



PILLARS OF SUSTAINABILITY



NEW ZEALAND WINE
PURE DISCOVERY



PEOPLE

The success of New Zealand's wine industry depends strongly on the commitment and passion of the employees behind it. Industry employers are in turn responsible for ensuring that their businesses have a positive impact on employees and their local communities: financially, socially and ecologically.

To guarantee that this commitment is upheld, all New Zealand companies must comply with a robust legal framework, which covers employment relations, labour management, health and safety.

Wine businesses are encouraged to expand their support further by educating employees to think and behave more sustainably, to help reduce wastage and costs, and increase efficiency and good environmental outcomes.

The wine industry in New Zealand makes a significant contribution to our economy in terms of output, GDP and employment. Accounting for the wine industry's links to other sectors, such as tourism, retail sales, bars and restaurants, it contributes over \$1.5 billion to the country's GDP and supports over 16,500 full time jobs. *

REGULATORY REQUIREMENTS

GOVERNMENT

The key Act and guidelines covering the human aspect of the sustainable wine industry are:

- [Employment Relations Act 2000](#)
- [Health and Safety at Work Act 2015](#)
- [Information for members regarding temporary or seasonal migrant workers](#)

SUSTAINABLE WINEGROWING NEW ZEALAND REGULATIONS

Sustainable Winegrowing New Zealand has best practice models that incorporate socially responsible employment practices. These include:

- Members must meet their legal employment obligations.
- Contract workers should be accredited members of a contractors association.
- If contractors are not accredited, members should make sure the contractor complies with New Zealand immigration and employment laws.

Members must be fully compliant with the labour component of the best practice model in order to be certified.

COMPLIANCE

To comply with New Zealand employment and immigration laws, members must:

- Pay employees at least the minimum wage.
- Offer at least the minimum required by law for holiday and special leave.
- Meet the requirements of New Zealand law that protect the health and safety of workers.
- Meet any requirements of New Zealand law that apply to employers for specific occupations.
- Only employ people who are lawfully allowed to work in New Zealand.

STANDARDS FOR VINEYARDS AND WINERIES

Members should always follow best practice guidelines for domestic and migrant workers, and wellbeing in the community.

Members must:

- Meet New Zealand employment and immigration laws.

- Ensure that contract workers (workers who provide services such as pruning, harvesting and vine training) meet the required standards of the vineyard or winery. Evidence of reaching such standards may include:
 - Being accredited members of a contractors association such as New Zealand Master Contractors Inc (NZMCI).
 - Holding a current Recognised Seasonal Employer (RSE) status.

STAFF TRAINING

Wine businesses are expected to encourage staff to expand their sustainable thinking and behaviour, beyond the legal requirements of their training and education.

Members should encourage staff to think and act with sustainability at front of mind. Education and training go further than is required by law, into policies and actions that reduce costs and wastage, and increase efficiency and good environmental outcomes. 🌱

*Data taken from the NZIER Report/Economic impact of the New Zealand wine industry, March 2014

Central to our sustainability policy is a commitment to keep improving, as new research is undertaken and new technologies are developed. The New Zealand wine industry is actively involved in both of these areas, with an ongoing leadership role in research and development projects. Looking to the future, we will continue to protect the places that make our exceptional wines.

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