

SUMMARY OF CHANGES 2026

ZESPRI GLOBALG.A.P. CONTRACTOR PROGRAMME

[NOTE: CHANGES ARE IN BLUE.](#)

[You can download the full Contractor Am I Ready Checklist HERE.](#)

For more information on these changes or to discuss this further email compliance.mail@zespri.com

ALL DOCUMENTS

DOCUMENT	CHANGES	JUSTIFICATION FOR CHANGE
All documents	Inspection or Assessment- updated to Audit, in most instances	Alignment with GLOBALG.A.P terminology with exception to GLOBALG.A.P Principle & Criteria, reference to remain as assessment.
All documents	Reference to Grower, updated to MSO	To align with Orchard Management and GAP terminology

“GAP” AM I READY CHECKLIST

Ref	Principle	Criteria
0.4	Has your business or any representative responsible for management or operational functions of this business been subject to any investigation or regulatory enquiry that relates to the compliance and conduct expectations of the Zespri GLOBALG.A.P Contractor program,	The contractor must <u>disclose declare whether when</u> the business, or anyone involved in the operational management, staff support/services or supervision of staff, is under investigation by a government authority <u>or regulatory body in any industry (not limited to Kiwifruit). This includes any current, pending, or past matters.</u>
0.5	What is the size of your business, how many employees have you at the time of the <u>audit/ inspection</u> /assessment , in peak season, and who you work for are explained	- Record the organisational structure of your business; - Shareholders: - Directors: - PCBU: - Day to day operations manager: - Office Administration/ payroll: - RGSP responsible for Health and Safety/ GRASP: # Employees at peak season or harvest period when the highest number of workers is present during activities registered # Employees at the time of the <u>audit/ inspection</u> /assessment <u>MSOs they provide services too Growers working for:</u> - Provide the details of all contractors engaged in the preceding 12 months: - For new businesses; do you have work opportunities, if so who? - How do you intend to recruit workers? - Where does the business operation intend to work?
1.3.1	CAVs are provided to all growers whose orchards they work on including subcontractors used.	Copies of all contractor CAVs are provided prior to starting work

Ref	Principle	Criteria
		- Copies of all contractor CAVs are provided prior to starting work Contractors who use subcontractors must obtain CAVs and provide to the MSO's growers - Orchard Services Agreements with all MSO's growers are held and for any subcontractors they utilise - For Tier 1/Interim CAVs sub-contractors cannot be used until the contractor holds a full 12month CAV
2.2.1	A Kiwifruit Orchard Contractor Biosecurity Plan has been completed and implemented.	- A documented biosecurity plan shall be available and implemented. The plan shall include: Understanding your risks Agreeing what must happen on site Checking and cleaning Reporting the unusual Actions and considerations to reduce the risk of unwanted pests and diseases on orchard and the surrounding environment Actions taken to protect the orchard and the environment The plan shall be Rreviewed annually
8.3.1	On site living accommodation meets regulatory requirements and equipped accordingly.	- The accommodation is legally compliant - The accommodation is habitable - The accommodation is watertight (sound roof), has windows and doors - The accommodation is hygienic for safe food production

Ref	Principle	Criteria
		• The accommodation has potable drinking water, toilets and fitted to an approved drainage system • If Providing accommodation for RSE workers <u>it must meet NZ law</u> • https://www.immigration.govt.nz/employ-migrants/hiring-a-migrant/employ-workers-through-the-rse-scheme/apply-reapply-for-rse-status/providing-accommodation-for-rse-workers • Settlement information employer must give to an AEWV employee • https://www.immigration.govt.nz/employ-migrants/new-employer-accreditation-and-work-visa/settlement-information-for-employers-hiring-workers-on-aewvs

“GRASP” AM I READY CHECKLIST

Ref	Principle	Criteria
9.3.4	NA	Principle re-numbered
12.1	Working hours (including overtime, night work and rest days/breaks) with indication of peak/harvesting season are shown in the records.	- Records of working hours, overtime, night work instructions and breaks shall be available. - For family orchards this shall be checked with the working conditions for children and young workers <i>NOTE: Good Practice the MSO/Contractor provides the employment NZ factsheet</i> <i>NOTE: Refer to the National Interpretation Guidelines in the regulations tab</i>

GAP & GRASP RESOURCES

GAP & GRASP RESOURCE	GAP & GRASP RESOURCE UPDATE	JUSTIFICATION FOR CHANGE
Contractor GAP and GRASP Am I Ready Checklist <i>Various Principles Updated with additional resource</i>	New Zealand National Interpretation Guidelines	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>6.2.6- no change to principle or criteria</i>	HAZNOTE sheets	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>7.5.4- no change to principle or criteria</i>	Food Safety Risk Assessment Form	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>8.1.1- no change to principle or criteria</i>	Health and Safety Risk Assessment	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>8.2.1- no change to principle or criteria</i>	Health and Safety Risk Assessment	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>8.2.5- no change to principle or criteria</i>	Eye Wash Clean Water	Removal of reference to eye wash and addition of clean water
Contractor GAP and GRASP Am I Ready Checklist <i>8.2.6- no change to principle or criteria</i>	HAZNOTE sheets	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>8.2.8- no change to principle or criteria</i>	SDS/HAZNOTE sheets	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 1.1- no change to principle or criteria</i>	Human Rights Policy Induction and Training Record Form	Addition of resources
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 2.1.1- no change to principle or criteria</i>	Written declarations Toolbox Meeting Template	Addition of resources

GAP & GRASP RESOURCE	GAP & GRASP RESOURCE UPDATE	JUSTIFICATION FOR CHANGE
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 2.3- no change to principle or criteria</i>	Job description/ Employment Agreement	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 3.1- no change to principle or criteria</i>	Complaints and Suggestions Process	Addition of resources
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 3.3- no change to principle or criteria</i>	Worker Representation Training & Induction Form	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 5.1- no change to principle or criteria</i>	http://www.employment.govt.nz/employment-new-zealand/online-learning	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 6.1- no change to principle or criteria</i>	Employment Agreements	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 6.7- no change to principle or criteria</i>	Variation Letter/annex	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 9.3- no change to principle or criteria</i>	Worker Representation Training & Induction Record Form	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 11.2- no change to principle or criteria</i>	Timesheets or payslips	Addition of resource
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 12.4- no change to principle or criteria</i>	Worker Representation Training & Induction Record Form Health & Safety Risk Assessment	Addition of resources
Contractor GAP and GRASP Am I Ready Checklist <i>GRASP 12.5- no change to principle or criteria</i>	Meeting Records	Addition of resources
Human-Rights-Policy-French	Annual review	Removal of Zespri Header
Human-Rights-Policy-Hindi	Annual review	Removal of Zespri Header
Human-Rights-Policy-Japanese	Annual review	Removal of Zespri Header

GAP & GRASP RESOURCE	GAP & GRASP RESOURCE UPDATE	JUSTIFICATION FOR CHANGE
Human-Rights-Policy-Korean	Annual review	Removal of Zespri Header
Human-Rights-Policy-Punjabi	Annual review	Removal of Zespri Header
Human-Rights-Policy-Samoan	Annual review	Removal of Zespri Header
Human-Rights-Policy-Tongan	Annual review	Removal of Zespri Header
Registered Chemical Application RCA Decision Flowchart	Annual review	Updated document to include Aerial application