clip are minimised for human and environmental safety. It is recommended that growers:**

- Seek veterinary advice on specific parasite control methods and chemical product selection.
- Use targeted application methods where appropriate.
- Use timing of application as a strategic tool; and,
- Graze stock strategically during risk periods.

### Key Resources

- > *Small Scale Chemical Storage Records*  
(Accessible through Grower Gateway and/or Wool Representative)



# 3. Animal Welfare, Health and Management

## Objective

The principal focus of initiatives to support the welfare of animals is to ensure that, at a minimum, the management of animals takes account of their five basic animal freedom requirements, specifically:

- Freedom from thirst, hunger and malnutrition.
- Provision of appropriate comfort and shelter.
- Prevention, or rapid diagnosis and treatment of injury, disease, or infestation with parasites.
- Freedom from distress.
- Ability to display normal patterns of behaviour.

## Requirements

- 3.1 Growers must comply with all Regulatory Codes of Welfare and all applicable National, State and/or Regional Animal Welfare Legislation for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 3.2 All growers are required to provide the five animal freedoms.



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## 3.3 Animal Health Treatments and Records

### Objective

The ZQ certification programme encourages the maintenance of good animal health, low levels of stress, and to minimise infection and disease risk. This is achieved through good husbandry practices and effective stock and pasture management. The maintenance of good levels of animal health enhances reproductive performance, productivity and the overall profitability of a farm.

### Requirements

- 3.3.1 Growers must have a written Animal Health Plan for all farmed livestock and service animals. This document must:
- Identify the likely animal health challenges on the property, addressing disease and infection, vaccination, lameness, parasite management, animal husbandry procedures and on-farm humane slaughter protocols.
  - Include animal health procedures including risk measures i.e. tail docking, castration and horn management.
  - Provide an integrated external parasite control plan through strategic timing of shearing, crutching and grazing; and/or targeted chemical application methods.
  - Provide a stock mortality minimisation strategy and extreme weather risk mitigation strategy (contingency plan) to address such potential issues such as flood, drought, fire, heavy snowfall etc. This includes:
    - Recording stock mortality rates.
    - Taking heed of severe weather warnings and providing accessible tracks and roads.
    - Appropriate vehicles are available.
    - Consideration of shelter is made.
    - Feed, water and availability of animal health treatments.
    - Early destocking or emergency euthanasia protocols if adequate feed or water is unavailable for an extended time period.
    - Provide a Body Condition Score (BCS) monitoring protocol.
- 3.3.2 Any stock suffering from health problems must be treated in a timely manner. An alternative humane method of transportation must be sought if stock cannot move on their own.
- 3.3.3 Only adequately trained persons are to carry out animal health procedures in accordance with veterinary advice and as per country specific legislative requirements.
- 3.3.4 Growers must ensure they use only officially registered and in date veterinary animal health products or those used under the direction of a registered vet. These are to be used in accordance with label directions and stored securely. This includes the adherence to dosage recommendations and withholding periods.
- 3.3.5 Any unused or expired remedies must be disposed of.
- 3.3.6 Animal health products must be securely stored & stored separately from agrichemicals.
- 3.3.7 Every animal health treatment (i.e. drench, dip, vaccination), must be recorded including date of treatment, mob identification, stock class and number treated. Treatment type including product used, application method, dose rate and withholding period.
- 3.3.8 Records must be accessible for auditing purposes and the requirement to retain for a 5-year period must be targeted.

## Recommendations

- It is recommended that growers develop their written animal health plan in consultation with a registered Veterinarian.
- Growers and farm staff are recommended to participate in NZM/industry on-farm activities; such as workshops, field days, training or similar. Ongoing professional development enables growers and farm staff to engage with the latest animal health, breeding, technology and productivity research to improve their farming practices over time.
- Seek veterinary advice on specific parasite control methods.

## Key Documents

- > *An Animal Health & Animal Treatment Management Plan template*  
(Accessible through Grower Gateway and/or Wool Representative)





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## 3.4 Stock Management

### Requirements

- 3.4.1 Growers must target a flock Body Condition Score (BCS) of 3.
- 3.4.2 An average Body Condition Score of the flock must be maintained above BCS 2.
- 3.4.3 Immediate remedial action must be taken if an individual sheep has a BCS 2 or less.
- 3.4.4 Feeding management must target a BCS of 3.
- 3.4.5 Sheep must be managed in compatible mobs and isolation is to be minimised.
- 3.4.6 Sheep must be monitored for signs of aggression when new rams are introduced to a group/mob.
- 3.4.7 Sheep must be moved at a responsible pace to avoid exhaustion, heat stress or injury.
- 3.4.8 Sick, injured, disabled, severely lame, or heavily pregnant animals must be handled with extra care and shall be moved only when necessary and at a pace to suit their condition.
- 3.4.9 Electric prodders must not be used on sheep.
- 3.4.10 Sheep must not be mistreated or abused.
- 3.4.11 Stock are monitored regularly for signs of disease and production disorders. Measures must be in place for monitoring stock at high risk times of the year i.e. extreme weather, lambing, flystrike risk.
- 3.4.12 Mortality records must be kept including:
- Date (animal died or date animal found).
  - Class of stock.
  - Cause of death (if known).
  - Action taken where necessary.
  - Slaughter records (animals slaughtered on farm).
- 3.4.13 Records must be kept for any stock that die during transportation.
- 3.4.14 Stocking rates must be recorded and followed to manage feed and water resources.
- 3.4.15 Growers must use a certified transport company or an approved carrier.
- 3.4.16 When transporting animals, they must not be transported unless they are fit enough to withstand the entire journey without suffering unreasonable or unnecessary pain or distress. The following animals must not be transported unless under vet approval:
- Sick, injured, weak, or disabled animals or animals with a body condition score not fit for transport.
  - Animals unable to stand unaided and bear weight on each leg.
  - Animals that are blind in both eyes.
  - Animals that are likely to give birth during the journey.

## Recommendations

- Audible and/or visual aids are used when handling stock instead of physical contact where possible.
- The amount of feed on offer should be measured to calculate the number of available grazing days.

## Key Resources



- > *Mortality records*
- > *Animal Health & Animal Treatment Plan*  
(Accessible through Grower Gateway and/or Wool Representative)

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## 3.5 Animal Husbandry

### Objective

Husbandry practices are carried out in a manner that minimises pain and distress to the animal before, during and after these activities. Animal husbandry procedures are only carried out where necessary, as part of a considered Animal Health Plan.

### Requirements

- 3.5.1 Growers must comply with all Regulatory Codes of Welfare and all applicable National, State and/or Regional Animal Welfare Legislation for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 3.5.2 Growers must demonstrate best practice when planning and carrying out animal husbandry procedures.
- 3.5.3 Management strategies must be in place to minimise pain before, during and after animal health husbandry procedures. NZM is working with growers to establish a pathway for the application of pain relief over a period of time. Growers will be expected to engage in this process as part of the ZQ programme.

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## 3.5.4 Animal Husbandry Procedures (Tail Docking, Castration, Disbudding/Dehorning and Sheep Marking)

### Requirements

- 3.5.4.1 Personnel carrying out tail docking and castration must be provided with adequate training and be competent to perform the procedure.
- 3.5.4.2 Well-maintained, clean and fit-for-purpose equipment must be used for tail docking and castration.
- 3.5.4.3 If carrying out tail docking and castration, this procedure must be completed when sheep are between a minimum age of 24 hours and maximum age of 10 weeks old (without veterinarian supervision or involvement).
- 3.5.4.4 Tail docking must be carried out using a hot cauterising iron or rubber ring methods only. Knife method is not permitted.
- 3.5.4.5 Tail length must cover the vulva for females and equivalent length for males.
- 3.5.4.6 Castration must only be carried out on males that are being kept beyond reproductive maturity unless good justification is provided.
- 3.5.4.7 Castration must be carried out using rubber ring method. Knife method is not permitted.
- 3.5.4.8 Pain Relief - NZM is working with growers to establish a pathway for the application of pain relief for tail docking and castration over a period of time. Growers will be expected to engage in this process as part of the ZQ programme.
- 3.5.4.9 Animals being disbudded or dehorned must have pain relief administered at the time of procedure.
- 3.5.4.10 Dehorning must be performed when the animal is as young as possible and no older than 9 months of age. Removal of tips or removal of a minor ingrown horn may be performed by a competent person without the use of pain relief.
- 3.5.4.11 Observations must occur post disbudding or dehorning to ensure any infection is treated.
- 3.5.4.12 Ear marking is only permitted where one or more of the following conditions are followed:
  - Surgically sharp tools are used.
  - Where there is a risk of loss of tags from the natural environment or theft.
  - Ear notching does not remove more than 10% of each ear.
- 3.5.4.13 Hot branding of sheep is prohibited.

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## 3.6 Nutrition and Water

### Requirements

- 3.6.1 Sheep must have access to natural pasture unless emergency or severe weather conditions would otherwise negatively impact on their welfare.
- 3.6.2 Supplementary feed must be stored properly.
- 3.6.3 Sheep must have access to clean, safe drinking water each day.

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## 3.7 Breeding

### Requirements

- 3.7.1 A breeding strategy must be in place which considers suitable stock selection for the farm type and climate conditions.
- 3.7.2 If artificial breeding procedures are used, they must be carried out by competent operators.
- 3.7.3 Where animals are unsupervised daily, breeds suited to easy births and good maternal care must be used.
- 3.7.4 Lambing period must coincide with favourable climatic conditions to support animal welfare.
- 3.7.5 All lambs must have milk as part of their dietary requirements until they are at least 4 weeks old.
- 3.7.6 Lambing management must minimise the number of lambs not reared by their mothers and consider planning for fostering and rearing orphan lambs.

---

## 3.8 On-Farm Slaughter and Euthanasia Best Practice

### Objective

ZQ growers must ensure that on-farm slaughter and euthanasia is carried out in such a way as to minimise prolonged pain and distress. To assist, NZM have produced the "Humane Slaughter - Good practice guidelines for the on-farm slaughter of sheep".

## Requirements

- 3.8.1 *Humane Slaughter - Good practice guidelines for the on-farm slaughter of sheep* must be followed. Care must be taken to avoid the slaughter of sheep in view of other animals except where unavoidable.
- 3.8.2 Personnel carrying out on-farm slaughter or euthanasia must be provided with adequate training and be competent to perform the procedure.
- 3.8.3 Severing or breaking of spinal cord is prohibited.
- 3.8.4 Devices for slaughtering animals must be in good working condition.

## Key Resources



- > ***Humane Slaughter Good practice guidelines for the on-farm slaughter of sheep***  
(Accessible through Grower Gateway and/or Wool Representative)

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## 3.9 Prohibited Procedures

### 3.9.1 Mulesing

Mulesing is prohibited in the ZQ programme from the point of the grower joining the ZQ programme or previous if in line with legislative requirements. Random veterinary inspections or third-party audit of stock will periodically be conducted on properties supplying fibre into the ZQ certification programme in order to confirm their mulesing status. Any action undertaken by the grower must respect the intent of the ZQ programme to prohibit mulesing in its entirety.

## Requirements

- 3.9.1.1 Mulesing must not be conducted on properties supplying fibre into the ZQ Certification programme.
- 3.9.1.2 Farms with Ceased Mulesing status are accepted. A Ceased Mulesing status must be maintained for at least one year prior to joining ZQ programme. Chain of custody of the previously shorn wool must be confirmed.
- 3.9.1.3 Freeze Mulesing (Steining) is prohibited.

## Key Resources



- > ***Non Mulesing declaration***  
(Accessible through Grower Gateway and/or Wool Representative)



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## 3.9.2 Other Prohibited Procedures

### Requirements

- 3.9.2.1 Electroejaculation i.e. use of an electric probe to stimulate semen production, is prohibited as an artificial breeding procedure.
- 3.9.2.2 Embryotomy i.e. the dissection and removal of a live lamb foetus which cannot be delivered naturally is prohibited (shall only be performed on dead lambs and by a skilled person or veterinarian).

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## 3.10 Live Export of Sheep

International live export of sheep for slaughter is not permitted within the ZQ certification programme. Long haul animal shipping conditions risk considerably on impeding on the five animal freedoms of participating sheep. It is acknowledged that through the stock selling process and subsequent changes of ownership, the stock agent or purchaser may select to independently partake in this activity outside of growers control.

### Requirements

- 3.10.1 Growers must not export sheep for slaughter, or knowingly sell their sheep to traders or brokers who intend to export them offshore for slaughter.
- 3.10.2 Growers who are importing or exporting individual animals for breeding purposes, must use airfreight transportation. Procedures must follow international quarantine requirements and adhere to all animal welfare regulations.

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## 3.11 Genetically Modified Organisms on Farm

### Requirements

- 3.11.1 Genetically Modified Organisms (GMO), including GMO feed and crops must only be sourced or grown if in compliance with country legislation.

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## 3.12 Shearing Best Practice

### Objective

Quality shearing is an essential part of the ZQ Wool fibre harvesting process. Growers are responsible for the preparation of sheep prior to shearing, maintenance of the shearing shed and facilities, and the animal welfare of their flock before, during and after wool harvesting. This involves a combination of grower supervision, planning and coordination with the shearing contractor and/or team leader.

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### 3.12.1 Shearing Sheds and Facilities

#### Requirements

- 3.12.1.1 All efforts must be made to ensure a safe and healthy shearing shed environment (including electrical) and that facilities meet state/country level health and safety requirements.
- 3.12.1.2 The shearing shed and yard facilities must be well-maintained, clean and tidy, minimising hazards to humans and livestock.
- 3.12.1.3 All facilities including fences, yards, loadout races, sheds and housing, must be constructed, maintained and operated in a manner that minimises the likelihood of distress or injury to animals and humans.
- 3.12.1.4 There must be adequate lighting and ventilation for humans and livestock.
- 3.12.1.5 Mechanical plant and equipment must be well maintained.
- 3.12.1.6 First aid kits for farm staff/contractors must be made available by either the grower or shearing contractor and accessible in all areas where employees and the wool harvesting team can access them.

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## 3.12.2 Shearing

### Requirements

- 3.12.2.1 The ZQ shed safety poster must be displayed in the shearing shed and should be used for guidance.
- 3.12.2.2 The time off water and feed prior to shearing is appropriate for stock class (refer to Shearing Shed Safety Poster). Maximum time off water for late pregnancy or early lactating ewes must not exceed 20 hours. Deprivation periods for feed and water for all other sheep must not exceed 24 hours.
- 3.12.2.3 Late pregnancy and early lactating ewes must be closely monitored during any deprivation periods.
- 3.12.2.4 Animals in ill health or poor condition must not be deprived of feed and water until they recover.
- 3.12.2.5 Cuts and wounds incurred at shearing must be treated immediately.
- 3.12.2.6 Severe shearing injuries must be recorded daily and when appropriate treated with pain relief. NZM is working with growers to establish a pathway for the application of pain relief over a period of time. Growers will be expected to engage in this process as part of the ZQ programme.
- 3.12.2.7 Topical antiseptic must be available for use during shearing.
- 3.12.2.8 Sheep must be shorn at least once a year or more often if required.
- 3.12.2.9 Shearers and shearing staff must indicate appropriate handling, skill and training throughout the wool harvesting process. Specifically, sheep handling must minimise the risk of stock pain, injury and distress.
- 3.12.2.10 A method for matching shearers to individual sheep post-shearing (e.g. counting out pens, EID tag recording, raddle) is used during shearing.
- 3.12.2.11 There must be a defined process for treating sheep and shed staff injuries (including significant injuries) and all members of the shearing team are aware of the process.
- 3.12.2.12 There must be a quarantine pen for injured stock.
- 3.12.2.13 Additional water, feed and shelter provisions must be made for the 14 days following shearing.
- 3.12.2.14 Sheep must have sufficient wool cover upon release to the external environment.

### Recommendations

#### ZQ Shearing Self-assessment

- The ZQ Shearing Assessment protocol has been designed to provide indicators of shearing best practice. It is recommended that growers complete the ZQ Shearing Assessment in conjunction with the shearing contractor or team leader as a self-assessment tool as part of pre-shearing planning.

### Shearing Contractors

- The ZQ Certification programme recommends growers engaging accredited shearing contractors (SHEARNZ, or equivalent per country). An assurance programme ensures staff safety and animal welfare protection during wool harvesting.

### Shearing Comb Selection

- ZQ growers are encouraged to specify cover or lifter comb options for shearing in cold conditions.

### Key Resources



- > **ZQ Shearing Assessment**  
*(Accessible through Grower Gateway and/or Wool Representative)*
- > **Shed Safety Poster** - *(Sent to growers as part of the Welcome Pack)*

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## 3.13 Predation

### Requirements

- 3.13.1 Sheep must be protected from the stress and danger of predation. Where predators pose a threat, growers must monitor predator levels.
- 3.13.2 Predation control must be carried out humanely. Control must be carried out responsibly and safely by skilled persons.
- 3.13.3 Lethal control of predators must only be used as a measure of last resort, if permitted legally when carried out humanely.
- Lethal control must target specific, individual animal(s) that is/are creating the conflict.
  - Lethal control of any animal must result in instantaneous unconsciousness and death.
  - Use of poison, leg hold traps and snares are prohibited.
  - Lethal control is not permitted for protected, threatened, or endemic predator species.
  - Each time lethal control methods are used, a record of all killed animals must be kept (including date, species, and reason). The non-lethal methods to minimise livestock-wildlife conflicts must be immediately reviewed to identify improvements to avoid further conflict.

# 4. Care for the Environment

The ZQ Certification programme recognises the importance of protecting the environment in which our growers farm. Growers must develop systems that result in the production of high quality wool fibre while minimising their impact on the environment.

Consumers and brands are increasingly demanding that wool is sourced from sustainable sources and that the environment is cared for in a sustainable manner.

Farm environment planning enables identification of environmental issues, goal setting and provides an ongoing record of on-farm environmental improvement and is shown by:

- An awareness of and response to environmental issues.
- Planning steps to address identified issues.
- Implementation of actions and results.
- Logging of key achievements or changes over time.

## Objective

The ZQ Certification programme assists in raising awareness of and minimising impacts on the environment. Participants are required to undertake active positive management to protect and enhance soils, water and indigenous biodiversity through regular and ongoing planning.

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## 4.1 Planning and Awareness

Growers are encouraged to address environmental issues through regular and ongoing planning.

### Requirements

- 4.1.1 Growers must comply with all applicable environmental Regulatory Requirements at a Country & State level and be clear of their obligations under the law. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.1.2 Growers must complete a written Farm Environment plan. The Farm Environment Plan must include:
- Farm map.
  - Farm environmental planning.
  - Identification of environmental issues (these measures must include responsible disposal of farm plastics, waste and dead stock; awareness and management of sensitive and high conservation areas; wildlife species; rare and endangered animal or plant species and prohibited hunting/gathering of such).
  - Adaptable response to adverse weather conditions (e.g.flood or drought).
  - Goal setting.
- 4.1.3 Growers must make staff aware of on-farm environmental objectives.

## Key Resources

> *Farm Environment Plan Template*

*(Accessible through Grower Gateway and/or Wool Representative)*



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## 4.2 Healthy Soil

### Objective

The grower understands the importance of soil health, the ability of soils to sustain plant growth and methods for the reversal of soil erosion and on-going protection of top soils.

### Requirements

- 4.2.1 Growers must comply with all applicable environmental Regulatory Requirements at a Country & State level and be clear of their obligations under the law. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.2.2 The written Farm Environment Plan must include actions to mitigate risks to soil and land health. Soil health indicators include:
- Ability of soils to sustain plant growth.
  - Reversal of soil erosion and ongoing protection of top soils (e.g. shelter belts, pasture and grazing management strategies).
  - Minimising bare ground.
  - Avoiding pugging.
  - Timing of cultivation to avoid soil erosion.
- 4.2.3 Steps must be taken to monitor and measure, prevent and/or minimise soil erosion, compaction, loss of organic matter and to restore damage to any affected areas.
- 4.2.4 Risk of sedimentation of water ways from soil erosion must be monitored and managed.
- 4.2.5 Key indicators of land health must be monitored as a part of your Farm Environment Plan, through methods such as, but not limited to, photographic sites and soil testing sites.

## Key Resources

> *Monitoring Site Guidance Document*

*(Accessible through Grower Gateway and/or Wool Representative)*



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## 4.3 Biodiversity

### Objective

Growers understand what factors may have an impact on their land and have plans in place to mitigate risks.

### Requirements

- 4.3.1 Growers must comply with all applicable environmental Regulatory Requirements at a Country & State level and be clear of their obligations under the law. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.3.2 Growers must have a written Farm Environment Plan to assess potential impacts to biodiversity and actions required to address these impacts. These measures must include (if applicable):
- Understanding, knowledge and protection of local flora and fauna.
  - Protection of natural landscape and habitat features.
  - On-going responsible control of introduced weeds and pest animals.
  - Management of indigenous rangeland pastures.
- 4.3.3 The aim of grazing management is to protect, restore and enhance the biodiversity value of the farm.
- 4.3.4 Stocking rates and grazing management must encourage biodiversity and avoid overgrazing, compaction or erosion.
- 4.3.5 Deforestation and the conversion of natural ecosystems to agricultural land is prohibited.
- 4.3.6 Pest Management must consider prevention, observation, monitoring and intervention.

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## 4.4 Healthy Waterways and Water Bodies

### Objective

Growers have an understanding of the potential impacts of the biodiversity of their land and have strategies in place to minimise damage to aquatic ecosystems and waterways, actively encouraging conservation. Waterway Health indicators include:

- Ability of humans and stock to drink from waterways.
- Ability of humans to swim and enjoy waterways.
- Ability of waterways to sustain a healthy ecosystem (e.g. aquatic life).
- Minimisation of nutrient run off.



## Requirements

- 4.4.1 Growers must comply with all applicable environmental Regulatory Requirements at a Country & State level and be clear of their obligations under the law. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.4.2 Growers must have a written Farm Environment Plan to assess potential impacts to aquatic bodies and waterways and actions required to address these impacts. These measures must include (if applicable):
- Protection of aquatic life.
  - Minimisation of nutrient run off.
  - Protection of natural ecosystems, such as wetlands.
  - Avoid run-off of chemicals.

---

## 4.5 Nutrient Management

### Objective

Growers understand and comply with all legislative requirements with respect to nutrient management and responsible application.

## Requirements

- 4.5.1 Growers must comply with all applicable environmental Regulatory Requirements at a Country & State level and be clear of their obligations under the law. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.5.2 Written Farm Environment Plan must include:
- Minimisation of nutrient run off and/or leaching (if applicable).
- 4.5.3 When applying fertiliser on farm, growers must:
- Complete soil testing to assess current nutrient levels.
  - Utilise soil testing information and accompanying advice with reference to effective, targeted nutrient use.
- 4.5.4 Fertiliser management plan/strategy must be reviewed annually.

### Recommendations

- Responsible use of fertilisers includes:
  - Use of a nutrient budget.
  - Effective management of erosion-prone land.

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## 4.6 Responsible Management of Hazardous Substances and Waste

### Objective

The grower understands that hazardous substances and waste are to be disposed of responsibly and in accordance with legal requirements.

### Requirements

- 4.6.1 The grower understands and complies with all applicable environmental Regulatory requirements at a Country & State level, is clear of their obligations under the law. Grower ensures that all legal requirements with respect to responsible management of hazardous substances and waste are met. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 4.6.2 Hazardous substances must be stored safely, targeted use and safe application followed.
- 4.6.3 Hazardous substances must be disposed of responsibly.
- 4.6.4 Farm waste (including offal pits) must be stored and disposed of responsibly and in accordance with regulations. Farm waste must be minimised and managed carefully.

### Recommendations

- It is recommended that growers participate in NZM Farm Environment Planning Workshops or similar. Growers can also seek independent third party assistance to complete environmental plans.

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## 4.7 Greenhouse Gas Emissions Management

### Objective

Growers understand and comply with all legislative requirements with respect to Greenhouse Gas (GHG) emissions management.

### Recommendations

- Growers understand their GHG emissions and have a written plan for calculating and managing their GHG emissions.
- It will become increasingly important for growers to understand their Greenhouse Gas (GHG) emissions as this will be an important step in managing and reducing our global emissions. NZM is working on the tools required to support growers in this area.







# 5. Social Responsibility

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## 5.1 Human Rights and Labour

The ZQ programme seeks to support and respect the protection of internationally proclaimed human rights and make sure there is no complicity in human rights abuses.

The programme seeks to:

- Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Eliminate all forms of forced and compulsory labour.
- Abolition of child labour.
- Elimination of discrimination in respect of employment and occupation.

An aim of the ZQ certification programme is to ensure the rights and conditions of employees are well protected. It is recognised that many ZQ growers are small business owners or managers.



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## 5.1.1 Labour

### Objective

The grower understands legal and ZQ programme obligations with respect to the employment of labour.

### Requirements

- 5.1.1.1 The grower must comply with all applicable National, State and/or Regional Employment Relations Legislation and Guidelines for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 5.1.1.2 The grower must hold signed contracts that include working hours and rate of compensation.
- 5.1.1.3 The grower must provide evidence of minimum wage being met.
- 5.1.1.4 The grower must ensure that employees are aware and understand their rights.
- 5.1.1.5 The grower must ensure that employees are not discriminated against.
- 5.1.1.6 The grower must ensure that employees are free from harassment and abuse.
- 5.1.1.7 The grower must ensure that employees are not forced to work.
- 5.1.1.8 The grower must ensure that employees hold correct visas and have the right to work.
- 5.1.1.9 The grower must not have been subject to a successful prosecution under country/state employment law.
- 5.1.1.10 The grower must ensure that all employees have training competency assessed in handling animals.
- 5.1.1.11 Growers should ensure, where reasonably practical, that all employees are on site and available for interview at the time of audit. If employees will not be available, the grower should inform the auditor in advance of the audit.
- 5.1.1.12 Sub-contractors must sign the ZQ Contractor Declaration.
- 5.1.1.13 Grower must provide all employees with access to clean toilet facilities, hand washing facilities and hygienic areas for food storage.
- 5.1.1.14 Growers must respect, acknowledge and adhere to the legal, religious, customary and cultural rights of local communities in relation to land and other resources.

### Key Resources

> *ZQ Contractor Declaration*

*(Accessible through Grower Gateway and/or Wool Representative)*



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## 5.1.2 Child Labour and Young Workers

### Objective

Child labour is a global issue that must be addressed and young workers must be protected.

Children and young workers must not be engaged in dangerous work, and must be able to participate in normal educational activities. Children are able to safely learn farming from their family engaging in age-appropriate activities outside of school hours and lessons.

### Requirements

- 5.1.2.1 The grower must comply with all state and country level legislative requirements for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 5.1.2.2 Growers must identify young workers and ensure that appropriate work restrictions are understood by the person responsible for the worker and the worker themselves (employee interview may be required).
- 5.1.2.3 It is recognised that growers may engage their own children in work from time to time. This is permitted under the ZQ programme if children are not to be engaged in child labour or hazardous child labour or as stipulated in regulations at a Country level. Work must not interfere with schooling.
- 5.1.2.4 The farm must not employ workers under the age of 15 or legal Country minimum (whichever is higher).
- 5.1.2.5 Workers under the age of 18 must not be engaged in child labour or hazardous child labour or as stipulated in regulations at a Country level.

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## 5.2 Health & Safety

### Objective

The ZQ certification programme aims to ensure that a responsible attitude and appropriate strategies are implemented and maintained for the protection of the health and safety of those working, living on and visiting ZQ properties.

Requirements ensure farm risks are identified and minimised, that emergency procedures are outlined and that mechanisms to record and report both accidents and 'near misses' are in place.

## Requirements

- 5.2.1 The grower must understand and comply with legal obligations with respect to health and safety and the effect of any legislative changes on the farm environment and staff for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.
- 5.2.2 A written Occupational Safety plan must be created and made available to all staff and visitors.
- 5.2.3 Employees must be trained on the Occupational Safety Plan and understand the plan. Training records to be completed.
- 5.2.4 Measures must be taken to ensure the property is a safe and healthy workplace by identifying hazards:
- Applying practical controls to significant hazards.
  - Ensuring that employees and visitors are aware of hazards.
  - Ensuring that any machinery or plant that employees use is safe.
  - Ensuring appropriate licences are obtained for operating machinery.
  - Having procedures to deal with emergencies that may arise at work.
  - Recording of incidents and near-misses.
- 5.2.5 Relevant safety equipment must be made available to farm staff and visitors.

## Recommendations

- It is recommended that ZQ Wool growers and their staff undertake regular training through an accredited health and safety programme, specifically targeted at farmers and farms.

## Key Resources

- > **Health and Safety Risk Management Plan**  
(Accessible through Grower Gateway and/or Wool Representative)











# Acknowledgements

**NZM wish to thank the following parties for their on-going support and guidance with the ZQ certification programme.**

- ZQ Grower Governance Group.
- Textile Exchange.
- ZQ Brand Partners.

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## Disclaimer

- The ZQ programme is a voluntary programme and is not intended to replace the legal or regulatory requirements of any country.
- The New Zealand Merino Company HEREBY STATE that this document is provided without warranty, either expressed or implied, of accuracy or fitness for purpose, AND HEREBY DISCLAIM any liability, direct or indirect, for damages or loss relating to the use of this document. All reasonable care was taken in the preparation of this document.

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## Glossary & Definitions

### Act

A single piece of New Zealand legislation, passed into law by the New Zealand parliament and usually denoted by both a descriptive title and year, e.g. Resource Management Act 1991.

### Animal Health

All aspects relating to the management and treatment of, in this case, sheep and dog health.

### Animal Health Products/Treatments

All treatments that are applied or administered to stock to treat or prevent disease or illness. This includes anthelmintics (drenches), ectoparasiticides (dips) and mineral supplements.

### Animal Welfare

Those measures taken to ensure the ability of an animal to express natural behaviours in a managed farming environment.

### Auditor

The third party, whether an individual or organisation, who provides independent verification of performance or non-performance against the ZQ certification standard.

### Certification Programme

The rules and regulations constituting, in this case, the ZQ certification programme.

### Code Of Recommendation/Practice

Documentation, often referred to in legislation, detailing required or recommended practices in relation to the management of various animal species. A Code usually refers to a particular species, or a specific issue relating to a number of species, e.g. livestock transport, with respect to animal welfare and management.

## **Conformity Assessment Body (CAB)**

A conformity assessment body is an independent organisation that carries out conformity assessments or audit activities.

## **Economic Sustainability**

The 'traditional' view of business performance, i.e. the ability of a business to generate sufficient and appropriate profits to ensure it remains in business over the long-term.

## **Environmental Sustainability**

The ability to continue a particular activity without incurring environmental degradation over time.

## **Fibre Quality**

The 'fitness for purpose' of the fibre and its ability to meet the processors' industrial performance requirements.

## **Grower**

The farmer or producer of wool fibre.

## **Grower Gateway**

An online portal that provides a communication point between NZM and growers, accessible from [www.nzmerino.co.nz](http://www.nzmerino.co.nz).

## **Husbandry**

The set of management practices that allows sheep to be successfully managed and farmed.

## **Mulesing**

The procedure in which the woolled skin immediately adjacent to the naturally wool free skin on either side of the anus is removed.

## **Pasture**

Land covered with vegetation suitable for grazing or foraging by animals.

## **Recommendations**

NZM encourages ZQ Wool certification growers to follow these, but it is not mandatory to do so.

## **Requirements**

These must be complied with in order to receive ZQ certification.

## **Social Sustainability**

The ability of individual farmers and farming communities to maintain their farming lifestyle and activity over time.

## **Traceability**

Ability to verify authenticity and origin by tracking documentation of goods through the supply chain.

## **ZQ Certification**

Recognition that an individual farm's management standards conform to those described in the ZQ Grower Standard Manual.

# Appendices

## Corrective action structure

Corrective action rating	Initial/First ZQ audit	Three yearly ongoing ZQ audit/ Surveillance ZQ audit*
<b>All requirements met (no corrective actions issued)</b>	ZQ Certified/Pass.	ZQ Certified/Pass
<b>Minor</b>	Not ZQ certified, corrective actions need to be closed before certified.	Can remain certified with open corrective actions for the time agreed for corrective action closure. If not closed in agreed time (90 days), shall be suspended.
<b>Major</b>	Not ZQ certified, corrective actions need closed before certified.	Can remain certified with open corrective actions for the time agreed for corrective action closure. If not closed in agreed time (30 days), shall be suspended.
<b>Critical</b>	Not ZQ certified, corrective actions need closed before certified.	To be suspended within 24-48 hours of corrective actions being issued. Investigation to be completed to confirm corrective action rating. Grower can remain certified until investigation has been completed.

# Further Information & Legislation Sources

The following sources may be useful to obtain further information regarding the compliance requirements of the ZQ Certification programme.

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## Grower Gateway Forms/Templates

**Available via [www.nzmerino.co.nz](http://www.nzmerino.co.nz)**

- ZQ Wool Specification Form
- Contract for the Sale of Wool to The New Zealand Merino Company Limited
- IWTO Test Methods Specification for Fibre
- Animal Health & Treatment Management Plan Template
- Small Scale Chemical Storage Records Template
- Humane Slaughter - Good Practice Guidelines for the On-Farm Slaughter of Sheep
- Non-Mulesing Declaration
- ZQ Shearing Assessment
- Farm Environment Plan Template (and Information)
- Health and Safety Risk Management Plan Template
- Scale Chemical Storage Record Template.
- Shearing Assessment Template

## **FIBRE QUALITY – New Zealand**

NZS 8409:2004 Management of Agrichemicals (HSNOCOP 3)

- [www.epa.govt.nz](http://www.epa.govt.nz)

Resource Management Act

- [www.legislation.govt.nz](http://www.legislation.govt.nz)

Hazardous Substances and New Organisms Act

- [www.legislation.govt.nz](http://www.legislation.govt.nz)

Growsafe Industry Training Programme

- [www.growsafe.co.nz](http://www.growsafe.co.nz)

## **ANIMAL HEALTH AND WELFARE – New Zealand**

New Zealand Animal Welfare Act

- [www.legislation.govt.nz](http://www.legislation.govt.nz)

Ministry for Primary Industries Codes of Welfare

- <https://www.mpi.govt.nz/animals/animal-welfare/codes/all-animal-welfare-codes>

The Royal New Zealand Society for the Prevention of Cruelty to Animals (RNZSPCA)

- [www.rnzspca.org.nz](http://www.rnzspca.org.nz)

The New Zealand Shearing Contractors Association ShearNZ Programme

- [www.shearnz.co.nz](http://www.shearnz.co.nz)

## **CARE FOR THE ENVIRONMENT – New Zealand**

Resource Management Act

- [www.legislation.govt.nz](http://www.legislation.govt.nz)
- [www.mfe.govt.nz/rma](http://www.mfe.govt.nz/rma)

Code of Practice for Nutrient Management

- [www.fertiliser.org.nz](http://www.fertiliser.org.nz)

Information on the obligation New Zealand has under International Multilateral Environmental Agreements

- [www.mfe.govt.nz](http://www.mfe.govt.nz)

The Environmental Protection Authority (EPA New Zealand) makes decisions on applications to introduce Hazardous Substances (HA) or New Organisms (NO) including Genetically Modified Organisms (GMOs)

- [www.epa.govt.nz](http://www.epa.govt.nz)

Rural Recycling Programme: Agrecovery

- <http://www.agrecovery.co.nz/>



## **SOCIAL RESPONSIBILITY – New Zealand**

Health and Safety at Work Act (HSWA).

- [www.legislation.govt.nz](http://www.legislation.govt.nz)

Health and Safety on Farm

- [www.worksafe.govt.nz](http://www.worksafe.govt.nz)
- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/keeping-safe-on-farms/managing-health-and-safety/>
- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/keep-safe-keep-farming-toolkit/>
- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/working-with-animals/working-with-sheep/>
- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/working-with-animals/working-with-sheep/safe-sheep-shearing-gpg/>

Employment Relations Act

- [www.legislation.govt.nz](http://www.legislation.govt.nz)

Employment New Zealand

- [www.employment.govt.nz](http://www.employment.govt.nz)

WORKSAFE / Managing health and safety: A guide for farmers

- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/keeping-safe-on-farms/managing-health-and-safety/>

WORKSAFE / Keep Safe, Keep Farming

- <https://www.worksafe.govt.nz/topic-and-industry/agriculture/keep-safe-keep-farming-toolkit/>

The Ten Principles of the United Nations Global Compact

- <https://www.unglobalcompact.org/what-is-gc/mission/principles>

## **REGIONAL COUNCILS – New Zealand**

Greater Wellington Regional Council

- [www.gw.govt.nz](http://www.gw.govt.nz)

Hawke's Bay Regional Council

- [www.hbrc.govt.nz](http://www.hbrc.govt.nz)

Horizons Regional Council

- [www.horizons.govt.nz](http://www.horizons.govt.nz)

Marlborough District Council

- [www.marlborough.govt.nz](http://www.marlborough.govt.nz)

Environment Canterbury Regional Council

- [www.ecan.govt.nz](http://www.ecan.govt.nz)

Otago Regional Council

- [www.orc.govt.nz](http://www.orc.govt.nz)







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