

Farmer Agreement

We acknowledge we steward and harvest from the lands of the Wadawurrung/Wathaurong people of the Kulin Nation. We pay respect to their Elders past, present and emerging, and acknowledge the pivotal role that Aboriginal and Torres Strait Islander people have, and continue to, play within the Australian community. Sovereignty was never ceded.

Vision:

That Common Ground Project can be a shared space for productive and collaborative purpose, that benefits farmers, our local G21 community, our staff and the environment (the land, nearby waters and ecology) in the effort toward a more resilient, fair and regenerative local food system where all people have access and are connected to land, food, culture, meaningful work and community.

We understand that there are many learnings and challenges in this new model of collaborations in the local food system in the context of Victoria, Australia. We endeavor to be kind, understanding and listen where there are issues, as well as be brave enough to have tough conversations. We have an opportunity to showcase how shared use of land can be achieved in a very rigid and regulatory environment such as the agricultural sector and associated farm zoning laws. We aim to be a wonderful example of a partnership in the pursuit of growing, producing and caring about the local food system. That's why we want to encourage anyone connected to Common Ground Project to assume good intent and lead with empathy. By adopting this mindset, we come from a place of believing that other people are genuine and well-meaning and that they are operating to the best of their ability.

We ask all those collaborating with Common Ground Project to embody our core values:

Stewardship

Inclusion

Community

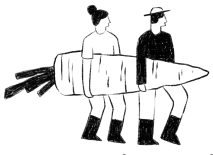
Respect

Contribution:

In our model, small scale farmers (hereafter: tenant) lease space on the land of Common Ground Project and run their own enterprises in an environment that is shared, but is the property of Common Ground Project (and the landowner).

All tenants pay a fee to cover farm running costs and work together to care for and maintain the farm. There is an opportunity to combine efforts with fellow tenants to increase efficiency. There is scope for shared networks, equipment, space, materials, skills, marketing, delivery runs – but need to be in consultation with Common Ground Project from the inception of the idea, and at every step of the way.

Common Ground Project provides the land and capital infrastructure required for the tenant. It receives the contribution from the tenant to assist in covering costs associated with the lease, but also to further our mission in educating and empowering the community as well as improving the land, infrastructure and biodiversity through the regenerative agriculture farming approach, which in turn benefits the tenant.



What we hope will endure are creative ideas, profitable ventures, collaborative, like-minded spirits supporting one another and the existence of a sustainable approach to farming in a thriving local food system.

Responsibilities:

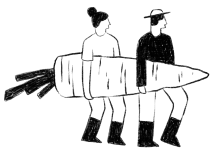
In partnering with Common Ground Project it is your responsibility to care for the farm as if it is your own, and to be sensitive to the needs of other farmers and staff around you. We are bound by this agreement which clarifies our legal responsibilities, but we are also bound by our commitment to make this partnership a success. Below is a list of expected responsibilities to be undertaken by you as part of this group:

Stakeholder Relationships

- Being a supportive and positive advocate on behalf of Common Ground Project in the community and on social media.
- Abide by farm rules and conditions in the agreement.
- Adhering to policies and procedures.
- Be supportive of any other tenant's endeavours.
- Act in the best interests of Common Ground Project.
- If you are having difficulty meeting financial obligations, work collaboratively towards a resolution.
- Common Ground Project will support and endorse the brands of the tenant wherever possible.
- This Farmer Agreement is assigned to the tenant and cannot be assigned to another party. In the event of a sale of a business any future owners would be beholden to the license and land share agreements and early discussion with Common Ground Project of that change would be encouraged.
- At the end of a licence agreement, the farmer agrees to take a custodial ethic to ensure the land, facilities and relationships are left in excellent condition.
- The tenant and Common Ground Project agree not to share any private business information (of each other) that they become aware of.

Property Operations

- Ensure that employees or contractors working for your farm abide by agreements you have undertaken as part of the agreement.
- Tenants are responsible for rectifying damage or impacts on land and equipment caused by their own activities or animals. These rectifications need to be done in a timely manner at least to the standard of the original state or for equipment according to the safety, legislated or compliance standard required.
- Maintenance and repair costs for the farm will be shared by Common Ground Project for wear and tear or storm related damage not caused by individual tenants, so bring to the attention of the associated Manager/ Staff Contact issues relating to maintenance of the farm that needs addressing including access, lane way and fence maintenance, storm and water damage, fallen trees etc and they can be done either collectively or using contractors depending on the scope of works.
- All farmers are responsible for the retention and use of water on the farm. It is a critical and shared resource that needs to be used wisely and with consideration for others. Think carefully about the timing of watering and the style of irrigation used to minimise run off, evaporation and wastage. When using water you need to ensure that you are maintaining and monitoring water in header tanks and dams and top up if required and you look after and maintain the water supply system including pipes, troughs, pumps, tanks, valves and irrigation.
- Reduce waste and wastage wherever possible and take care to remove from site and ensure no contamination can be caused (including weed seed, chemicals etc).

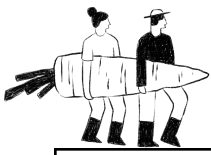


- Animal welfare is the responsibility of the owner, but it is a shared responsibility to notify if you see something that doesn't look right.
- All farmers are responsible for their own business obligations including tax, superannuation and Workcover for their employees. Common Ground Project doesn't assume any responsibility for individual tenant's business activities.
- All tenants are responsible for the acquisition and costs of any permits, fees, licenses, qualifications, that are required to operate their business.
- All tenants are responsible for meeting any regulatory requirements in regards to their business including approvals, council permits, planning requirements, registrations etc. It is the tenants responsibility to ensure they are compliant with all regulations in this regard.
- Everyone at Common Ground Project is responsible for the security of the site, equipment and animals. Any passwords, key locations, padlock codes that are given are confidential and are not to be shared with anyone else.
- Keys and gates are always to be returned to their correct location after use.
- All tenants agree to regenerative agriculture practices and in particular unless discussed with Common Ground Project, should not use artificial chemical fertilisers or sprays.
- Be aware of the biosecurity, quarantine, and pest and disease issues relating to each farm, take care to ensure and restrictions relating to this are upheld at all time using your role as part of this agreement to do this in support of each other's business.

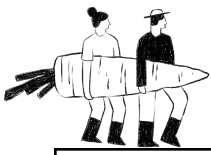
Risk Assessment (Safety & Care):

Risk Management and Mitigation Information

<p>Safety at Common Ground Project (CGP) during programs: Safety is a shared responsibility, however; please note that Duty Of Care resides with the tenant at all times. To ensure the most enjoyable time at CGP, please look out for one another.</p>	
Hazard Identification	Risk reduction control measures
<p>Farm Tools We use a range of different tools and equipment on the farm, including shovels, forks, trowels.</p>	<p>All farm tools are kept in designated locations, in sheds that are kept closed.</p> <p>When tenants are required to use a farm tool, they will be given a safety induction and shown how to use the tool correctly by a CGP staff member.</p>
<p>Dam There is an unfenced dam on the property with the potential hazard of someone entering the dam, and potential drowning.</p>	<p>The dam is not in the main area of the farm and is clearly marked. All tenants to the farm are given an induction on the dam and do not undertake tasks in this area of the farm.</p> <p>CGP staff will guide tenants around the site should they need to utilize the area, using clearly marked paths and routes.</p>
<p>Slips, trips & Falls CGP is a working farm and has a number of different terrain areas across the property. These include areas with small ditches and uneven ground, gravel, irrigation equipment and fences.</p>	<p>A site induction is carried out with all tenants on the farm and any significant areas for slips, trips or falls will be clearly marked with posts or cones or coloured flags.</p>



	<p>Tenants will be instructed to move at a safe pace at all times whilst on the property.</p>
<p>Traffic & Deliveries The farm has a hospitality venue on-site that receives many deliveries and rubbish collection via big trucks and vans. These vehicles drive up to the back of the main building, between the farm shed and the greenhouse.</p>	<p>Deliveries are received on a designated roadway in the farm and all tenants are made aware of the safe areas to walk to avoid contact with vehicles on the farm. This is done during our safety induction.</p> <p>Signs will be used to mark roadways areas and designated walking paths.</p>
<p>Weather Exposure Much of the work undertaken on the farm is outdoors, and the weather changes daily. In summer, there is hot sun; in winter there is very cold, frosty days. There is rainfall throughout the year and the ground can become wet and muddy on occasion. In addition, this is a very windy property year-round.</p>	<p>All tenants are advised to bring appropriate clothing and footwear for the season. We monitor the weather daily to avoid assigning tasks in bad-extreme weather. We have many shady/cool (summer) and warm indoor areas (winter) should tenants become affected by the weather.</p>
<p>Farm Animals We have a roving chicken caravan that moves fortnightly around the farm. This enclosure has an electric fence. We also have a permanent chicken pen with roosters. There are also goats in the paddock behind the farm, completely enclosed by fencing.</p>	<p>Engaging with the animals is addressed in the OHS induction and must only be undertaken with CGP staff supervision or via a specific assigned task approved by CGP staff.</p> <p>Hand washing facilities and hand sanitising stations are available in many locations at CGP.</p> <p>Tenants will only be allowed into areas with animals deemed suitable by CGP staff.</p>
<p>Physiological Wellbeing For new tenants there is the possibility of feeling overwhelmed or uncomfortable with the farm environment or with working collaboratively.</p>	<p>Psychological wellbeing is just as important as physical health and safety for our team at CGP, and anyone who comes onsite.</p> <p>If the tenant needs support, CGP staff will aim to provide that to the best of their ability. Our aim is first and foremost for people to connect with the land and the activities in a positive and enriching way.</p> <p>If a tenant has a specific need, it should be identified and communicated prior to the agreement.</p>
<p>Movement around CGP For new participants there is a possibility that people will get lost on the property.</p>	<p>Upon arrival new tenants will take part in a property briefing and safety induction. They will be taken on a guided tour of the property and will be reminded to stay with a CGP staff member at all times.</p> <p>Staff will ensure tenants are aware and prepared for walking through a large site and sticking to designated paths.</p>



	Staff are aware that snakes are likely to be active in warmer months.
Safety The property is a shared space and at times there will be staff, volunteers, guests, tenants and program participants onsite.	All CGP staff and volunteers are VIT registered or have a current Working with Children Check. CGP operates in accordance with its Child Safe Policy Statement (available on our website).
First Aid CGP is a working farm, therefore there are a range of potential hazards onsite and injuries may occur.	All CGP staff are trained in First Aid and CPR. CGP has sufficient first aid kits available onsite. Staff need to ensure all tenants have appropriate personal first aid if necessary (Asthma puffers, EpiPen, diabetes medication etc.)
Hygiene Many of the activities involve digging and handling of plants and insects. There is the potential but unlikely contamination from hands to food and mouth etc.	Tenants with plant / animal allergies need to ensure they have appropriate protection.
Plants We have some plants on the property that can cause possible stings and allergies.	If tenants are working near an area with an identified stinging plant, they will be made aware (e.g. Nettle).
ROLE OF COMMON GROUND PROJECT LIMITED: Management and employees recognise that they play a key role in prevention and mitigation strategies to reduce or minimize the effects of emergencies or hazards at CGP. Review of existing policies and procedures are done on a regular basis to ensure all legal and moral obligations regarding visitor safety are adhered to. CGP constantly strives to improve farm safety and ensure all measures possible are taken to reduce the likelihood of an emergency.	

Process:

Upon signing this document, and receiving a site induction, the tenant will be able to arrive at the property.

Common Ground Project will send an invoice for the tenant fee fortnightly, based on a weekly fee of the arranged amount.

Please make payment within 14 days, and if you are unable to do so, please communicate this with your Staff Contact.