



COTTON
AUSTRALIA

myBMP



FARM SAFETY: KNOW YOUR WHS OBLIGATIONS

A WHS presentation for Cotton Australia members

25 March 2026

WELCOME & OVERVIEW

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Why this matters now

- Why we're here
- What's changing in farm safety
- What regulators are focusing on

2

What this means on farm

- Where cotton operations can be exposed
- The role of systems, documentation and awareness
- myBMP Program
- Key areas growers should have on their radar

3

Where to focus first

- Fatigue management
- Fire safety
- PPE and First Aid
- Pre-starts and maintenance

4

Where to from here

- Key takeaways
- Simple next steps
- Cotton Australia member support
- Q&A



INGHAM & CO

Who We Are

I founded Ingham & Co with a clear understanding of the realities of agriculture — the long hours, seasonal pressures, staffing challenges and compliance demands that come with running a farm business.

Today, Ingham & Co supports farming operations, agribusiness and aquabusiness with clear, achievable safety and compliance systems.

Our focus is simple: helping businesses reduce risk, protect their people and build confidence in how safety is managed on farm.



1 WHY THIS MATTERS NOW

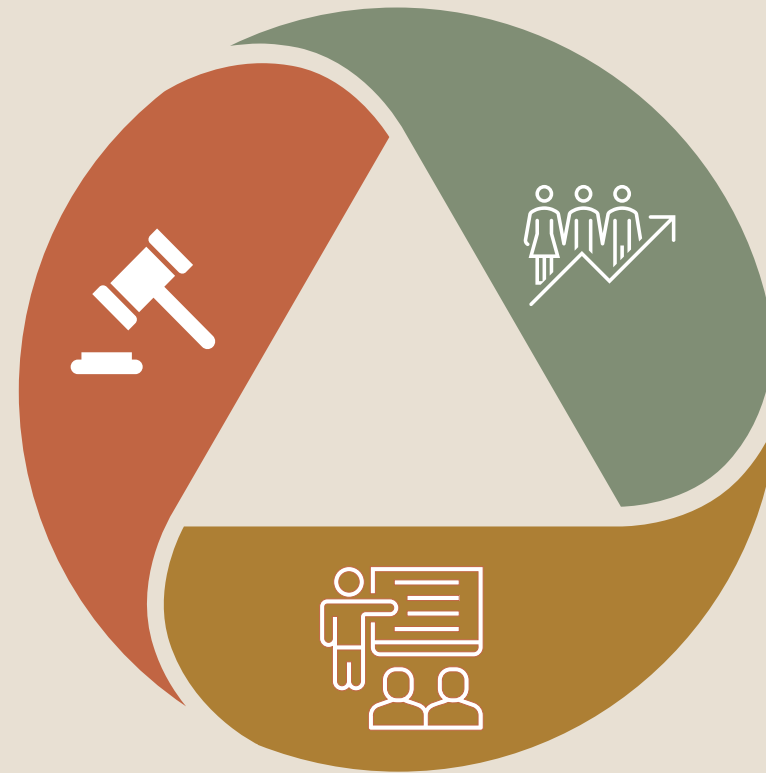


WHY WE'RE HERE

The compliance landscape is changing

New WHS expectations- mean greater accountability for farm owners, managers and contractors. Regulators are paying closer attention and penalties have increased.

1



2

Entry level compliance is no longer enough

Being proactive matters- but without documented proof such as inductions, policies, SWPs), business can still be exposed

3

This now needs active attention

Being proactive –WHS obligations need to be understood, implemented and maintained as part of running a farm business.

Agriculture and aquaculture are among Australia's highest-risk industries, and national enforcement is increasing



WHAT'S ALREADY CHANGED: WHS AMENDMENTS

In recent years, all states and territories have strengthened WHS laws, including the introduction of industrial manslaughter provisions. These changes are already in effect and the penalties are significant.

KEY CHANGES TO THE WHS AMENDMENT ACT INCLUDE:

Negligence as a Fault

A safety offence can now be established through proven negligence, not just intent.

Industrial Manslaughter

Up to 20 years' jail and \$18M in fines where negligence leads to a fatality - charges can also be initiated at any time.

Psychosocial Risks

Fatigue, mental health, harassment and other psychosocial hazards are now clearly recognised as workplace safety risks.

Broader Offences & Penalties

Definitions have expanded and tougher penalties now apply across all states and territories, regardless of business size or ownership structure.



WHAT THIS MEANS IN PRACTICE

The expectations on farm businesses have changed. WHS can no longer sit in the background — it needs active attention, clear systems and documented follow-through.

ON THE RADAR:

Agriculture is receiving greater attention

Agriculture is now a stronger focus for regulators, with more attention on farms and related businesses.

Regulator activity is increasing

With agriculture now a stronger focus for regulators, farms and related businesses are receiving more attention. Regulators are looking more closely at how safety is being managed and documented on farm.

Inspections are often triggered

In many cases, regulator attention follows a reportable incident, complaint or issue raised nearby — so it's important to be ready before that happens.

What Can You Do Now?

- ✓ Educate your team
- ✓ Review your current systems
- ✓ Start your compliance roadmap
- ✓ Document the process



2 WHAT THIS MEANS ON FARM



WHERE COTTON OPERATORS CAN BE EXPOSED

Cotton businesses operate in complex, high-risk environments. Long hours, seasonal pressure, contractor management, irrigation systems, machinery and multiple work fronts can all increase exposure if safety systems are not clear and consistently followed.

COMMON PRESSURE POINTS ON FARM:

Multiple roles, shifting priorities

On many farms, one person may be managing operations, people, machinery and compliance at the same time

Competency matters, not just tickets

On-farm capability often comes from experience and demonstrated competency, but businesses still need clear training, supervision and documented processes.

Long hours and fatigue

During peak periods, extended hours can quickly increase the risk of errors, poor decisions and shortcuts.

Complex, high-risk operation

Irrigation, machinery, vehicles, contractors, seasonal teams and multiple sites all add layers of risk that need to be actively managed.





myBMP already gives growers a useful foundation —
WHS can build from there

HOW THIS CONNECTS TO myBMP:

Dedicated WHS focus

Understanding your WHS obligations at a state level helps bring clearer focus to how safety is managed across the business.

Building on an existing platform

For growers already using myBMP, there is a strong foundation to build from. For those who are not, now is a good time to start putting the right systems in place.

Stronger documentation systems

Programs like myBMP can support the documentation of tasks, risks, hazards, maintenance, training and incidents — all of which are important from a WHS perspective.

Increasing Rating Levels

For growers already operating at Level 1 or 2 under the myBMP program, understanding WHS obligations and taking action on them can help strengthen coverage, build capability and reduce overall risk.



WHY THIS MATTERS ON FARM

5

FATALITIES

(in cotton farming
2014-2019)

72

FATALITIES

(farm related in
2024)

133

INJURIES

12% under 15 years
29% quad bikes

Imagine This: it's the height of picking season and a worker is seriously injured. SafeWork is notified. Suddenly you're dealing with an investigation, stand-downs, extra paperwork and potential penalties.

Could you show that training had been provided?

Was plant and equipment maintained and checked for safety?

Was it all documented and up to date?

Reference: FarmSafe Australia – Safer Farms Report 2025 / Agricultural Injury and Fatality - Trend Report (note stats are for 2023/24)



WHY SAFETY IS UNDER THE SPOTLIGHT

Regulators are increasing their focus on agriculture, including machinery safety, supervision and the separation of people and plant.



SafeWork NSW

SafeWork NSW
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In 2025, we responded to 11 workplace fatalities in agriculture.

Our Inspectors will visit agricultural businesses across NSW from March to May to help prevent harm and support safer farming practices.

They will work with farmers to strengthen compliance, share practical safety tools and reduce the risk of serious incidents.

Key focus areas include:

- Mobile plant and machinery safety
- Operator training and supervision
- Rollover protection and seatbelt use in farm vehicles
- Safe separation of people and machinery
- Machinery guarding and maintenance

Learn more about the ongoing risks for farm vehicles:
<https://www.safework.nsw.gov.au/safety-alerts/safety-alerts/the-ongoing-risk-of-farm-vehicles-safety-alerts>

Our Inspectors will visit agricultural businesses across NSW from March to May to strengthen compliance



WHAT REGULATORS ARE LOOKING FOR

SPOT CHECKS

Inspections can be random and unplanned, with regulators able to visit sites at any time.

DOCUMENTATION

Proof that equipment, machinery, tools and structures are being maintained and checked.

UNSAFE PRACTICES

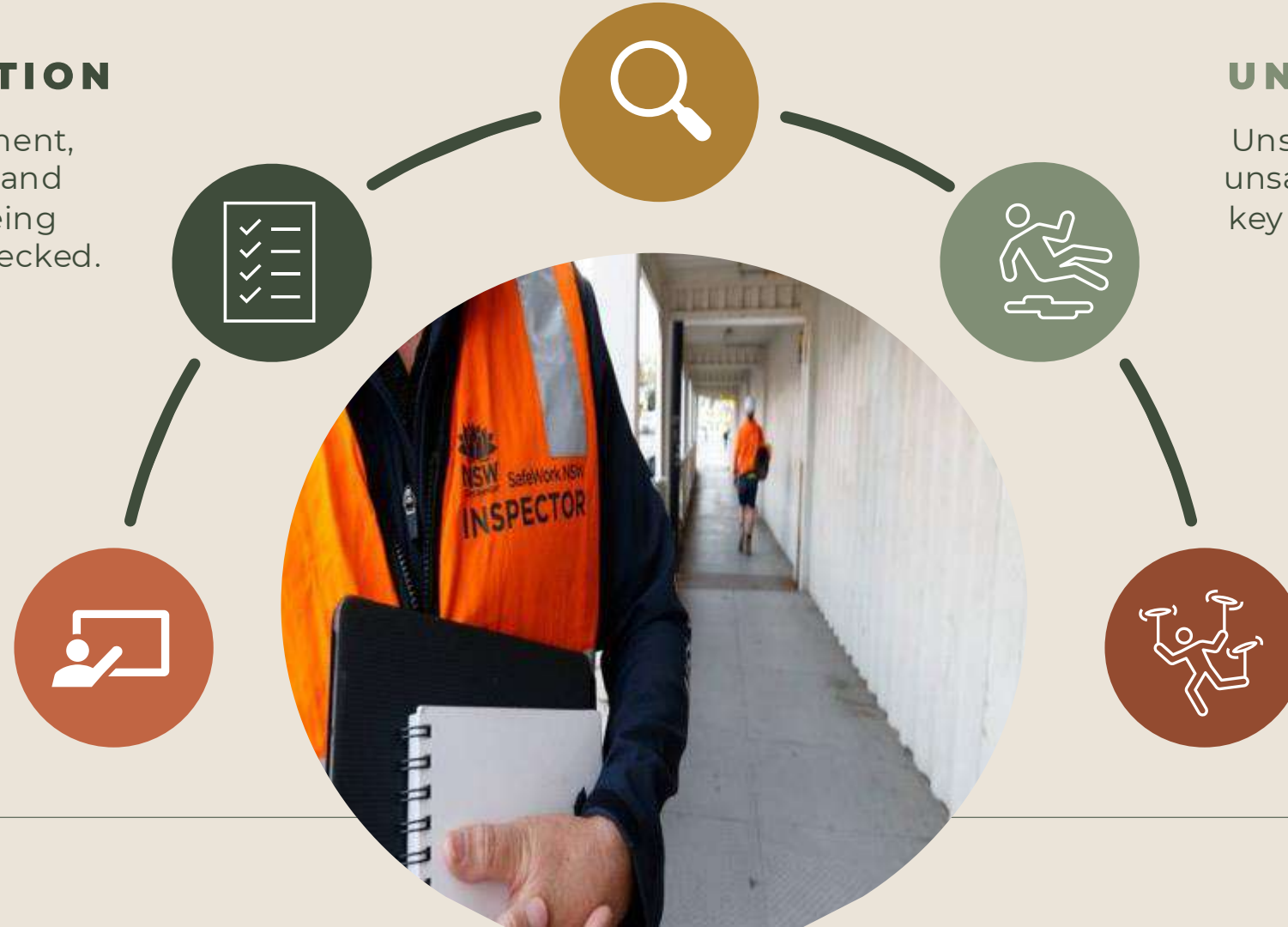
Unsafe working environments, unsafe plant and equipment, or key controls not being in place.

TRAINING & LICENSES

Evidence of training, inductions, safe work procedures, checklists, protocols and licences, including first aid and drug and alcohol requirements where relevant.

WORKER WELLBEING

Fatigue management, fitness for work, remote work arrangements and psychosocial hazards.



WHAT THIS MEANS FOR GROWERS

Understanding and acting on your WHS obligations is part of running a farm business.

KEY EXPECTATIONS FOR FARM BUSINESSES:

Ignorance is not a defense

Not knowing what is required, or not understanding your obligations, is not a defence. It is your responsibility to know what applies to your business.

Be proactive, not reactive

You are expected to take an active approach to WHS. It is no longer enough to wait for an incident to happen before making changes.

Continuous improvement matters

You do not have to fix everything at once, but regulators do expect to see that you are continuing to improve WHS and make your workplace safer over time.

Accountability sits with farmers & managers

The expectations on farmers, managers and business operators have increased. Where negligence is found, regulators have grounds for enforcement action, fines and prosecution.



3 WHERE TO FOCUS FIRST



KEY AREAS OF FOCUS

Understanding your responsibilities means focusing on the parts of your operation that carry the most risk — and documenting the decisions and actions you take.

LET'S LOOK CLOSER:

Fatigue management

Peak periods bring long hours and pressure. Managing fatigue means planning ahead, speaking up early and making sure tiredness does not become a safety risk.

Inductions

Make sure staff, contractors and visitors understand the site, the risks and what is expected of them before work begins.

Documentation

Pre-starts, maintenance, repairs and other critical actions need to be recorded clearly and consistently.

Paddock awareness

Familiarity can lead to complacency. The risk often sits in routine tasks, rushed decisions and small shortcuts.



KEY AREAS OF FOCUS

“How many near misses will it take before you take action?”

FarmSafe Australia Conference, Hobart 2025

LET'S LOOK CLOSER:

First AID and PPE

Ensuring that you have first aid & PPE kits in high-risk locations along with the obvious spots during seasonal operations

The ute parked back at the shed with it in it isn't going to be much use

Not taking shortcuts

Your team are your biggest asset, make sure you protect them by doing the job properly, rated pins, proper connections, guarding, brakes on, machines isolated

Traffic management

When moving machinery throughout farms or on public roads, making sure you have the correct signage, amber lights, escorts/pilots, make a plan, don't just 'wing' it because you have always done it this way

Psychosocial hazards

Managing your Psychosocial Hazards is top on the agenda for regulators.

Ensuring you are proactive with your team such as bullying, unfair work requests, fatigue, sexual & gender harassment



MINIMISING YOUR EXPOSURE:



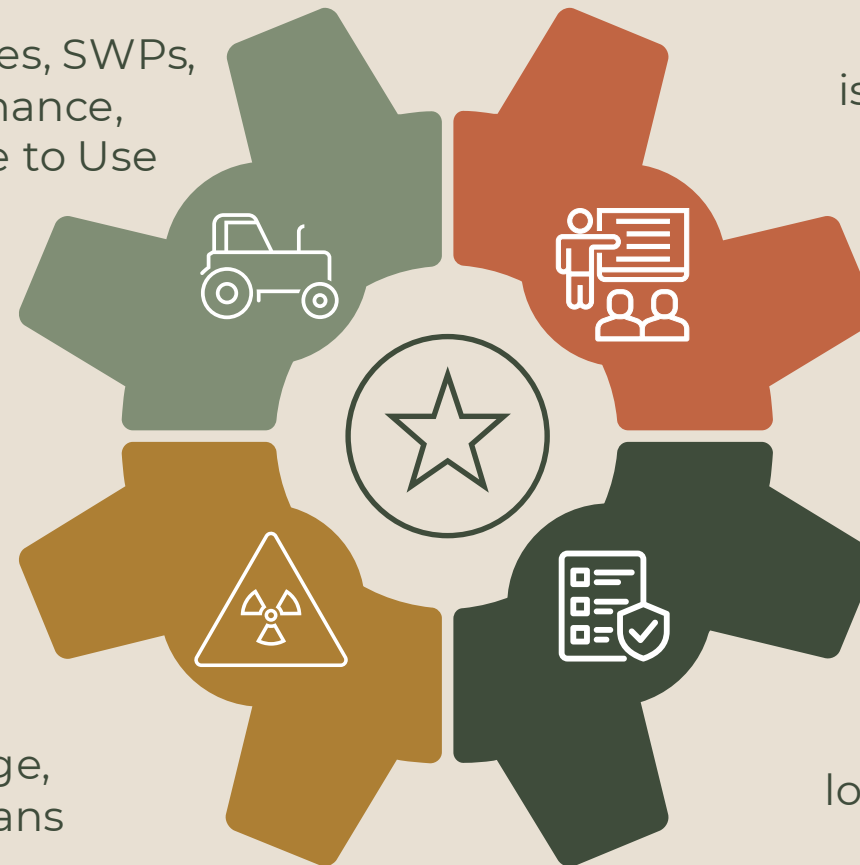
Vehicles, Machinery & High-Risk Areas:

Safety protocols, Policies, SWPs, Pre-Starts, maintenance, Competencies & Safe to Use



Fuel & Chemicals:

Storage, warning signage, handling, emergency plans



The Human Element:

Inductions, training, communication, fatigue management, remote & isolated working conditions, psychosocial hazards, supportive work culture, WHS policies/plans



Record Keeping

Visitor & Contractor logs, maintenance & Pre-Start logs, near misses & incidents, risk assessments & emergency preparedness



FARM GATE NIGHTMARES



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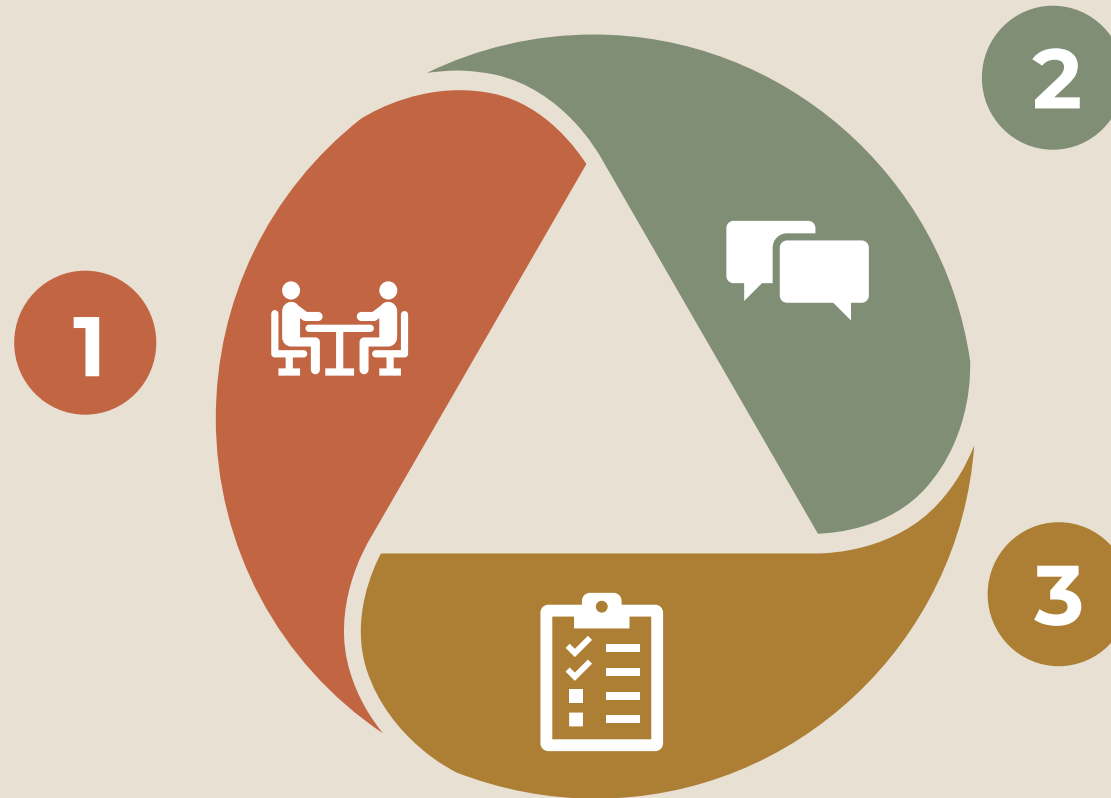
WHERE TO FROM HERE



3 SIMPLE STEPS

Review your current setup

- Do you have inductions, policies, procedures and training records in place?
- Are they documented?
- Are they current — and can you prove it?



Talk to your team & take action

- What risks are they seeing on the ground?
- What's working — and what's missing?
- What can be done better? Empower your team to drive your safety culture
- Begin documenting – if you think it might be a risk/hazard, then document it.

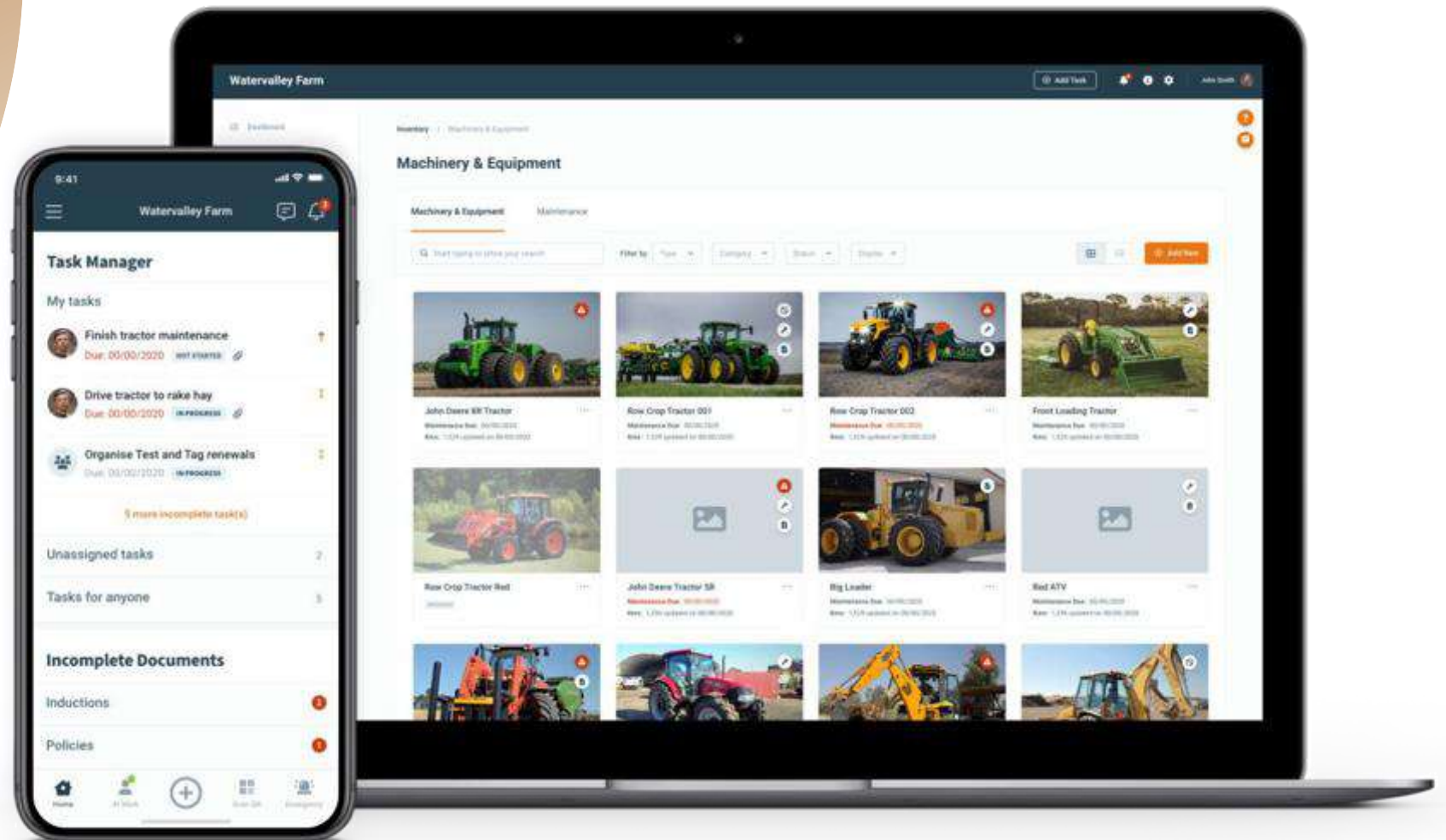
Book a Safety call or a Review

- Ingham & Co offer a no-obligation review to see where you stand
- We'll help you make sense of what matters — and where to start

Prevention is always cheaper than reaction — and peace of mind starts with knowing where you stand



**BRINGING IT ALL
TOGETHER:
ONE SYSTEM
ONE SOLUTION**



LET'S GET YOU STARTED

1



2



3

**SCAN
QR CODE**

REGISTER

**BOOK YOUR
SAFETY REVIEW**



Exclusive Cotton Australia Member Offer:
Register your interest today to receive your safety audit for FREE! Usually priced at \$2,500 + GST





THANK YOU FOR YOUR TIME.

LET'S KEEP THE CONVERSATION GOING - SO WE CAN GIVE YOU PEACE OF MIND

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