

STAFF	Farewell Gift Policy
Responsibility of	All Board Members
Objective	To ensure that resigning or retiring members of the Board or staff are appropriately recognised by the Board on behalf of growers.
Procedures	<ol style="list-style-type: none"> 1. In the event of a resignation or retirement of a member of staff or Board member consideration of a farewell function and/or gift will be made by the Board in the proper course of a general meeting. 2. The Board will consider items such as the length of service to the Board and the circumstances in which the resignation arose. 3. If a member of staff is dismissed for breach of their employment contract no farewell function or gift shall be provided. 4. No member of staff that retires within a period of less than 12 months will be provided with a farewell function or gift. 5. Farewell functions will be considered after the employee or Board member has been engaged in service for a period of 12 months. 6. Farewell functions may involve the executive members of the Board taking the relevant staff member to lunch or holding a full dinner with all Board, staff and partners. 7. The costs of gifts given will be decided by members based on their collective view of the performance of the member of staff and/or Board member.
Board Expectations	<ul style="list-style-type: none"> • That staff and members of the Board are rewarded for their service to the Riverina Winegrape Growers • That the amounts spent on functions and farewell gifts are reflective of the time and effort of the staff and/or member of the Board. • That the Board does not waste grower funds inappropriately. • That the Board is considered as a good and faithful employer.
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