

Nursery Industry Accreditation Scheme Australia

NIASA: **ETHICAL** NURSERY STOCK SPECIFICATION

Best Management Practice Guidelines
for Ethical Nursery Stock Production as
an Appendix to the

NIASA BEST MANAGEMENT PRACTICE GUIDELINES



Setting the
Standards

Ethical Nursery
Stock Specification



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ETHICAL NURSERY STOCK SPECIFICATION



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1 Introduction to the Ethical Nursery Stock Specification (ENSS)

Observation of social and ethical obligations in business conduct has become increasingly important to business and consumers within Australia and on a global scale. Business operations conducted in a socially responsible and ethical manner enjoy many benefits. These include:

- Boosted employee morale and retention.
- Greater productivity and profitability.
- Reduced risk of compliance failure.
- Preferred supplier status.
- Better brand image.
- Positive stakeholder relations.

The **Ethical Nursery Stock Specification** (ENSS) provides organisations with a way to implement and demonstrate their commitment to diversity in personnel hiring, management and ethically sound, safe nursery production practices.

The main body of the ENSS describes the requirements for ethical production certification, with [Schedule 1](#) of the ENSS providing a complete example of:

- A mandatory Code of Conduct; and
- A complete Policies and Procedures manual to address documentation of the requirements described. The example includes the following policies and procedures:
 - Ethical trading policy statement.
 - Recruitment and selection.
 - Performance management.
 - External complaints policy and procedure.
 - Equal opportunity, and anti-bullying.
 - Internal complaints policy and procedure.
 - Workplace health and safety.
 - Dress code.
 - Smoking, alcohol and drugs.
 - Internet, email, and social media.

Certification under the ENSS gives businesses a framework to support good business governance. This is vital for risk management planning, workplace behaviour, personnel management and ethical decision making. Good governance allows a business to demonstrate their social and ethical responsibility through the actions of management and staff and their interactions with each other as well as stakeholders. It does this through the implementation of a risk management and reporting framework of policies and procedures that guide and support management decision making.

Without such a framework, businesses are vulnerable to financial strain, high staff turnover, low employee morale and unwanted legal disputes. This can cast doubt on the business reliability, integrity, and transparency, which can impact its overall financial health.