Wine Australia



Protecting the people behind Australian wine

An Ethical Business Guide

April 2026

Acknowledgement of Country

In the spirit of reconciliation, Wine Australia acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



About this guide

This guide provides general information to help businesses understand and manage ethical practices within the Australian wine sector.

It is not intended to be legal or professional advice and should not be relied upon as such. Businesses should seek independent advice before taking action based on the information provided.



With thanks

The Ethical Business Guide was developed in consultation with Australia's grape and wine community to ensure it reflects real-world experience and delivers practical advice.

Our sincere thanks to everyone who generously contributed their time, insights and passion during stakeholder interviews, including Australian Wine Research Institute, Treasury Wine Estates, Coles Liquor, AHA Viticulture, Total Viticulture Solutions, Endeavour Group and SA Wine Industry Association.

Engagement also included a sector-wide online survey exploring the challenges and opportunities of ethical business, along with feedback gathered at the 2025 Wine Tasmania Field Day.

More than 41,000 people[1] in Australia are estimated to be living in conditions of exploitation.

[1] Walkfree. (n.d.). Modern Slavery In Australia. Global Slavery Index. https://www.walkfree.org/global-slavery-index/country-studies/australia/





Often hidden in plain sight, modern slavery can occur within the farms, factories and supply chains that sustain our way of life – including those connected to food and wine.

It can occur anywhere, sometimes closer to home than we realise.

Australia's grape and wine community has a proud tradition of care – for its land, its craft and its people. This guide helps uphold that tradition, supporting every business to ensure that each bottle of Australian wine tells a story of fairness, safety and respect, from grape to glass.

Contents

01

Getting started with ethical business 06

What ethical business means for you 07

How to use this guide 10

02

Why ethical business matters in wine 12

Meeting rising expectations to protect market access 13

03

Spotting your risks 23

Common risks and your responsibility 24

04

Doing what's right 31

The five principles of ethical practice 33

What to do when things go wrong 39

05

Tools to make it easier 42

Contractor checklist 43

Sample contractor questions and conversation guide 45

Sample work induction checklist 47

Site poster 48

Sample worker interview questions 49

Communications handbook 50

06

Support and key contacts 51

07

A future we can be proud of 52

Section 01

Getting started with ethical business



What ethical business means for you

Ethical business is about responsibility, but it's also about opportunity. Around the world retailers, regulators and consumers want assurances that wine is made ethically.

Meeting these expectations strengthens Australia's reputation as a trusted producer and secures access to key markets. Recent reports of underpayment and poor conditions across agriculture, including wine, show how quickly reputations can be harmed and market access put at risk.

This guide is designed to make doing the right thing easier. You'll find clear explanations, real-world examples and practical tools whether you run a small family vineyard or a large export business.



Australia's wine sector is renowned for its quality, innovation and deep connection to the land.

But great wine is not crafted by nature alone. At the heart of every great vintage are the people: growers, winemakers, families, contractors and seasonal workers whose skill and care shape the story of Australian wine. Ethical business ensures this story is one we can all be proud of.

Respecting the people behind every bottle

Human rights protect the dignity, safety and freedom of every person. They apply equally to everyone, everywhere, regardless of their role, background or status. In the wine sector, this means ensuring that all work is freely chosen, lawful, safe and free from exploitation across operations and supply chains.

Embedding this commitment into daily practice creates benefits that flow across the business, from stronger access to markets and customer trust, to a safer, more reliable workforce.

Market access

Australian wine is sold in more than 100 countries[2], making exports highly sensitive to global expectations. International buyers now require proof of ethical practices through audits, supplier codes of conduct and certifications. Producers that can demonstrate evidence of responsible labour practices are better positioned to secure contracts and access premium markets.

Reputation and trust

Strong labour practices safeguard against reputational damage and legal risk. Customers, retailers and regulators increasingly ask not only "Is this wine sustainable?" but "Was it made fairly and safely?". Aligning workplace conditions with the story on your label builds trust and protects your brand.

Workforce stability

Fair, safe and respectful treatment makes it easier to recruit, retain and motivate workers. This is especially important in a sector that depends heavily on seasonal and migrant labour, particularly in regional areas where labour shortages can exist. Businesses that act responsibly become employers of choice, reducing disruption and ensuring reliability across busy periods.

Practical value across the chain

Growers
Fair conditions reduce turnover during harvest and pruning, saving time spent retraining crews. Stronger oversight of contractors helps avoid fines and reputational harm.

Vineyard owners and managers
Ensuring responsible labour practices reduces legal risk and strengthens relationships with tenants (where land is leased) and contractors.

Labour hire firms and contractors
Transparent recruitment, fair pay and decent conditions attract reliable workers and secure ongoing contracts.

Producers and winemakers
Demonstrating ethical practice builds resilience against supply chain risks, attracts investors and improves access to finance and export markets.

Retailers and exporters
Verifiable standards provide confidence for consumers and regulators. They also protect brand value in competitive global markets.

Investors and financial institutions
Strong labour governance minimises environmental, social and governance (ESG) risk and aligns with responsible investment principles.

[2] Wine Australia. (2025). Export Dashboard Overview. https://marketexplorer.wineaustralia.com/export-dashboard

The sector context

In 2019, about

60% of horticulture workers were visa holders, many hired through third parties[3].

- Underpayment
- Unsafe housing
- Debt from recruitment fees
- Isolation
- Harassment

When work is informal or subcontracted, many of these harms can remain hidden.

At the same time, the global landscape is shifting. International human rights frameworks, new laws requiring ethical business checks in Europe, the UK and other markets and Australia's own federal modern slavery legislation are lifting expectations of what ethical business looks like and how it must be demonstrated.

Case study

Exploitation in Champagne, 2023

The risks of inaction are clear. In 2023, Champagne producers in France faced global scrutiny after 57 undocumented West African workers were recruited under false promises to work in the region. The workers were forced to live and work in harsh, unsafe conditions. Investigations later found the labour provider guilty of human trafficking. The company was shut down, its director and two associates were sentenced to prison and the wine cooperative involved was fined. Each worker received compensation for the exploitation they endured[4].

This case shows how quickly exploitation within a supply chain can cause real harm to people, to reputations and to the integrity of an entire region's brand.

[3] National Agricultural Labour Advisory Committee. (2021). National Agricultural Workforce Strategy: Learning to excel. Canberra: Department of Agriculture, Water and the Environment.
[4] RFI. (2025). Traffickers jailed for up to four years for abusing champagne grape pickers. https://www.rfi.fr/en/france/20250722-traffickers-jailed-for-up-to-four-years-for-abusing-champagne-grape-pickers

How to use this guide:

Growers

This is not a journey you need to take alone. Every business has a role to play and even the smallest step helps our sector lead with integrity.

Think of this guide as your map. Use this framework to identify where you are today and what to do next.

Follow the grape icon to navigate to the sections in the guide most relevant for growers.



I want to understand my responsibility

Understand your responsibility to respect human rights
→ Page 8

How ethical business builds trust and creates value
→ Page 8

I want to know what good practice looks like

How changing expectations for growers are affecting market access
→ Page 13

Who is most at risk in your vineyard and why?
→ Page 25

Risks to look for during pruning, canopy management and harvest
→ Page 28

I'm ready to take action

Sharing clear expectations for safe, fair and ethical work practices
→ Page 34

How to choose and manage ethical contractors
→ Page 35

How to build visibility over who is working in your vineyard and how they were recruited
→ Page 35

Help your workers understand their rights and how to speak up
→ Page 36

How to keep vineyards, equipment and worker housing safe and accessible
→ Page 37

How to pay fairly and on time
→ Page 38

The five-step framework when an issue arises
→ Page 40

Practical tools to make implementation easier
→ Page 42

How to use this guide:

Producers

This is not a journey you need to take alone. Every business has a role to play and even the smallest step helps our sector lead with integrity.

Think of this guide as your map. Use this framework to identify where you are today and what to do next.

Follow the bottles icon to navigate to the sections in the guide most relevant for producers.



I want to understand my responsibility

Understand your responsibility to respect human rights
→ Page 8

How ethical business builds trust and creates value
→ Page 8

I want to know what good practice looks like

What customers, retailers, and export markets expect
→ Page 13

What certifications and audits do buyers recognise and how can they signal credibility for your product
→ Page 18

Who is most at risk in your vineyard and why?
→ Page 25

I'm ready to take action

Embed fair-work expectations into your procurement and supplier relationships
→ Page 34

How to work with ethical suppliers and set clear standards
→ Page 35

How to track who is working across your production sites and supply chain
→ Page 35

How to support worker rights and strengthen reporting through your suppliers
→ Page 36

How to maintain safe, healthy and inclusive production sites
→ Page 37

How to pay fairly and on time
→ Page 38

The five-step framework when an issue arises
→ Page 40

The tools to put these practices into action
→ Page 42

Section 02

Why ethical business matters in wine





Meeting rising expectations to protect market access

Across Australia and major export markets, expectations of business conduct are rising. Laws governing workplace conditions, migration and modern slavery are tightening.

The National and NSW Anti-Slavery Commissioners – both independent statutory officers created under modern slavery laws in Australia to promote compliance, raise awareness, support survivors and advise business and government on modern slavery - are calling for stronger checks and accountability across the supply chains and operations of Australian businesses and public organisations.

Globally, new regulations are setting clearer standards for ethical business. Governments are introducing laws that require companies to identify, prevent and address human rights risks across their supply chains, guided by frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs), the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and core International Labour Organization (ILO) conventions.

Retailers are now embedding these principles into practice through contracts, supplier codes, audits and reporting, while consumers are demanding clear evidence that ethical commitments are genuine[5].

For Australian growers and winemakers, this means higher expectations at every stage of the value chain. Even if a business is not directly covered by these laws, its buyers often are and their obligations flow down through suppliers.

Understanding these laws and how they apply to your business helps you stay compliant, reduce risk and remain competitive in a changing market.

[5] Australian Competition & Consumer Commission. (n.d). Environmental and sustainability claims. Commonwealth of Australia. https://www.accc.gov.au/consumers/advertising-and-promotions/environmental-and-sustainability-claims





Definition of modern slavery

Modern slavery is a term used to describe situations where a person is exploited and has their freedom removed or undermined by another through coercion, threats or deception.

It includes exploitative practices like forced labour, slavery, servitude, debt bondage, human trafficking, deceptive recruitment, the worst forms of child labour and forced marriage which are criminalised under Australian law.

Australia's domestic framework

Legislation				
Fair Work Act 2009 (Cth) **Wine Industry Award 2020 (MA000090)**	**Pacific Australia Labour Mobility (PALM) scheme laws, regulations and guidelines**	**Labour-hire licensing schemes (ACT, QLD, SA and VIC)**	**Modern Slavery Act 2018 (Cth)**	**Modern Slavery Act 2018 (NSW)**
What it requires				
Sets lawful pay and conditions, enforced by the Fair Work Ombudsman. Regulates weekly hours (maximum 38 averaged over a four-week period) and overtime (with any additional hours during peak periods attracting penalty rates) and provision of adequate rest breaks.	Sets recruitment, housing and welfare rules for seasonal workers.	Providers must be licensed and meet standards on pay, safety and accommodation.	Businesses with a consolidated revenue of $100 million AUD or more must report on how they identify and address modern slavery risks in their operations and supply chains. Creates the independent statutory office of the National Anti-Slavery Commissioner.	Certain NSW public entities are required to report on the steps (and/or take reasonable steps) to ensure that the goods and services they procure are not the product of modern slavery. The NSW Act also creates the independent statutory office of the NSW Anti-Slavery Commissioner.
Why it matters for you				
Non-compliance exposes businesses to legal risks including criminal prosecution, civil action and related enforcement action, including penalties of up to $19,800 per breach for individuals and $99,000 per breach for companies, along with compliance notices and orders for back-pay. Non-compliance can risk contractual cancellations, related reputational damage and certification status.	If a labour hire provider or grower approved under the PALM scheme is found to be non-compliant, they may face financial penalties and suspension or loss of PALM approval, preventing them from recruiting or continuing to employ PALM workers. In more serious cases, they may also be publicly listed as a prohibited employer under the Migration Regulations 1994, which restricts access to all migrant labour programs. For wine businesses that rely on these providers, this can lead to sudden labour shortages, harvest delays and association with non-compliant practices.	Engaging unlicensed labour-hire providers is illegal and exposes businesses to substantial financial penalties, (for example, up to $500,000 in Victoria), audits and banning orders by state labour-hire authorities.	Suppliers that cannot demonstrate cooperation with reporting entities may lose contracts with major buyers, supermarkets and global distributors that are required to report.	Suppliers that cannot demonstrate compliance with or cooperate with requests from NSW public reporting entities risk losing commercial contracts or competitiveness in public tender processes.

Fair Work audits and modern slavery risks for wine producers

The Fair Work Ombudsman (FWO) has increasingly targeted investigations into alleged modern slavery-related breaches within Australia's agriculture and wine industries.

Through the Harvest Trail Inquiry and joint operations with the Labour Hire Authority, the FWO has audited farms, vineyards and labour-hire intermediaries where risks of underpayment, debt bondage and unlawful recruitment were identified. These audits have uncovered widespread non-compliance with the Fair Work Act, including piece-rate manipulation, falsified records and exploitation of migrant and seasonal workers.

In its 2024 compliance report, the FWO found that among 15 key regional hotspots identified as high-risk for breaches of workplace laws, labour hire providers in the Mornington Peninsula, Yarra Valley, Sunraysia and Shepparton (Vic.), as well as the Riverina, Coffs Harbour and Grafton (NSW), had the highest rates of non-compliance.

Over $1 million in unpaid wages were recovered for 2,500 workers. Authorities issued 150 formal cautions, 132 infringement notices, 13 compliance notices, commenced legal action against eight employers and entered into seven enforceable undertakings.



Over
$1million
unpaid wages recovered for
2,500 workers

Authorities issued

150 formal cautions

132 infringement notices

13 compliance notices

8 employers faced legal action

7 enforceable undertakings were entered into

For wine exporters, understanding how international trade and import laws influence access to key markets is essential.

Watchlist markets

Several of Australia's key and emerging wine export destinations including Japan, South Korea, Thailand and Taiwan are actively developing human rights due diligence or forced-labour import legislation. Australian wine exporters should prepare to remain competitive and trade-ready once new requirements take effect.

Regulation	European Union (EU) Corporate Sustainability Due Diligence Directive (CSDDD)	Germany's Supply Chain Due Diligence Act	France's Duty of Vigilance Law	Uyghur Forced Labor Prevention Act (UFLPA) - USA	California Transparency in Supply Chains Act (USA)	UK Modern Slavery Act (2015)	Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023)	Norway Transparency Act (2022)	Swiss Code of Obligations and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict	Resolution Establishing the Procedure for the Application of the Import Ban on Goods Produced with Forced or Compulsory Labour (Mexico)
What it requires	Requires EU and non-EU firms of certain sizes to identify, prevent and mitigate human rights and environmental risks. European importers face civil liability claims for breaches and fines of up to 5% of global net turnover.	Requires companies with more than 10,000 employees to assess risks and provide safe ways for workers to raise concerns. German buyers must cascade due diligence down their supply chains. German importers are exposed to fines and exclusion from public tenders for non-compliance.	Large French companies must publish 'vigilance plans' covering processes for identifying and managing human rights and environmental risks. French importers are exposed to civil liability actions.	The UFLPA bans imports into the USA made wholly or partly in Xinjiang, China. Suppliers connected with Xinjiang are published on a public 'entities list'. US importers cannot access any goods provided by suppliers published on an 'entities list'.	Requires public disclosure by Californian importers of efforts to address human trafficking and slavery or risk exposure to injunctions and fines.	Large companies must publish annual statements on how they identify and manage modern slavery risks which requires engagement with their suppliers.	Requires annual reporting by companies with Canadian operations. Bans imports made with forced labour. Non-compliance can result in fines up to CAD $250,000.	Large companies must carry out ongoing due diligence and publish an annual account of due diligence. Non-compliance can result in significant financial penalties of up to 4% annual turnover or 25 million Norwegian Kroner, whichever is higher.	Swiss companies (and foreign companies with Swiss subsidiaries) are required to undertake due diligence, report annually and in some cases obtain third-party assurances. Swiss importers are exposed to fines for failing to report or giving false statements.	Bans imports made with forced or child labour.
Why it matters for you	There is a risk of losing access to EU wine markets and public exposure under EU transparency rules can carry serious reputational damage.	Producers that cannot provide evidence of due diligence risk exclusion from public tenders.	Reputational and financial risk if unable to demonstrate compliance to French importers.	Use of packaging, glass, cork or apparel sourced from Xinjiang risks total loss of access to the US market and reputational exposure if published on 'entities lists'.	Non-cooperation with Californian importers risks loss of access to one of the largest US state markets and potential reputational exposure in public registries.	Failure to cooperate with UK retailers and supermarkets risks exclusion from the UK market and reputational damage in media and NGO campaigns.	Failure to demonstrate to Canadian liquor boards measures taken to prevent and address forced and child labour in supply chains may result in cancelled contracts.	Suppliers that do not cooperate with Norwegian importers' due diligence processes may risk loss of contract, limited market access and loss of trust with business partners.	Suppliers may be de-listed or have supplier contracts terminated if documentation can't be provided.	Contract penalties may be enforced where goods are detained or destroyed at the border. Access to the North American market may also be weakened.



Meeting customer expectations

Customers today are more informed and motivated by ethical values than ever before.

A recent Accenture[6] study found that since the COVID-19 pandemic, most consumers are guided by new priorities beyond price and quality, including health and safety, trust and reputation and product origin. Of those surveyed, more than 75% wanted the brands they buy from to source their services and materials ethically. They care about how their wine is made and whether the people behind it are treated fairly. Research commissioned by the Fair Work Ombudsman for the Harvest Trail Inquiry showed that over 80% of consumers concerned about farm workers' conditions would avoid products linked to underpayment or poor treatment, with many willing to pay more for fairly produced goods.

What buyers and retailers are asking for

Buyers and retailers face strict laws in their own markets.

They expect suppliers to support their regulatory obligations by:

- Complying with Codes of Conduct and ethical sourcing policies aligned to international human rights and labour standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) principles and Ethical Trading Initiative (ETI) codes.
- Demonstrating oversight of subcontractors and labour-hire providers.
- Cooperating with audits and providing relevant information through recognised third-party platforms.

These expectations are already influencing Australian wine supply chains. Large retailers like Endeavour Group (Dan Murphy's and BWS) and Metcash (IGA Liquor, Cellarbrations and Porters Liquor) require suppliers to align with their Responsible Sourcing Programs, undergo ethical audits, comply with international human rights frameworks and demonstrate compliance with the Modern Slavery Act 2018 (Cth).

A similar shift is taking place across global markets. Major retail groups in emerging markets like AEON (Japan) and Central Retail (Thailand) have adopted international human rights frameworks such as the UNGPs, the ILO Core Labour Conventions and the UN Global Compact, signaling a broader regional shift towards the formal integration of human rights due diligence into standard supply chain practice.

Case study

Improving due diligence in Italian wine supply chains

In 2019, an Oxfam-supported report[7] revealed systemic exploitative conditions in the Italian wine supply chains supplying Sweden's state alcohol monopoly Systembolaget. Vineyard workers, many from migrant backgrounds across Tuscany, Piedmont, Puglia and Sicily, reported poverty wages, insecure contracts, heavy reliance on labour brokers and health and safety risks, such as lack of personal and protective equipment (PPE).

Systembolaget responded by developing a targeted Action Plan to address the findings. This included updates to its Sustainable Procurement Framework that directs buyers to procure only from suppliers that comply with its Supplier Code of Conduct and Terms and Conditions. These mandate fair wage and employment checks for new products, accessible worker-voice mechanisms and consideration of fair labour costs in price negotiations. Supplier contracts also now include clearer requirements for ethical recruitment, worker protection and transparent risk disclosure.

[6] Accenture. (2021). 'Life Reimagined: Mapping the motivations that matter for today's consumers'. https://insuranceblog.accenture.com/wp-content/uploads/2021/07/Life-Reimagined-Full-Report-Accenture.pdf
[7] Oxfam. (2025). The People Behind Sweden's Italian Wine. https://oxfam.se/en/foretags-ansvar-systembolaget/

Global retailer expectations

Retailers around the world are setting clear expectations for how suppliers manage human rights and labour practices. These expectations extend beyond legal compliance and are built into supplier codes of conduct, contracts and audit processes.

The examples below outline how leading retailers apply these expectations in practice and what wine producers can expect when supplying international and domestic markets.

Retailer					
Coles Liquor (AU)	**Endeavour Group (AU)**	**Metcash (AU)**	**Tesco (UK)**	**Liquor Control Board of Ontario (LCBO), (Canada)**	**Systembolaget (Sweden, EU)**
Human rights and labour standards					
Compliance with Coles' Ethical Sourcing Policy, aligned with the ETI Base Code and ILO conventions.	Alignment with UN Global Compact, UN SDGs and UNGPs.	Compliance with Metcash's Responsible and Ethical Sourcing Principles, which align with ETI Base Code, ILO principles, UNGPs, Universal Declaration of Human Rights.	Compliance with ETI Base Code and ILO Core Conventions as a condition of supply.	Compliance with Supplier Code of Business Conduct as a condition of supply.	Compliance with Code of Conduct for Suppliers, aligned to Amfori BSCI Code of Conduct and ILO conventions.
Audits and reporting requirements					
Provide ethical sourcing performance information through Sedex, Fair Farms Certification, SAP Ariba, or other format prescribed by Coles. Cooperate with desktop or on-site internal or independent audits by APSCA-certified auditors.	Operates a Responsible Sourcing Program that uses the Sedex risk assessment tool and requires social compliance audits for medium to high-risk suppliers.	Cooperate with independent third-party audits or assessments upon request.	All supplier sites registered on Sedex. Independent third-party audit for high-risk sites before supply and annually thereafter. Cooperate with Tesco spot or desktop audits.	Cooperate with LCBO oversight and enforcement requirements (no specific audit platform specified).	Participate in and remediate identified non-compliances in third-party, Amfori BSCI-aligned social audits. Audits are either announced or unannounced.
Subcontractor and labour-hire oversight					
Provide subcontractor and labour-hire provider list upon request by Coles or an independent auditor. Subcontractor registration on Sedex, Fair Farms, SAP Ariba, or other systems as directed.	Applies human rights due diligence across extended supply chain and includes trade suppliers and labour-hire contractors within scope. Fair Farms certification covers Australian vineyards.	Ensure subcontractors, agents and labour providers comply with Metcash's Responsible and Ethical Sourcing Principles. Actively monitor and manage compliance throughout supply chain.	All supplier sites registered on Sedex. Independent third-party audit for high-risk sites before supply and annually thereafter. Cooperate with Tesco spot or desktop audits.	Ensure subcontractors, agents and labour providers comply with LCBO's Supplier Code. Actively monitor and manage compliance through supply chain.	Ensure subcontractors and production sites comply with Systembolaget's Code of Conduct. Actively monitor and manage compliance throughout the supply chain.
Modern slavery and due diligence					
Support reporting under the Modern Slavery Act 2018 (Cth).	Modern Slavery Statement published under the Modern Slavery Act 2018 (Cth). The Group's Human Rights and Responsible Sourcing Programs aim to ensure compliance with Australian and international human rights law.	Support reporting under Modern Slavery Act 2018 (Cth) and related reporting obligations. Provide risk information and cooperate with remediation if issues are found.	Support reporting under UK Modern Slavery Act 2015. Provide human rights and modern slavery data through Sedex and cooperate with Tesco's due diligence and remediation processes.	Report annually on measures to prevent child and forced labour, cooperate with remediation processes and support LCBO's reporting obligations under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211).	Support reporting under Corporate Sustainability Due Diligence Directive (CSDDD) and Sweden's commitments under international conventions. Cooperate in remediation where violations such as forced labour are identified.



Sustainable Winegrowing Australia membership or certification is a valuable step toward demonstrating sustainability, but it is not accepted by retailers as assurance of modern slavery best practice.

Grape and wine businesses need to use additional tools and mechanisms to demonstrate how they are managing ethical risks and meeting best practice expectations.

A range of mechanisms can help businesses demonstrate compliance and meet the rising expectations of ethical practice. Within the wine sector, this typically involves a mix of wine-specific and broader certification systems, alongside data-sharing and audit platforms.

While these tools share a common purpose of promoting transparency, accountability and continuous improvement across supply chains, they differ in their structure, scope and audience. Together, they represent complementary approaches to achieving ethical and sustainable outcomes within the wine sector and global supply chains.

Certifications

Certifications are a recognised way for buyers and retailers to verify that suppliers are managing ethical risks. They also act as a signal of credibility and can make it easier to demonstrate that your business is meeting minimum expectations. Certification costs usually include a membership fee (for access to tools, resources and platforms) and a certification fee (for assessment and final certification) and may vary depending on business size and audit requirements.

Here are some examples of certifications:

Fair Farms: An Australian industry-led certification and training program that helps agricultural businesses demonstrate compliance with national workplace laws and ethical employment standards. Supported by the Australian Government, it provides online training, self-assessment tools and third-party audits. Many large retailers and wine groups, such as Endeavour Group, accept Fair Farms audits as evidence of due diligence under their responsible sourcing programs.

Fairtrade: An internationally-recognised certification system designed to ensure producers in developing countries receive fair prices, decent working conditions and sustainable livelihoods. Fairtrade applies rigorous social, environmental and economic standards across more than 30 product categories, including agriculture, textiles and manufactured goods.

However, not all certifications assess the same criteria or at the same depth. Some focus primarily on environmental outcomes, while others go deeper into pay, housing and worker wellbeing. Understanding what your certification covers and where its boundaries lie is essential. Businesses should also be ready to show how they are addressing areas not covered by certification to demonstrate a wholistic commitment to ethical practice.

Sustainability certifications and tools relevant to Australian grape and wine production

	Environment	Modern slavery and labour rights	Fair and lawful remuneration	Documented employment terms	Transparent recruitment practices	Safe and adequate accommodation	Freedom to report concerns
Fairtrade	✓	✓	✓	✓	✓	✓	✓
Fair Farms	✗	✓	✓	✓	✓	–	✓
Sustainable Winegrowing Australia membership	✓	–	✓	✓	✓	✗	✗
Sedex (SMETA audits)	–	✓	✓	✓	✓	✓	–

Key: ✓ Explicitly addressed – Partially addressed ✗ Not addressed

Sustainable Winegrowing Australia

In Australia, Sustainable Winegrowing Australia is the leading sustainability membership organisation and certification program for the wine sector.

Sustainable Winegrowing Australia is administered by the Australian Wine Research Institute with governance, endorsement and active support from Australian Grape & Wine and Wine Australia. Membership is available to all Australian vineyards, wineries and wine businesses. Members can choose to become certified against independently auditable standards developed and owned by Freshcare through the Australian Wine Industry Standards of Sustainable Practice.

Membership requires the completion of annual reporting business metrics including a workbook of vineyard and/or winery practices covering environmental, social and economic sustainability elements.

Members can also choose to become certified and undergo an independent third-party audit once every three years. This ensures consistent, credible and independent verification of performance. In simple terms, Freshcare provides the framework and Sustainable Winegrowing Australia delivers the certification pathway for the sector.

Whilst the scope of annual reporting requirements is now expanding to address ethical business-related issues (covering community and Indigenous engagement, lawful and ethical business behaviour, hiring of contractors and labour hire, modern slavery, freedom of association, youth employment, safe working conditions, equal opportunity and non-discrimination, employment conditions and remuneration), program membership or certification alone is insufficient to effectively demonstrate to retailers, the market or regulators that grape or wine businesses are commited to, compliant with or undertaking best practice initiatives in relation to ethical business.

This Ethical Business Guide should therefore be read and applied alongside the requirements set out in Sustainable Winegrowing Australia's membership and certification artefacts. Using these resources together helps ensure that all dimensions of sustainability are addressed in business operations and that modern slavery risks are reduced throughout the supply chain.

Audits and other checks

Sedex is a global data-sharing and audit platform used by businesses and retailers to improve supply chain transparency and ethical sourcing processes.

Buyers use Sedex to assess compliance and risks, while suppliers use it to demonstrate their ethical practices through a single, standardised system. Independent audits are conducted using the SMETA (Sedex Members Ethical Trade Audit) methodology, which is one of the most widely used social audit frameworks globally. The results are uploaded to the Sedex platform for visibility and sharing.

It is important to note that membership or participation in SMETA audits does not provide formal certification and is not, on its own, evidence of ethical or socially sustainable practices. Instead, participation signals a proactive approach to improving supply chain visibility and transparency.



Case study

Treasury Wine Estates embedding ethical business practice across the supply chain

Treasury Wine Estates (TWE) demonstrates a comprehensive approach to managing human rights and modern slavery risks across its global operations and value chain. Its program combines targeted risk assessment, employee education and transparent grievance mechanisms to embed human rights considerations in daily operations.

Key elements of its program include:

- A Human Rights Charter informed by the UNGPs that includes specific commitments to freedom of association and collective bargaining.
- A global Responsible Procurement Code.
- A multi-tiered supplier due diligence framework, including risk assessments and modern slavery clauses within contracts, with non-compliance addressed through corrective action, remediation or, where necessary, supplier removal.
- Sustainability certifications that are region specific, covering 98.4% of TWE's owned and leased winery and vineyard sites globally and Sustainable Winegrowing Australia certification across 90.7% of Australian 2024 vintage intake.
- A confidential, multi-language whistleblower service.
- A bespoke human rights and modern slavery training program, tailored to specific roles and regions.

This demonstrates that embedding ethical business practices requires a systematic, multi-layered approach that aligns policies, training and supplier engagement to uphold human rights. For smaller growers and producers, this means adopting the same principles at an appropriate scale. For example, commitment to upholding human rights, taking proportionate steps to work with higher risk suppliers and ensuring workers can provide feedback in ways that suit the businesses size and operations.

Key takeaways

01

Ethical business is about responsibility and fairness, not just compliance.

02

Retailers and buyers expect suppliers to meet ethical sourcing standards, oversee contractors and labour hire and cooperate with audits and reporting.

03

Going beyond the minimum builds trust, protects workers and strengthens Australia's wine brand.

04

Businesses must demonstrate that they understand their legal obligations around fair work, pay, health and safety and other worker rights.

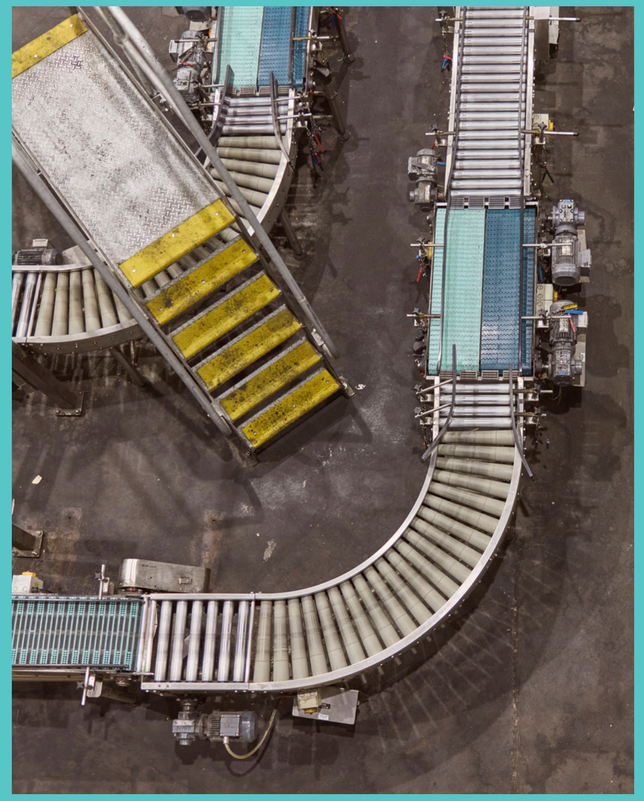
05

Businesses need to use a range of tools and processes to demonstrate progress towards best practice.

Certifications and audit platforms can help show performance but should be used alongside other measures. **(See section 4 for more information).**

Section 03

Spotting your risks



Common risks and your responsibility

Our sector is powered by people. But the way work is structured across regions and seasons can create different levels of vulnerability.

Seasonal peaks at harvest rely heavily on migrant, casual and labour hire workers, while seasonal cycles such as pruning and canopy management often depend on returning seasonal workers engaged through longer-term contracts. All of these workers are essential, yet many face particular risks linked to visa status, language barriers, housing or employment. Some risks are visible, such as low pay or unsafe accommodation. Others are hidden, such as debt, isolation or fear of speaking up.

Recognising these vulnerabilities and how they can intersect is the first step to reducing risk and creating safer, fairer workplaces.

Case study

Worker exploitation in NSW's blueberry industry

In 2017, a group of young migrant workers from the Solomon Islands arrived in Coffs Harbour, New South Wales, to pick blueberries. Believing they would earn enough to build a better future, they were instead crowded into rundown accommodation, charged inflated rent and paid only a fraction of what they were promised. Many had no transport, no payslips and no way to leave.

A 2025 Fair Work Ombudsman (FWO) report found the region remains a "hot spot" for significant compliance issues related to labour hire. FWO inspections and investigations continue to uncover underpayment, debt bondage and unlawful recruitment. The agency has issued infringement notices, compliance notices, penalties and enforceable undertakings to address persistent non-compliances in the sector.

While this case centres on the berry industry, comparable risks exist within grape and wine supply chains. Despite PALM scheme rules limiting employer changes, workers often move between crops and regions, particularly when seeking better conditions, demonstrating how exploitation in one part of the horticulture sector can extend into others.

Who is most at risk and why?

Migrant and visa workers

Face additional modern slavery risk due to factors including travel distance, separation from family, language barriers, limited social inclusion and unfamiliarity with local laws. They may depend on their employer for visa status, face cultural barriers, or lack knowledge of their rights.

Workers in remote regions

Can face lower regulatory oversight and a heavier reliance on subcontracting, which can increase exposure to cash payments, poor housing and isolation. Visa dependence also impacts their confidence or comfort in speaking up about issues at work.

Labour-hire employees, particularly in unregulated jurisdictions

Often have limited visibility and fewer safe channels to raise concerns, which increases risk of underpayment, exploitation or coercion.

Women and new arrivals

May face greater exposure to sexual exploitation, violence, harassment, discrimination or insecure housing. Limited access to appropriate facilities and consideration of gender-specific needs, such as menstrual health, can also increase vulnerability.



UN raises concerns over treatment of migrant workers in Australia[6]

During his visit to Australia in November 2024, the UN Special Rapporteur on contemporary forms of slavery Professor Tomoyo Obokata expressed "serious concerns about the treatment of temporary migrant workers in Australia", in particular in agriculture, horticulture and other sectors and those workers engaged in schemes such as the Pacific Australia Labour Mobility (PALM Scheme), Working Holiday visa and Student visas schemes.

Findings from the national Harvest Trail Inquiry[7]

The 2018 Harvest Trail Inquiry into labour practices in Australia's horticulture industry found widespread underpayment, unsafe conditions and exploitation of migrant and seasonal workers. It found almost 70% of harvest trail businesses employed visa holders, with working holiday subclass 417 visa holders (aged 18-31 years old) the most common migrant workers on the trail.

Case study

Moe Turaga, survivor and lived experience advocate[8,9]

In 1988, at just 17 years old, Moe Turaga travelled from Fiji to regional New South Wales to work as a grape picker on a regional farm along the NSW and Victorian border. In the hope of providing for his family back home, he spent two and a half years working excessive hours, seven days a week, supplying grapes to farmers' markets, winemakers, supermarkets and restaurants. His passport was withheld, he never received wages, was paid $100 a week for essentials and lived in substandard conditions. Not a cent was provided to his family.

"We'd work over 60 hours a week, seven days. I never saw a pay cheque or contract."

Moe is now a survivor advocate advising government, business and civil society on how to effectively engage with workers, protect their rights and restore dignity. His story and others like it, remind us that modern slavery can exist in the silence of those who pick and pack the food and wine that reach our tables.

[6] Obokata, T. (2025). Report of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences. United Nations Human Rights Council

[7] Fair Work Onbudsman. (2018). Harvest Trail inquiry report. Australian Government.

[8] Hassett, S. (2025). What is modern slavery? NSW Commissioner calls for action to protect migrant workers. ABC News. https://www.abc.net.au/news/2025-01-09/what-is-modern-slavery-nsw-migrant-workers-commissioner/104589016

[9] Williams, B. (2017). Slavery did not come with chains for Moe Turaga. ABC News. https://www.abc.net.au/news/2017-08-25/slavery-did-not-come-with-chains-for-moe-turaga/8844188

Every stage of wine production carries its own risks and responsibilities.

The people who prune, pick, bottle and sell our wines work under different conditions, shaped by the season, region and labour arrangements in place.

Recognising how these factors influence vulnerability helps reveal where issues can emerge and what action is needed to prevent harm.






Where risk lives in your business

Typical workers – what can make them vulnerable?

Seasonal / returning vineyard workers, casual and labour-hire workers (incl. PALM, WHMs, migrant workers):

Language and cultural barriers.

Visa limits reducing job mobility.

Dependence on employer housing/transport.

Remote or isolated worksites.

Heavy use of subcontracting and labour-hire.

Seasonal, permanent and casual vintage cellar hands, maintenance and production workers:

Remote work.

Dependence on employer for necessities like accommodation and transport.

Short-term or insecure vintage contracts.

Informal hiring and induction.

Long or irregular hours during peak season.

Factory, warehouse or agency labour-hire workers (domestic or offshore):

Sourcing from higher-risk jurisdictions.

Hazardous or poorly monitored production.

Limited oversight of subcontracting tiers.

Truck drivers, freight handlers, warehouse staff and seafarers:

Tight delivery schedules and fatigue.

Long-distance or extended travel.

Hazardous machinery and manual handling.

Isolation and limited support.

Complex subcontracting (incl. shipping).

Casual cellar door, retail and hospitality staff:

Seasonal and casual employment patterns.

Variable hours.

Limited access to formal HR support.



Where risk lives in your operations



Vineyard operations

Key risks and what they look like

- **Forced labour**
  Workers transported in controlled groups with limited freedom of movement.
- **Debt bondage**
  Contracts or piece rates structured so workers cannot realistically repay debt.
- **Excessive hours**
  Long harvest shifts beyond legal limits and without breaks.
- **Underpayment**
  Cash-in-hand pay and/or piece rates below award, unlawful deductions, informal contracts and/or pay slips.
- **Unsafe work conditions**
  Lack of PPE and training on plant material, tools, pesticides, overcrowded housing.
- **Lack of safe reporting channels**
  No accessible or trusted way to raise concerns, reprisals, restricted movement.

Your relationship to risk

Growers may

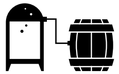
Cause
via direct employment or

Contribute
by inadequate supervision of labour-hire or setting unrealistic picking targets and failing to comply with contractor requirements.

Producers may be

Directly linked
via grape purchasing or

Contribute
via procurement practices including short delivery windows.



Winery and cellar operations

(pressing, crushing, fermenting)

Key risks and what they look like

- **Underpayment**
  Overtime unpaid during vintage peak.
- **Excessive working hours**
  Informal hiring and staffing practices, e.g. lack of rosters.
- **Excessive hours**
  Long harvest shifts beyond legal limits and without breaks.
- **Unsafe work conditions**
  Workplace incidents, insufficient work breaks, lack of PPE and training.
- **Lack of safe reporting channels**
  No accessible or trusted way to raise concerns.

Your relationship to risk

Producers may

Cause via direct employment or contribute through unrealistic expectations of the contracted grower.

Cause
You have direct control and influence over the activity that leads to harm and no other third party is involved.

Contribute
Your actions, decisions or omissions combine with another party's behaviour to cause the harm.

Directly linked
The harm occurs in your business relationships or supply chain but you did not cause or contribute to it directly.

Where risk lives in the supply chain



Bottling and packaging

Key risks and what they look like

- **Forced labour**
  Workers without contracts or pay records.
- **Child labour**
  Under-18s involved in hazardous or night work.
- **Unsafe manufacturing conditions**
  Poor health and safety standards, lack of PPE and training.
- **Underpayment**
  Cash-in-hand pay, no formal contracts and/or pay slips.
- **Unclear labour-hire arrangements**
  Lack of visibility of labour-hire arrangements.
- **Lack of safe reporting channels**
  No accessible or trusted way to raise concerns.

Your relationship to risk

Producers may

Cause via underpayment to direct employees.

Contribute by applying procurement pressure such as unrealistic turnaround times.



Transport and distribution

Key risks and what they look like

- **Excessive hours**
  Lack of time recording and logs, informal subcontracting.
- **Wage theft**
  Informal or no pay records.
- **Unsafe working conditions**
  Poor or non-existent safety protocols, fatigue-related incidents.
- **Lack of safe reporting channels**
  No accessible or trusted way to raise concerns.

Your relationship to risk

+ Growers and Producers may

Contribute via procurement practices including unrealistic delivery timeframes for contracted logistics providers.



Retail and cellar door sales

Key risks and what they look like

- **Underpayment**
  Informal hiring and staffing practices (e.g. no rosters).
- **Discrimination and/or harassment**
  No accessible or trusted way to raise concerns.

Your relationship to risk

Producers may

Cause via direct employment of staff.

Contribute via subcontracted labour.

Cause
You have direct control and influence over the activity that leads to harm and no other third party is involved.

Contribute
Your actions, decisions or omissions combine with another party's behaviour to cause the harm.

Directly linked
The harm occurs in your business relationships or supply chain but you did not cause or contribute to it directly.

Key takeaways

01

Risks vary across seasons, regions, roles and hiring models, with vulnerabilities often overlapping through factors such as visa status, language barriers, housing and isolation.

02

Some risks are easy to see, like unsafe housing or missing payslips, while others are hidden, such as debt, coercion or fear of speaking up.

03

A business's level of responsibility depends on its influence. It may cause harm through direct employment, contribute through pricing and timelines or be linked through contractors and suppliers.

04

For growers

Key risks often relate to the use of labour-hire and seasonal workers, unrealistic picking targets, inadequate accommodation and limited supervision of contractors during peak harvest periods.

For Producers

Risks can stem from excessive hours during vintage, informal or cash-in-hand hiring, pressure to meet rapid production schedules and limited oversight of labour-hire or bottling contractors.

05

+ Growers and Producers

Signs of risks can look like missing contracts or pay slips, deductions for transport or housing, restricted movement, overcrowded accommodation, workers unable to explain who they work for or signs of exhaustion or fear when approached.

Case study

The deadly cost of heat in Champagne's vineyards

In France's Champagne region, prosecutors have launched investigations after at least four seasonal grape pickers died during harvest while working in extreme heat. Reports describe long hours of manual labour in high temperatures, inadequate rest or shade and overcrowded accommodation, much of it occupied by migrant workers. These deaths expose the intersecting risks in viticulture supply chains, including climate change, heat stress, weak enforcement of labour protections and limited accountability across complex contracting networks.

The conditions in Champagne are not unique. Across Australia's vineyards, migrant and seasonal workers confront comparable risks including extreme heat, long hours and precarious employment conditions. These challenges are reflected across viticulture regions worldwide.

Section 04

Doing what's right



A shared responsibility to act across the chain

Addressing risks in your business isn't about blame. It's about using your influence to improve conditions for the people who make this sector possible. Every business, large or small, shapes the environment in which people work. Even if you don't hire workers directly, your decisions around budgets, contractors and timelines have real impacts.

Taking responsibility for those decisions helps build a stronger, fairer and more accountable sector.



The five principles of ethical practice

These five principles translate ethical commitments into practical everyday actions.

Each helps reduce risk and uphold dignity at work. They're designed to be flexible so growers and producers can apply them in ways that suit their scale and operations. Use this section to respond to the Social Responsibility Questions in your Sustainable Winegrowing Australia workbook and support your annual reporting requirements.

01 Make a commitment to respect human rights

02 Know your workforce

03 Help people understand their rights and empower them to speak up

04 Create safe, healthy and accessible workplaces

05 Pay fairly and on time

Principle 01

Make a commitment to respect human rights

Creating safe, fair and ethical workplaces starts with a clear commitment to respect human rights.

Every business has a responsibility to understand and uphold these rights across its operations and supply chain. Begin by setting out your expectations in a statement or policy and sharing it with your team and suppliers. This builds awareness and accountability, helping you take meaningful action to manage risks.

In a sector built on partnerships, choosing responsible contractors is central to this commitment. It's about more than the best price. It's about staying involved, setting clear standards and knowing who your contractors are and how they treat their workers.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the following sections:

→ Community (Community and Indigenous Engagement)

→ Fair Business Dealings (Lawful and Ethical Business Behaviour) and Modern Slavery

Key suppliers:
Contractors, agencies or labour-hire providers.
Growers, bottling, packaging, distribution.



Commit

- (F) Develop a statement or agreed position on your business's commitment to respecting human rights and providing safe, fair and respectful workplaces and communicate it to your workforce and your suppliers.
- (S) Develop and share a public policy that outlines your commitment, the actions you will take to address identified risks and how you plan to keep improving.

Train your team

- (F) Ensure management staff are aware of and can articulate basic workplace, health and safety and Fair Work protections.
- (F) Provide modern slavery training to your direct workforce.
- (S) Deliver targeted, role-specific training for workers in different parts of your business (i.e. vineyard, cellar door managers).

Work with responsible contractors

Before contracting

- (F) Communicate your expectations of suppliers in line with your human rights commitment (via a statement of intent or formal supplier code of conduct).
- (F) Request copies and records of supplier licenses, registration numbers and insurance, verifying them through relevant regulatory databases (Fair Work Ombudsman, state labour-hire authority databases in Victoria, South Australia, Queensland and the ACT).
- (S) Include contract clauses requiring suppliers to follow your code of conduct, disclose subcontractors and cooperate in worker interviews.

During contracting

- (F) Keep a register of key contractor licensing, registration and insurance information.
- (S) Speak to workers through targeted interviews or surveys and monitor results.

After contracting

- (F) Conduct seasonal reviews of engaged contractors, including a review of any adverse findings and key legal and compliance information.
- (S) Commission independent audits of contractor performance and include worker interviews where possible.

Resources

Property Council of Australia (PCA) Edge Impact:
Pathway to Respecting Human Rights (toolkit)

UN Global Compact Network Australia:
Guide to Developing a Human Rights Policy

Walk Free:
Global Slavery Index

Australian Government Attorney-General's Department:
Resources (online courses, toolkits and guidelines)

UN Global Compact Network Australia:
Bite-Sized Learning

Go to

→ Contractor checklist
→ Sample contractor questions
→ Contractor conversation guide
→ Sample worker interview questions

Key:

(F) **Foundational Actions**
Actions for all wine businesses to demonstrate compliance to regulators, retailers and other key stakeholders.

(S) **Stretch Actions**
Actions for large or aspiring businesses to demonstrate best practice.

Principle 02

Know your workforce

Ethical practice starts with visibility.

If you don't know who is working in your vineyard, winery or supply chain, you can't protect their wellbeing or your business. Whether people are employed directly or through labour-hire contractors, it's important to know who they are, how they were recruited and what their working experience is like. Clear visibility builds trust, reduces risk and helps you act quickly if something goes wrong.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the following sections:

→ Hiring of Contractors

→ Labour Hire Providers

→ Modern Slavery

→ Youth Employment

→ Conditions of Employment for Employees

Key suppliers:
Contractors, agencies or labour-hire providers.
Growers, bottling, packaging and distribution.



Before employment / contracting:

- (F) Request or keep basic workforce data (worker names, visa types, method of recruitment, employment type).
- (S) Include contractor clauses covering formal reporting requirements such as disclosure of weekly, verified workforce data.

During employment / contracting:

- (F) Conduct a mid-season review of workforce data and keep a record of findings.
- (S) Include clauses in contractor or labour-hire contracts covering disclosure of mid-season, verified workforce data.
- (S) Use worker feedback tools to verify contractor-provided details before, during and after contract engagement.

After employment / contracting:

- (F) Review contractors to identify areas for improvement in workplace data.
- (S) Conduct or commission seasonal review of workplace data, recruitment, housing and pay standards.
- (S) Include worker feedback in the review to design assessment criteria and verify results.

Resources

PCA and ERM:
Indicators of Vulnerability to Modern Slavery (toolkit)

Stronger2gether:
UK Grower Seasonal Worker Toolkit

Responsible Sourcing Tool:
Prevent and address forced labour in your company's supply chain (toolkits and guidelines)

Walk Free:
Modern Slavery Benchmarking Tool

Go to

→ Supply chain risks

→ Contractor checklist

→ Contractor questions

→ Worker interview questions

Key:

(F) **Foundational Actions**
Actions for all wine businesses to demonstrate compliance to regulators, retailers and other key stakeholders.

(S) **Stretch Actions**
Actions for large or aspiring businesses to demonstrate best practice.

Principle 03

Help people understand their rights and empower them to speak up

Empowered workers are safer workers.

Give people clear, accessible information about their rights, in their own language, covering pay, safety and how to raise concerns. When workers understand their rights and have safe avenues to speak up, small issues can be resolved early, preventing harm and protecting your reputation.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the following sections:

→ Freedom of Association

→ Equal Opportunities with No Discrimination and Harassment

→ Conditions of Employment for Employees

Key suppliers:
Contractors, agencies or labour-hire providers.
Growers, bottling, packaging and distribution.

Before employment / contracting:

- (F) Develop and document a process for workers to raise concerns safely in your workplace.
- (F) Ask contractors what rights information is provided to workers. Fill any gaps by ensuring materials explain pay, safety and how to raise concerns.
- (F) Confirm that contractors have effective ways for workers to raise issues and test how they work.
- (F) Run a short 'Know your Rights' briefing before the start of each season and provide rights information in a language workers understand (verbally, printed and where possible, online).

  Cover:

  - The Fair Work Information Statement
  - Key pay and entitlements under Wine Industry Award
  - Health and safety information
  - Ways to raise concerns or get help
- (S) Share a short 'non-retaliation' policy confirming that workers will not be punished for speaking up.
- (S) Include clauses in supplier agreements requiring contractors to provide translated rights materials (tailored to visa types), cooperate with onsite audits and maintain clear ways for workers to raise issues.
- (S) Ask workers if they know who to contact if something goes wrong.

During employment / contracting:

- (F) Display 'Know your Rights' materials in common areas, in multiple languages and with QR codes where possible.
- (F) Conduct spot checks to ensure materials are adequately displayed and accessible.
- (S) Conduct or commission site or supplier audits to confirm worker rights information and access.
- (S) Request data from suppliers on how many concerns were raised, how they were resolved and the time taken to respond.

After employment / contracting:

- (F) Follow up with workers, their legitimate community or union representatives to understand their experience and their understanding of their rights and entitlements.
- (S) Conduct or commission follow up audits that assess access to rights materials, worker understanding and how effectively issues were handled.

Resources

UN Global Compact: Implementing Effective Modern Slavery Grievance Mechanisms

The Fair Work Information Statement **and** Casual Employment Information Statement (CEIS)

The Translating and Interpreting Service **(TIS National)**

Go to

→ 5-step framework

→ Sample contractor checklist

→ Sample contractor questions

→ Sample worker induction checklist

→ Know Your Rights Poster

Key:

(F) **Foundational Actions**
Actions for all wine businesses to demonstrate compliance to regulators, retailers and other key stakeholders.

(S) **Stretch Actions**
Actions for large or aspiring businesses to demonstrate best practice.

Principle 04

Create safe, healthy and accessible workplaces

Every worker has the right to a safe workplace. A strong safety culture protects people and underpins fair and ethical employment across the sector.

Creating safe workplaces means keeping sites clean and hazard-free, providing access to first aid, facilities and protective equipment and ensuring everyone can complete their work safely, whatever their needs. It also involves taking active steps to prevent injuries and mental health risks, maintaining safe and secure housing and amenities and meeting all legal safety standards.

Training should take place during paid time so that every worker has the knowledge and confidence to do their job safely.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the 'Safe Working Conditions' section.

Key suppliers:
Contractors, agencies or labour-hire providers.
Growers, bottling, packaging and distribution.



Before employment / contracting:

- (F) Check that health and safety procedures are aligned with relevant health and safety legislation in your state or territory.
- (F) Request worker housing details (where provided), including recent photographs, layout and amenities.
- (F) Ask about accessibility needs and make reasonable adjustments where required.
- (S) Visit employer-provided worker housing before harvest or vintage to confirm conditions.

During employment / contracting:

- (F) Conduct a vineyard or winery safety induction covering hazards such as equipment, chemicals, weather exposure, fatigue and manual handling.
- (F) Provide and train workers in the safe use of PPE, first aid, drinking water, toilets, rest and shade areas and emergency exits.
- (F) Explain how workers can raise concerns or report incidents and who to contact.
- (F) Conduct mid-season checks or audits on health and safety procedures, accessibility adjustments and worker housing (where provided).
- (S) Visit housing mid-season to confirm it remains safe and compliant.

After employment / contracting:

- (F) Request details of any health and safety incidents or reports and conduct internal review (or with the supplier).
- (S) Conduct or commission formal end-of-season review of health and safety procedures and recommendations for improvement.

Resources

SafeWork NSW Guide to Managing Risks in Wineries

National Heavy Vehicle Regulator Wine Industry Code of Practice

National Safety Council of Australia (NSCA) Foundation's Wine Producers Guide to Safety 2024/25

Safework SA guidance

Farmers' Guidebook to Work Health and Safety (Safework SA)

Go to

→ Contractor checklist
→ Sample contractor questions
→ Contractor conversation guide
→ Sample worker induction checklist
→ Sample worker interview questions

Key:

(F) **Foundational Actions**
Actions for all wine businesses to demonstrate compliance to regulators, retailers and other key stakeholders.

(S) **Stretch Actions**
Actions for large or aspiring businesses to demonstrate best practice.

Principle 05

Pay fairly and on time

Fair and timely pay is the foundation of dignity at work.

When workers are underpaid or kept waiting, trust and motivation are lost. Risks such as piece rates, visa dependence and labour hire arrangements make it even more important to have clear, transparent systems in place.

Ethical businesses ensure pay is lawful, accurate and on time. This applies whether you employ people directly or through contractors. Clear systems protect both workers and employers, reducing the risk of disputes, wage theft and reputational harm.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the following sections:

→ Grape Supply

→ Conditions of Employment for Employees

→ Remuneration

Key suppliers:
Contractors, agencies or labour-hire providers.
Growers, bottling, packaging and distribution.



Before employment / contracting:

- (F) Confirm and record worker pay rates (hourly or piece rate), payment methods (electronic or manual pay slips) and alignment with correct worker classifications under the Wine Industry Award.
- (F) Set payment terms that avoid delays.
- (S) Consider including pay incentives above Wine Industry Award into contracts.
- (S) Embed fair pay compliance requirements, such as written confirmation of pay practices and real-time access to de-identified pay data from suppliers, in supply contracts.

During employment / contracting:

- (F) Pay workers in line with Wine Industry Award and always on time.
- (F) Pay contractors promptly so they can pay their teams.
- (F) Use digital timesheets linked to payroll.
- (F) Provide pay slips and explain rates, deductions and entitlements clearly.
- (F) Review or confirm lawful pay rates and methods in line with Wine Industry Award.
- (F) Review or request de-identified pay slips as evidence.
- (S) Conduct or commission independent pay audits.

After contracting:

- (F) Pay contractors promptly and in full.
- (S) Conduct or commission independent pay audits

Resources

Fair Work Calculator

National Employment Standard

The Fair Work Information Statement and Casual Employment Information Statement (CEIS)

Wine Industry Award

Wine Industry Award Pay Guide

Go to

→ Contractor checklist
→ Sample contractor questions
→ Contractor conversation guide
→ Sample worker induction checklist
→ Sample worker interview questions

Key:

(F) **Foundational Actions**
Actions for all wine businesses to demonstrate compliance to regulators, retailers and other key stakeholders.

(S) **Stretch Actions**
Actions for large or aspiring businesses to demonstrate best practice.

What to do when things go wrong

Even with strong systems and good intentions, issues can still arise. When they do, how you respond matters.

Acting quickly and fairly protects workers, limits harm and shows that your ethical commitments are genuine in practice.

Making things right is about repair and accountability. It means acknowledging when something has gone wrong, supporting those affected and addressing the cause so it doesn't happen again. Depending on the situation, this could involve providing compensation, access to medical or legal support, changes to work arrangements or a formal apology.

Use this section to support your Sustainable Winegrowing Australia workbook responses, in particular the following sections:

→ Community (Community and Indigenous Engagement)

→ Freedom of Association

→ Equal Opportunities with No Discrimination and Harassment

→ Conditions of Employment for Employees

All actions should reflect the following key principles:

Worker-centred
Focus on the needs and perspectives of the affected person.

Choice
Support workers to decide whether and how they take part.

Safe and confidential
Protect workers from retaliation or stigma.

Proportionate
Match the response to the seriousness of the harm.

Collaborative
Work with others in the chain who share responsibility or influence.

Documented
Keep clear records of what was done, why and what was achieved.

How to make things right in practice

This framework provides a clear, practical process for responding when an issue is raised or identified. It draws on national and international best practice and can be applied to any situation where a concern or risk comes to light, whether through a worker complaint, an audit finding, a subcontractor's non-compliance or a concern raised by a regulator or business partner.

Five-step framework for fixing problems

Step 1

Protect the worker

Ensure the worker's safety and wellbeing

Actions

Remove the worker from unsafe conditions.

Ask for consent before taking any further steps.

Ensure the worker's wellbeing (e.g. provide or facilitate temporary housing, continue wages).

Keep their identity and details (and those of whom reported the incident) **confidential.** If you cannot act on the report, tell them you must notify a supervisor or someone who can assist (and tell them you will do so).

Use professional interpreting services, not a friend or family member.

If a worker is in present danger, call law enforcement or other relevant support services.

Step 2

Understand what happened

Get the full story from all sides

Actions

Speak with the worker in private and without time or other perceived pressure.

Source and provide worker **support services** (e.g. interpreters, support workers, relevant worker representatives) as required.

Request copies and check timesheets, pay slips, contracts and supervision notes.

Ask, confirm and take notes about who recruited, supervised and paid the worker.

NOTE: Take down notes and details as best you can, but do not try and take a formal statement.

Step 3

Respond with influence

Take proportionate action

Actions

Raise the issue with the contractor or labour hire provider.

Consider a coordinated response with other businesses that engage the same provider. Speak with them to understand their relationship with the provider and any similar experiences or learnings.

Use your contract as a mechanism to ask for an explanation and/or for changes to the contract or to end the relationship.

If needed, report the issue to regulators.

NOTE: You are not investigators. Report the issue to the relevant managers, decision makers or authorities.

Step 4

Remedy the harm

Support the worker

Actions

Ask the worker what they want, whether they want to be involved and to what extent.

Communicate what you can offer (i.e., back pay, transport, legal help or a different job).

Make sure any action you will take (whether an apology, financial compensation or support services) is clearly explained.

Keep records of what you offered and how it was received.

NOTE: Workers who face serious workplace harm may be eligible for the Workplace Justice Visa, which lets them stay in Australia temporarily to pursue remedy.

Step 5

Prevent future harm

Fix the system so it doesn't happen again

Actions

Invite workers to help review what worked and what didn't.

Train your staff and contractors on this framework and its supporting principles.

Review your onboarding, recruitment and supplier processes and make relevant improvements (i.e. requiring labour providers to provide workforce data before each season).

Use **better tools for worker feedback**, such as multilingual hotlines, surveys or worker voice technology platforms.

Worker voice platforms

Worker voice platforms are powerful tools that provide structured, anonymous insights to help businesses understand whether their systems and processes are improving worker conditions in practice.

They give workers safe, accessible ways to share feedback and help monitor labour conditions. Platforms use mobile links or QR codes to connect workers to short, anonymised surveys run by independent providers. These surveys collect structured insights on worker experience rather than individual complaints, helping businesses understand whether their systems are improving conditions in practice. Examples include tools that support detailed case management (Ulula), systems enabling direct worker-employer dialogue (Million Makers) and initiatives that integrate multilingual feedback into supplier engagement processes and global supply chain monitoring (the Issara Institute). The most effective platforms are those that build trust, are easy to access and use and result in genuine, timely corrective action.

Case study

Building case reporting systems at Coles

Coles has developed a comprehensive system that makes it easy for people to raise concerns across its workforce and supply chain. People can raise concerns in multiple ways: a third-party hotline, Coles-run reporting channels, whistleblower protections and independent audits. These options are available to workers, suppliers and communities. Once a concern is raised, it is investigated and addressed, demonstrating how large businesses can embed safe and accessible reporting systems that turn policy commitments into real protection for people.

Key takeaways

01

Modern slavery risks exist in Australia and are not always visible in day-to-day operations.

Recognising these hidden risks is the first step to protecting workers and safeguarding reputation.

02

How a business responds when issues arise shapes its credibility.

Acting quickly, fairly and with respect protects workers, limits harm and builds trust.

03

Every grape and wine business has the ability to act.

The principles, checklists and tools in this section make it easier to identify issues early and strengthen trust across the value chain.

04

Fixing harm requires accountability.

Supporting affected workers, addressing root causes and creating safe ways for people to speak up help prevent future risks and put ethical commitments into practice.



Section 05

Tools to make it easier



Contractor checklist
pg. 43

Sample contractor questions and conversation guide
pg. 45

Sample work induction checklist
pg. 47

Site poster
pg. 48

Sample worker interview questions
pg. 49

Communications handbook
pg. 50

Contractor checklist

Use this checklist to request the listed information from your contractors, suppliers and labour-hire providers and ensure that they comply with key employment, health and safety and workplace laws, regulations and other key ethical labour standards.

Legal and employment

Item	Example evidence
☐ Valid ABN and ATO registration	*Copy of ABN registration or invoice with ABN*
☐ Verification that all workers have the legal right to work in Australia	*Visa checks or Visa Entitlement Verification Online (VEVO) confirmation records*
☐ Compliance with the *Fair Work Act 2009* (Cth) and National Employment Standards (NES)	*Internal HR or Fair Work compliance policy or statement confirming compliance*
☐ Use of the correct industrial instrument (e.g. *Wine Industry Award 2020*)	*Copy of current pay guide or sample contract referencing the award*
☐ Written employment contracts or piece-rate agreements issued before work begins	*Sample signed contract or engagement letter*
☐ Workers are paid at or above award rates and receive superannuation	*Sample pay slip and payroll summary*
☐ Pay slips and time records provided in line with Fair Work requirements	*Copy of sample pay slip and time sheet*
☐ No recruitment or job placement fees charged to workers	*Statement of assurance or policy*
☐ Valid Labour Hire Licence (if required under QLD, VIC, SA or ACT law)	*Copy of licence or certificate number*

Health and safety

Item	Example evidence
☐ Compliance with the *Work Health and Safety Act 2011* (Cth) and relevant state regulations	*Copy of WHS policy or manual*
☐ Completion of risk assessments and Safe Work Method Statements (SWMS) for vineyard or winery tasks	*Copies of completed SWMS or risk assessment templates*
☐ Workers receive site-specific inductions before starting work	*Induction record or attendance sheet*
☐ Adequate personal protective equipment (PPE) provided and maintained	*PPE register or purchase record*
☐ Machinery and vehicles are regularly maintained and inspected	*Maintenance log or inspection checklist*
☐ System for reporting and recording incidents is in place	*Copy of incident report form or WHS procedure*
☐ Access to clean drinking water, rest breaks, shelter and amenities for all workers	*Site photo or facilities checklist*

Contractor checklist

Use this checklist to request the listed information from your contractors, suppliers and labour-hire providers and ensure that they comply with key employment, health and safety and workplace laws, regulations and other key ethical labour standards.

Fair treatment

Item	Example evidence
☐ All work is voluntary, with no coercion or debt bondage	*Policy statement or worker code of conduct*
☐ Workers are treated fairly and without discrimination	*Equal Opportunity or Diversity Policy*
☐ Workers can raise concerns confidentially and without retaliation	*Copy of grievance or complaints process*
☐ Workers retain control of their passports and identification documents	*Declaration statement from management*
☐ Any breaches or complaints are investigated and resolved promptly	*Example of de-identified complaint record*

Licensing

Item	Example evidence
☐ Current Public Liability Insurance	*Certificate of currency*
☐ Current Workers Compensation Insurance	*Certificate of currency*
☐ Any relevant licences, vehicle registrations, or permits are current	*Copies of licences or registration documents*

Accommodation and transport (if applicable)

Item	Example evidence
☐ Worker accommodation is safe, clean, ventilated and not overcrowded	*Photos, occupancy record, or council compliance certificate*
☐ Access to sanitation, cooking and potable water	*Accommodation inspection record*
☐ Accommodation is optional	*Statement in worker contracts or induction*
☐ Transport provided to vineyard/winery sites is insured, roadworthy and safe	*Vehicle registration and insurance certificate*

Sample contractor questions and conversation guide

Use these questions to understand what contractors are doing to ensure a fair, safe and respectful workplace. They're also useful as conversation starters with suppliers who may not have the resources or capacity to meet the checklist requirements in Section 4.

Who's working?

Can you provide a current list of all workers on site, including their roles, visa status, who recruited them and who pays them?

How do you keep this information current during the season?

Pay and conditions

How do you make sure every worker is paid correctly in line with the Wine Industry Award and on time? What systems do you use to track hours, rates and deductions?

Can you share recent sample (de-identified) pay slips or payroll summaries to demonstrate Award compliance?

Accommodation and transportation (if provided)

If you provide accommodation/ transport, how do you ensure it is safe, fair and meets legal standards?

How often do you inspect properties/ vehicles? Do you keep inspection records?

How do you deal with issues raised by workers about their accommodation/transport?

Worker concerns and feedback

What channels do workers have to raise complaints or concerns?

How do you communicate these options to them (including in their own language)?

Can you describe how you make sure workers can speak up without fear of losing their job?

Subcontractors

Do you use subcontractors or other labour providers? If so, how do you check their licences, insurance and compliance with fair pay and conditions?

What systems do you have in place to monitor them once work begins?

Improvements

In the past year, what changes have you made to improve conditions for workers (e.g. pay systems, housing, communication, safety)?

Can you give a concrete example of a change that came from worker feedback?

Conversation guide for contractors when an issue is raised

Use this to guide your conversation with suppliers when an issue is raised, either through an incident report, site inspection or worker feedback.



1

Begin calmly and thank the supplier for their cooperation.

We appreciate your openness today. We've identified [an/some] [issue/s] we need to address together.

2

State what is wrong and why it matters. Use examples where possible.

During the visit, we observed accommodation that does not meet safety standards, as we didn't observe any fire exits.

This does not align with Australian WHS requirements or our supplier code of conduct.

3

Invite the supplier to explain context.

Can you help us understand what's led to this situation?

Is this due to a contractor, capacity issue or misunderstanding?

4

Make expectations clear and record them.

We will need to come up with a plan to fix the issue within [reasonable timeframe depending on the nature of the issue, for example, 30 days].

We'll schedule a follow-up before then and we can provide support or direct you to resources where needed.

If there's no improvement in that time, we'll need to escalate the issue.

Sample work induction checklist

Use this checklist to ensure every worker **receives and understands** all required information in a **language they understand before** starting work.

Employment rights

Checklist item	
Written contract or piece-rate agreement provided and explained	☐
Employer identity explained (business or labour-hire provider)	☐
Contact person for employment questions provided	☐
Copy of National Employment Standards (or National Casual Employment Standards) provided	☐
Pay, hours and breaks explained, including correct Award classification and minimum rates	☐
Worker advised that passports cannot be taken from them and no fees can be charged for jobs, transport or housing	☐
Worker understands they can leave employment with notice, without penalty	☐

Accommodation and transport (if provided)

Checklist item	
Accommodation inspected, safe, clean and not overcrowded	☐
Worker informed that accommodation is optional	☐
Access to cooking, water and sanitation facilities shown	☐
Transport confirmed as safe, insured and optional	☐

Safety and wellbeing

Checklist item	
Site-specific induction completed	☐
Workplace hazards (plant, chemicals, weather, fatigue, manual handling, slips) explained	☐
Personal protective equipment issued and training provided	☐
Location of first aid, drinking water, toilets, rest areas, shade and emergency exits shown	☐
Incident and safety-reporting process explained, with key contacts identified	☐

Speaking up and getting support

Checklist item	
Worker knows who to talk to if they have a concern	☐
Worker understands that raising a concern will not lead to punishment or loss of work	☐
List of internal and external support contacts provided (with anonymous options)	☐
Translation or interpreter support offered	☐
Incident and safety-reporting process explained, with key contacts identified	☐

Site poster

Use this poster as part of your 'know your rights' briefing packs, display them at sign-in, in accessible and common areas and have them translated by an official translator into the language your workers understand.

See Translating and Interpreting Service (TIS National)

Download the poster here



Australian Red Cross

What you need to know about working in Australia

Know your workplace rights

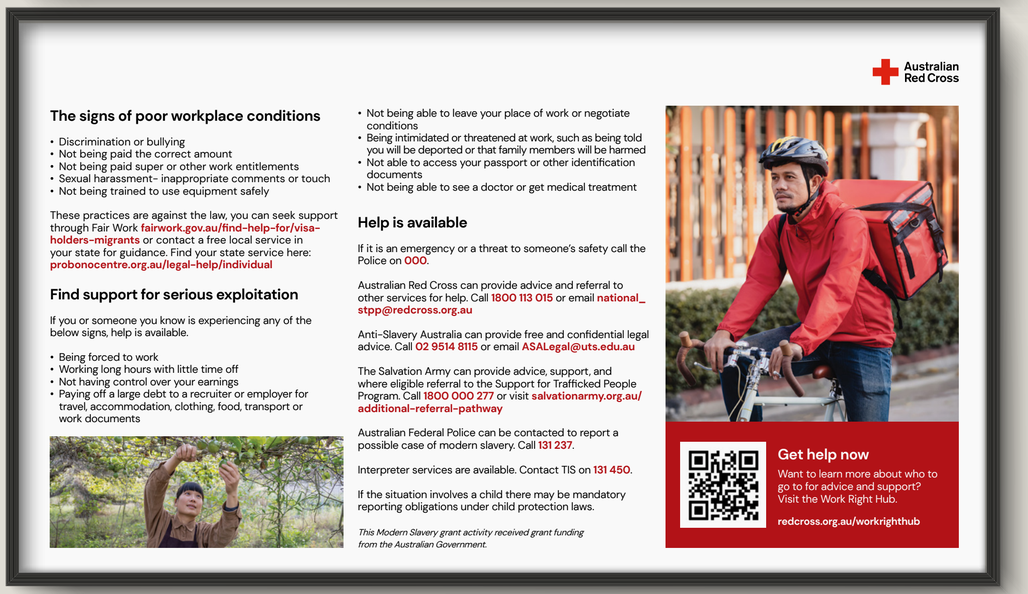
All people working in Australia have the same minimum workplace rights and protections, regardless of their citizenship or visa status. These are protected by law. The Fair Work Ombudsman provides a free service and can help you understand your rights while working in Australia.

These include:

- Minimum rates of pay.
- Other minimum conditions at work, including leave or time off work.
- Protections at work, including the right to be free from discrimination.

All employers must follow these laws. This includes not paying less than the minimum amount set by law, even if a worker agrees to it.

For information about your workplace rights, you can visit fairwork.gov.au or contact the Fair Work Ombudsman by telephone on 13 13 94. If you require an interpreter, contact the Translating and Interpreting Service on 13 14 50.



Australian Red Cross

The signs of poor workplace conditions

- Discrimination or bullying
- Not being paid the correct amount
- Not being paid super or other work entitlements
- Sexual harassment- inappropriate comments or touch
- Not being trained to use equipment safely

These practices are against the law, you can seek support through Fair Work fairwork.gov.au/find-help-for/visa-holders-migrants or contact a free local service in your state for guidance. Find your state service here: probonocentre.org.au/legal-help/individual

Find support for serious exploitation

If you or someone you know is experiencing any of the below signs, help is available.

- Being forced to work
- Working long hours with little time off
- Not having control over your earnings
- Paying off a large debt to a recruiter or employer for travel, accommodation, clothing, food, transport or work documents

- Not being able to leave your place of work or negotiate conditions
- Being intimidated or threatened at work, such as being told you will be deported or that family members will be harmed
- Not able to access your passport or other identification documents
- Not being able to see a doctor or get medical treatment

Help is available

If it is an emergency or a threat to someone's safety call the Police on 000.

Australian Red Cross can provide advice and referral to other services for help. Call 1800 113 015 or email national_stpp@redcross.org.au

Anti-Slavery Australia can provide free and confidential legal advice. Call 02 9514 8115 or email ASALegal@uts.edu.au

The Salvation Army can provide advice, support, and where eligible referral to the Support for Trafficked People Program. Call 1800 000 277 or visit salvationarmy.org.au/additional-referral-pathway

Australian Federal Police can be contacted to report a possible case of modern slavery. Call 131 237.

Interpreter services are available. Contact TIS on 131 450.

If the situation involves a child there may be mandatory reporting obligations under child protection laws.

This Modern Slavery grant activity received grant funding from the Australian Government.

Get help now

Want to learn more about who to go to for advice and support? Visit the Work Right Hub.

redcross.org.au/workrighthub

Sample worker interview questions

(Adapted from the Stronger Together UK Sample Worker Interview Checklist)

01

Introduction and consent

Do you understand why we're speaking today and are you comfortable to continue?

Has anyone told you what you can or cannot say?

Would you like an interpreter or support person present?

02

Employment details

Do you work for [Name of Grower/Producer] directly, or through a labour-hire contractor?

What type of work do you do (e.g. pruning, picking, packing, cellar operations, bottling)?

How long have you been working here and how did you find out about this job?

Did you have to pay anyone to get this job or to come to Australia?

03

Pay and conditions

Do you know your hourly or piece rate of pay? Is the pay you receive consistent with what you were told when you started?

Do you receive a pay slip each pay period?

Are you paid for all the hours you work, including overtime?

Is any money taken from your pay (for accommodation, transport or other costs)?

Do you keep your own passport, visa or identification documents?

04

Working and living conditions

How many hours a day do you work and how many breaks do you get (and how long are they)?

Do you feel safe and healthy at work?

Who provides your accommodation (if any) and is it safe, clean and not overcrowded?

Are you free to choose where you live?

Do you have access to clean water, toilets and cooking facilities?

05

Treatment and behaviour

Are you treated with respect by the managers/supervisors, contractors or other workers onsite and/or in your accommodations?

Have you ever felt threatened, harassed or discriminated against?

Can you leave your job or accommodation if you want to?

Has anyone ever kept your pay, passport or other belongings?

06

Raising concerns

If you had a problem at work, do you know who you could speak to?

Have you ever raised a concern or complaint? If so, was it resolved fairly?

Do you feel safe to speak up about problems without being punished or losing your job?

Are there posters or information about your rights in a language you understand?

07

Closing

Is there anything else you'd like to share about your work or living conditions?

Do you have suggestions for how things could be improved?

Do you want someone to follow up with you after this conversation?

Communications handbook

The Communications Handbook gives you the words, examples and tools to talk about ethical business with confidence. It shows how to share your actions clearly, answer questions from workers, buyers and consumers and communicate progress in a way that builds trust.

Use it alongside this guide to make sure your commitments are understood across your business and supply chain.

Download the Communications Handbook here



Support and key contacts

1800 RESPECT
National domestic, family and sexual violence counselling, information and support service.

1800 737 732

1800 FREEDOM
Confidential support and assistance from the NSW Anti-slavery Commissioner.

1800 373 336

Anti-Slavery Australia
Free and confidential legal advice and support.

02 9514 8115

Australian Federal Police
National law enforcement agency with options to report concerns online.

131 237

Australian Muslim Women's Centre for Human Rights
Specialist support and advocacy for Muslim women.

03 9481 3000

Australian Red Cross – Support for Trafficked People Program
Assistance to eligible victims of human trafficking, slavery and slavery-like practices.

1800 113 015

Department of Home Affairs
Australian Government department responsible for immigration, border security and modern slavery policy.

Fair Work Ombudsman
Information, advice and anonymous tip-offs about workplace rights and obligations.

13 13 94

Freedom Hub Survivor support
Survivor-centred support services for people affected by modern slavery.

1800 373 348

Life Without Barriers
Support services for vulnerable individuals, including people affected by exploitation.

1800 403 413

Lifeline
Free, 24/7 crisis support and suicide prevention services.

13 11 14

Mental Health Line NSW
Free, 24/7 mental health information, support and referral service.

1800 011 511

NSW Anti-slavery Commissioner
Independent oversight and support relating to modern slavery in NSW.

1800 373 336

Project Respect
Support and advocacy for people in or exiting the sex industry and those affected by exploitation.

0494 027 641

Scarlet Alliance
National peak body for sex workers and sex worker organisations.

02 9517 2855

The Salvation Army
Accommodation and support services for people affected by exploitation and hardship.

1300 473 560

Translating and Interpreting Service
Interpreting services to support communication in multiple languages.

131 450



At the heart of ethical business lies respect: for people, for the land and for the legacy of Australian wine.











Every vine pruned, every grape harvested, every bottle poured is the result of countless hands and hearts working with skill and dedication across our regions.

By ensuring every one of those people is treated fairly, safely and with dignity, we protect not just our workers, but the very character of our sector; one built on trust, craftsmanship and care.

Taking action doesn't require perfection.

It asks for honesty, accountability and the courage to keep improving, to take the next right step, however small. When every business takes responsibility to make work safe, fair and dignified, the ripple effect is transformative.

Together, we can show that Australia's world-class wines are crafted with more than quality and innovation – they're crafted with care.

Wine
Australia

