



Australian Government

Department of Industry, Science and Resources

Department of the Treasury

Grant Opportunity Guidelines

Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program

Opening date:	5 December 2025
Closing date and time:	5.00PM Australian Eastern Daylight Time on 23 January 2026 Please take account of time zone differences when submitting your application.
Commonwealth policy entity:	The Treasury
Administering entity:	Department of Industry, Science and Resources (DISR)
Enquiries:	If you have any questions, contact us on 13 28 46.
Date guidelines released:	10 November 2025
Type of grant opportunity:	Targeted competitive

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1. Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program processes

Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program is designed to achieve Australian Government objectives

This grant opportunity is part of the above grant program which contributes to Treasury's Outcome 1: Supporting and implementing informed decisions on policies for the good of the Australian people, including for achieving strong, sustainable economic growth through the provision of advice to Treasury Ministers and efficient administration of Treasury's functions. The Treasury works with stakeholders to plan and design the grant program according to the [Commonwealth Grants Rules and Principles \(CGRPs\)](#).



The grant opportunity opens

We publish the grant guidelines on business.gov.au and [GrantConnect](#).



You complete and submit a grant application

You complete the application form, addressing all the eligibility and assessment criteria in order for your application to be considered.



We assess all grant applications

We assess the applications against eligibility criteria and notify you if you are not eligible. We assess eligible applications against the assessment criteria including an overall consideration of value with money and compare it to other eligible applications.



We make grant recommendations

We provide advice to the decision maker on the merits of each application.



Grant decisions are made

The decision maker decides which applications are successful.



We notify you of the outcome

We advise you of the outcome of your application. We may not notify unsuccessful applicants until grant agreements have been executed with successful applicants.



We enter into a grant agreement

We will enter into a grant agreement with successful applicants. The type of grant agreement is based on the nature of the grant and will be proportional to the risks involved.



Delivery of grant

You complete the grant activity as set out in your grant agreement. We manage the grant by working with you, monitoring your progress and making payments.



Evaluation of the Supporting Fresh Produce Suppliers - Food and Grocery Code Education Program grant opportunity

Treasury will evaluate the specific grant activity and Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program grant opportunity as a whole. We base this on information you provide to us and that we collect from various sources.

1.1. Introduction

These guidelines contain information for the Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program.

This document sets out:

- the purpose of the grant program/grant opportunity
- the eligibility and assessment criteria
- how we consider and assess grant applications
- how we notify applicants and enter into grant agreements with grantees
- how we monitor and evaluate grantees' performance
- responsibilities and expectations in relation to the opportunity.

This grant opportunity and process will be administered by the Department of Industry, Science and Resources (the department/DISR) on behalf of The Treasury (Treasury).

We have defined key terms used in these guidelines in the glossary at section 13.

You should read this document carefully before you fill out an application.

2. About the grant program

The Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program supports the Australian Government's commitment to ensure fairer and more balanced commercial relationships within the food and grocery sector.

The program complements and builds on the Government's response to the 2023-24 *Independent Review of the Food and Grocery Code of Conduct* (the Emerson Review). The Emerson Review identified a significant imbalance in market power between large grocery retailers and their suppliers. It highlighted fresh produce suppliers as particularly vulnerable in negotiations with large grocery businesses, due to the perishable nature of their products, long production lead times, and high upfront costs that cannot be recovered if the product is not sold.

In response to the Emerson Review, the Government amended the *Food and Grocery Code of Conduct* (the Code) to provide additional protections specifically for fresh produce suppliers, with the new Code becoming mandatory for all large grocery businesses from 1 April 2025.

To support the implementation of the Code, this grant program supports fresh produce industry associations to develop and deliver training, nationally, to fresh produce suppliers (particularly smaller suppliers) to assist them to understand and enforce their rights under the Code and build their capacity to negotiate with large grocery businesses, to achieve more favourable commercial outcomes. Service providers deliver eLearning modules or webinars, in-person training such as regional roadshows, or a mix of approaches.

Training funded under this program is confined to the operation of the Code and suppliers' negotiating rights under the Code, with the focus on new or updated parts of the Code and aspects that are relevant to fresh produce suppliers.

The objectives of the program are to:

- assist fresh produce suppliers nationally to increase their understanding and enforcement of their rights under the Code

- build fresh produce suppliers' capacity to negotiate with large grocery businesses.

The intended outcomes of the program are that:

- fresh produce suppliers nationally have access to free, high quality educational services on the Code
- fresh produce suppliers nationally increase their understanding of the Code and enforcement of their rights under the Code and their capacity to negotiate with large grocery businesses.

While the program targets fresh produce suppliers, there may be the potential for educational products developed as part of the program to be used by other suppliers outside of the program, off-the-shelf.

We administer the program according to the [Commonwealth Grants Rules and Principles \(CGRPs\)](#)¹.

3. Grant amount and grant period

3.1. Grants available

The Australian Government has announced a total of \$2 million over 3 years from 2025-26 to 2027-28 for the grant opportunity. There are up to 3 grants available under this grant opportunity.

- The minimum grant amount is \$500,000.
- The maximum grant amount is \$2 million.

The grant amount will be up to 100 per cent of eligible expenditure. Total grant funding cannot exceed the amount of available funds.

You are responsible for the remaining eligible and ineligible project costs.

You can make cash or in-kind contributions to your project.

You cannot use funding from other Commonwealth, state, territory or local government grants to fund the balance of project expenditure not covered by the grant.

3.2. Project period

You must complete your project by 31 March 2028.

4. Eligibility criteria

We cannot consider your application if you do not satisfy all eligibility criteria.

¹ <https://www.finance.gov.au/government/commonwealth-grants/commonwealth-grants-rules-and-principles-2024>

4.1. Who is eligible to apply for a grant?

To be eligible you must:

- have an Australian Business Number (ABN) or Indigenous Corporation Number (ICN)
- be registered for the Goods and Services Tax (GST)
- have an account with an Australian financial institution

and be one of the following entities:

- an entity incorporated in Australia (including incorporated not for profit organisations, registered charities, co-operatives and companies limited by guarantee)
- an incorporated trustee on behalf of a trust
- an incorporated association.

Joint applications are acceptable, provided you have a lead organisation who is the main driver of the project and is eligible to apply. For further information on joint applications, refer to section 7.2.

4.2. Additional eligibility requirements

We can only accept applications that:

- provide evidence that you are a national fresh produce industry association that represents one or more of the following fresh food supplier categories subject to the Code, specifically:
 - fresh fruit
 - fresh vegetables
 - fresh mushrooms
- provide evidence that your industry association:
 - represents at least 100 individual members, or
 - consists of at least 6 member businesses, or
 - is made up of at least 10 organisations/companies.
- demonstrate your capability to deliver educational training services:
 - nationally (including to rural, regional and metropolitan areas of Australia)
 - to fresh fruit, vegetable and mushroom suppliers
 - to both your membership base as well as other fresh produce suppliers outside your membership base.

We cannot waive the eligibility criteria under any circumstances.

4.3. Who is not eligible to apply for a grant?

You are not eligible to apply if you are:

- any organisation not included in section 4.1
- an organisation, or your project partner is an organisation, included on the National Redress Scheme's website on the list of 'Institutions that have not joined or signified their intent to join the Scheme'
- an employer of 100 or more employees that has not complied with the Workplace Gender Equality Act (2012)
- a Registered Training Organisation (unless your organisation is also a national industry association that represents fresh produce suppliers)
- an individual
- a partnership
- an unincorporated association
- a trust (however, an incorporated trustee may apply on behalf of a trust)
- a Commonwealth, state, territory or local government body (including government business enterprises)
- a non-corporate Commonwealth entity.

4.4. What qualifications, skills or checks are required?

If you are successful, all relevant personnel working on the grant activity that are delivering training must maintain the relevant qualifications, skills or accreditation relevant to the activity they are undertaking.

5. What the grant money can be used for

5.1. Eligible grant activities

To be eligible your project must include the design, development, promotion and delivery of free, national training to fresh produce suppliers under the Code in the form of eLearning modules or webinars or in-person training such as regional roadshows, or a mix of approaches.

The training must be targeted to the needs of fresh produce suppliers covered by the Code (specifically smaller suppliers with annual revenue below \$10 million or with fewer than 100 employees), and located in rural, regional and metropolitan areas of Australia. The training must be aimed at improving fresh produce suppliers' understanding of their rights under the Code to increase their capacity to negotiate contracts with large grocery businesses. While the training should target the needs of this audience, it should be available to anyone who wishes to access the training.

Training must be provided at no cost throughout the life of the project and can continue to be delivered until a change of the Code occurs that impacts any part of the training.

The training developed should demonstrate the ability to accommodate varying levels of digital and business skills and be accessible for First Nations and Culturally and Linguistically Diverse (CALD) fresh produce suppliers.

Eligible activities must directly relate to the project and must include:

- research activities
- professional legal and/or ICT advice directly related to the development, delivery, or refinement of training content to ensure alignment with the Code
- development of communication channels for the delivery of training
- development of marketing and promotional materials for the program
- development and delivery of online and/or in-person training (such as eLearning modules or webinars, or in-person training such as regional roadshows, or a mix of approaches)
- development of participant surveys to seek feedback on the training provided.

We may also approve other activities. Any additional activities must be in line with objectives and outcomes in section 2.

5.2. Eligible expenditure

You can only spend the grant on eligible expenditure you have incurred on an agreed project as defined in your grant agreement.

- For guidance on eligible expenditure, refer to Appendix A.
- For guidance on ineligible expenditure, refer to Appendix B.

If your application is successful, we may ask you to verify project costs that you provided in your application. You may need to provide evidence such as quotes for major costs.

Not all expenditure on your project may be eligible for grant funding. The Program Delegate (who is a Manager within the department with responsibility for administering the program) makes the final decision on what is eligible expenditure and may give additional guidance on eligible expenditure if required.

To be eligible, expenditure must:

- be a direct cost of the project
- be incurred by you for required project audit activities.

You must incur the project expenditure between the project start and end date for it to be eligible unless stated otherwise.

5.3. What the grant money cannot be used for

For guidance on ineligible expenditure, refer to Appendix B.

6. The assessment criteria

You must address all assessment criteria in your application. We will assess your application based on the weighting given to each criterion.

The application form asks questions that relate to the assessment criteria below. The amount of detail and supporting evidence you provide in your application should be relative to the project size, complexity and grant amount requested. You should provide evidence to support your answers. The application form displays character limits for each response.

We will only award funding to applications that score at least 65 per cent against each assessment criterion.

6.1. Assessment criterion 1

Project alignment with the objectives and outcomes of the grant opportunity (40 points).

You should demonstrate this through identifying:

- a. your proposed project and activities
- b. how your project aligns with the objectives of the grant opportunity. In your response, please ensure you address how your project will:
 - target the needs of smaller fresh produce suppliers
 - reach the training across metropolitan, regional, rural, CALD and First Nations fresh produce suppliers
 - provide training targeted to the needs of fresh produce suppliers who directly supply large grocery businesses covered by the Code, with content particularly relevant to the needs of smaller suppliers
 - improve the ability of smaller fresh produce suppliers to negotiate and enforce their rights under the Code with large grocery businesses
- c. your strategy to achieve client satisfaction in line with the Key Performance measures (section 11.2.1).

6.2. Assessment criterion 2

Knowledge of the Code and its recent changes that relate to fresh produce suppliers (30 points).

You should demonstrate this through identifying:

- a. your capacity and capability to understand the Code and interpret what it means for fresh produce suppliers
- b. how your proposed industry-specific training will increase understanding amongst fresh produce suppliers of their rights under the Code.

6.3. Assessment criterion 3

Capacity, capability and resources to deliver the project (30 points).

You should demonstrate this through:

- a. attaching a project plan, relative to the project size, complexity and grant amount requested, that outlines how you will manage your project and key risks.

Your project plan should include:

- details (including relevant training and qualification) of the key personnel who will manage the delivery of your project
- timeframes for key project activities demonstrating that the training can be designed, developed, promoted and able to be rolled out nationally within the project period. The timeframe should identify the earliest date training will be ready to be delivered

- details of the legal and ICT advice to be engaged/undertaken to support the development and delivery of training content including how this advice will ensure alignment with the Code
 - a risk management strategy
 - an evaluation strategy, including data collection and how you will measure success of your project
 - a description of your ability to comply with relevant policies and laws to ensure the privacy and security of client data.
- b. attaching a detailed project budget broken down by financial year and including eligible expenditure categories
- c. identifying the extent to which your organisation has the relevant experience, skills, and knowledge to design, develop and deliver training that will increase fresh produce suppliers' understanding of their rights under the Code.

7. How to apply

Before applying you should read and understand these guidelines, the sample [application form](#) and the sample [grant agreement](#) published on business.gov.au and GrantConnect.

Applicants should read all eligibility and assessment criteria closely and attach detailed evidence that supports the assessment criteria.

You will need to set up an account to access our online [portal](#).

To apply, you must:

- complete and submit the application through the online portal
- provide all the information requested
- address all eligibility and assessment criteria
- include all necessary attachments.

You are responsible for making sure your application is complete and accurate. Giving false or misleading information is a serious offence under the [Criminal Code Act 1995](#). If we consider that you have provided false or misleading information we may not progress your application. If you find an error in your application after submitting it, you should call us immediately on 13 28 46.

After submitting your application, we may contact you for clarification if we find an error or any missing information, including evidence that supports your eligibility/merit. The acceptance of any additional information provided after the submission of your application is at the discretion of the Program Delegate. Additional information should not materially change your application at the time it was submitted and therefore may be refused if deemed to be purely supplementary.

You can view and print a copy of your submitted application on the portal for your own records.

If you need further guidance around the application process, or if you have any issues with the portal, [contact us](#) at business.gov.au or by calling 13 28 46.

7.1. Attachments to the application

You must provide the following documents with your application:

- a project plan (including project delivery timeframes, your risk management plan and a detailed project budget broken down by financial year and including eligible expenditure categories)
- detailed evidence that supports assessment criteria responses (where applicable)
- evidence that you are a national fresh produce industry association (evidence could include governing documents such as your constitution or membership guidelines, meeting minutes or industry certifications)
- evidence to demonstrate that you represent one or more fresh food suppliers (specifically fresh fruit, vegetables or mushrooms) that are subject to the Code (evidence could include details of membership composition or eligibility criteria)
- trust deed (where applicable).

You must attach supporting documentation to the application form in line with the instructions provided within the form. You should only attach requested documents. Individual file sizes cannot be greater than 25MB, while the total of all attachments cannot exceed 50MB. We will not consider information in attachments that we do not request.

7.2. Joint (consortia) applications

We recognise that some organisations may want to join together as a group to deliver a project. In these circumstances, you must appoint a lead organisation. Only the lead organisation can submit the application form and enter into the grant agreement with the Commonwealth. The application must identify all other members of the proposed group and include a letter of support from each of the project partners. Each letter of support should include:

- details of the project partner
- an overview of how the project partner will work with the lead organisation and any other project partners in the group to successfully complete the project
- an outline of the relevant experience and/or expertise the project partner will bring to the group
- the roles/responsibilities the project partner will undertake, and the resources it will contribute (if any)
- details of a nominated management level contact officer.

You must have a formal arrangement in place with all parties prior to execution of the grant agreement.

7.3. Timing of grant opportunity processes

You can only submit an application between the published opening and closing dates. We cannot accept late applications.

If you are successful, we expect you will be able to commence your project around May 2026.

Table 1: Expected timing for this grant opportunity

Activity	Timeframe
Assessment of applications	6 weeks
Approval and announcement of successful applicants	4 weeks
Negotiations and award of grant agreements	4 weeks
Earliest start date of project	May 2026
Project completion date	31 March 2028
End date of grant commitment	30 June 2028

7.4. Questions during the application process

If you have any questions during the application period, [contact us](#) at business.gov.au or by calling 13 28 46.

7.5. Assessment of grant applications

We first review your application against the eligibility criteria.

If eligible, your application will be assessed against the assessment criteria. Only eligible applications will proceed to the assessment stage.

We consider your application on its merits, based on:

- how well it meets the criteria
- how it compares to other applications
- whether it provides value with relevant money.²

When assessing the extent to which the application represents value with relevant money, we will have regard to:

- the overall objective/s of the grant opportunity
- the evidence provided to demonstrate how your project contributes to meeting those objectives
- options for training that will reach suppliers located in rural and regional Australia
- the relative value of the grant sought.

If applications are scored the same, the Program Delegate will consider value with relevant money and alignment to the program objectives to recommend applications for funding.

We also consider any national interest, financial, legal/regulatory, governance or other issue or risk that we identify during any due diligence process that we conduct in respect of the applicant. This includes its directors, officers, senior managers, key personnel, its related bodies corporate (as defined in the Corporations Act) or its application that could bring the Australian Government into disrepute if it were to fund the applicant. Such issues and risks include where we consider that funding the application under this grant opportunity is likely

² See glossary for an explanation of 'value with money'.

to directly conflict with Australian Government policy. Where possible, we will provide you with an opportunity to comment on any material risks identified during this due diligence process prior to our determining the extent (if any) to which those issues or risks affect our assessment of the application and, if so, whether they are sufficient to warrant the exclusion of your application from the assessment process.

7.6. Who will assess applications?

We assess your application against the selection criteria.

7.7. Who will approve grants?

The Assistant Minister who is the Commonwealth Assistant Minister for Productivity, Competition, Charities and Treasury decides which grants to approve taking into account the application assessment and the availability of grant funds.

The Assistant Minister's decision is final in all matters, including:

- the grant approval
- the grant funding to be awarded
- any conditions attached to the offer of grant funding.

We cannot review decisions about the merits of your application.

The Assistant Minister will not approve funding if there are insufficient program funds available across relevant financial years for the program.

8. Notification of application outcomes

We will advise you of the outcome of your application in writing. If you are successful, we advise you of any specific conditions attached to the grant.

8.1. Feedback on your application

If you are unsuccessful, we will give you an opportunity to discuss the outcome with us.

9. Successful grant applications

9.1. The grant agreement

You must enter into a legally binding grant agreement with the Commonwealth. The grant agreement has general terms and conditions that cannot be changed. A sample [grant agreement](#) is available on business.gov.au and GrantConnect.

We will manage the grant agreement through the online portal. This includes issuing and executing the grant agreement. Execute means both you and the Commonwealth have accepted the agreement. You must not start any Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program project activities until a grant agreement is executed. We are not responsible for any expenditure you incur and cannot make any payments until a grant agreement is executed.

The approval of your grant may have specific conditions determined by the assessment process or other considerations made by the Assistant Minister. We will identify these in the offer of grant funding.

If you enter an agreement under the Supporting Fresh Produce Suppliers – Food and Grocery Code Education Program grant opportunity, you cannot receive other grants for the same activities from other Commonwealth, state or territory granting programs.

The Commonwealth may recover grant funds if there is a breach of the grant agreement.

We will use a standard grant agreement. You will have 30 days from the date of a written offer to execute this grant agreement with the Commonwealth. During this time, we will work with you to finalise details.

The offer may lapse if both parties do not sign the grant agreement within this time. Under certain circumstances, we may extend this period. We base the approval of your grant on the information you provide in your application. We will review any required changes to these details to ensure they do not impact the project as approved by the Assistant Minister.

9.2. Specific legislation, policies and industry standards

You must comply with all relevant laws, regulations and Australian Government sanctions in undertaking your project. You must also comply with the specific legislation/policies/industry standards that follow. It is a condition of the grant funding that you meet these requirements. We will include these requirements in your grant agreement.

In particular, you will be required to comply with State/territory legislation in relation to working with children.

9.3. How we pay the grant

The grant agreement will state the:

- maximum grant amount we will pay
- proportion of eligible expenditure covered by the grant (grant percentage)
- any financial contribution provided by you or a third party.

We will not exceed the maximum grant amount under any circumstances. If you incur extra costs, you must meet them yourself.

We will make payments according to an agreed schedule set out in the grant agreement. Payments are subject to satisfactory progress on the project.

We set aside 10 per cent of the total grant funding for the final payment. We will pay this when you submit a satisfactory end of project report demonstrating you have completed outstanding obligations for the project. We may need to adjust your progress payments to align with available program funds across financial years and/or to ensure we retain a minimum 10 per cent of grant funding for the final payment.

9.4. Grant Payments and GST

If you are registered for the Goods and Services Tax (GST), where applicable we will add GST to your grant payment and provide you with a recipient created tax invoice. You are required

to notify us if your GST registration status changes during the project period. GST does not apply to grant payments to government related entities³.

Grants are assessable income for taxation purposes, unless exempted by a taxation law. We recommend you seek independent professional advice on your taxation obligations or seek assistance from the [Australian Taxation Office](#). We do not provide advice on tax.

10. Announcement of grants

If successful, your grant will be listed on the GrantConnect website 21 calendar days after the date of execution.

We will publish non-sensitive details of successful projects on GrantConnect. We are required to do this by the [Commonwealth Grants Rules and Principles \(CGRPs\)](#), Section 5.4. We may also publish this information on business.gov.au. This information may include:

- name of your organisation
- title of the project
- description of the project and its aims
- amount of grant funding awarded
- Australian Business Number
- business location
- your organisation's industry sector.

11. How we monitor your grant activity

11.1. Keeping us informed

You should let us know if anything is likely to affect your project or organisation.

We need to know of any key changes to your organisation or its business activities, particularly if they affect your ability to complete your project, carry on business and pay debts due.

You must also inform us of any changes to your:

- name
- addresses
- nominated contact details
- bank account details
- joint/consortia partners and related arrangements (if applicable).

If you become aware of a breach of terms and conditions under the grant agreement, you must contact us immediately.

You must notify us of events relating to your project and provide an opportunity for the Assistant Minister or their representative to attend.

³ See Australian Taxation Office ruling GSTR 2012/2 available at [ato.gov.au](#)

11.2. Reporting

You must submit reports in line with the grant agreement. We will provide the requirements for these reports as appendices in the grant agreement. We will remind you of your reporting obligations before a report is due. We will expect you to report on:

- progress against agreed project milestones and outcomes
- project expenditure, including expenditure of grant funds.

The amount of detail you provide in your reports should be relative to the project size, complexity and grant amount.

We will monitor the progress of your project by assessing reports you submit and may conduct site visits to confirm details of your reports if necessary. Occasionally we may need to re-examine claims, seek further information or request an independent audit of claims and payments.

11.2.1. Key performance measures

You must have a system in place that collects data including but not limited to the following key performance measures:

- number and type of training products
- number and type of communication outreach activities (i.e. newsletters, social media, engagement with other industry bodies)
- number of training sessions delivered
- reach of training products (e.g. views/downloads etc).

11.2.2. Progress reports

Progress reports must:

- include details of your progress towards completion of agreed project activities
- show the total eligible expenditure incurred to date
- include evidence of expenditure
- include performance data
- be submitted by the report due date (you can submit reports ahead of time if you have completed relevant project activities).

We will only make grant payments after assessing that progress reports demonstrate satisfactory progress against the agreed milestones.

You must discuss any project or milestone reporting delays with us as soon as you become aware of them.

11.2.3. Ad-hoc reports

We may ask you for ad-hoc reports on your project. This may be to provide an update on progress, or any significant delays or difficulties in completing the project.

11.2.4. End of project report

When you complete the project, you must submit an end of project report.

End of project reports must:

- include the agreed evidence as specified in the grant agreement
- identify the total eligible expenditure incurred for the project
- include a declaration that the grant money was spent in accordance with the grant agreement and to report on any underspends of the grant money
- be submitted by the report due date.

11.3. Audited financial acquittal report

We will ask you to provide an independent audit report. An audit report will verify that you spent the grant in accordance with the grant agreement. The audit report requires you to prepare a statement of grant income and expenditure.

11.4. Grant agreement variations

We recognise that unexpected events may affect project progress. In these circumstances, you can request a variation to your grant agreement, including:

- changing project milestones
- extending the timeframe for completing the project but within the maximum time period allowed in program guidelines
- changing project activities.

The program does not allow for an increase of grant funds.

If you want to propose changes to the grant agreement, you must put them in writing before the project end date. You can submit a variation request via our online portal.

If a delay in the project causes milestone achievement and payment dates to move to a different financial year, you will need a variation to the grant agreement. We can only move funds between financial years if there is enough program funding in the relevant year to allow for the revised payment schedule. If we cannot move the funds, you may lose some grant funding.

You should not assume that a variation request will be successful. We will consider your request based on factors such as:

- how it affects the project outcome
- consistency with the program policy objective, grant opportunity guidelines and any relevant policies of the department
- changes to the timing of grant payments
- availability of program funds.

11.5. Compliance visits

We may visit you during the project period, or at the completion of your project to review your compliance with the grant agreement. We will provide you with reasonable notice of any compliance visit.

11.6. Record keeping

We may also inspect the records you are required to keep under the grant agreement.

11.7. Evaluation

The Treasury will evaluate the grant program to measure how well the outcomes and objectives have been achieved. We may use information from your application and project reports for this purpose. We may also interview you, or ask you for more information to help us understand how the grant impacted you and to evaluate how effective the program was in achieving its outcomes.

To determine the effectiveness of the program we will ask you to provide data against key performance measures (section 11.2.1).

We may contact you up to two years after you finish your project for more information to assist with this evaluation.

11.8. Acknowledgement

If you make a public statement about a project funded under the program, including in a brochure or publication, you must acknowledge the grant by using the following:

‘This project received grant funding from the Australian Government.’

12. Probity

We will make sure that the grant opportunity process is fair, according to the published guidelines, incorporates appropriate safeguards against fraud, unlawful activities and other inappropriate conduct and is consistent with the CGRPs.

12.1. Enquiries and feedback

For further information or clarification, you can contact us on 13 28 46 or by [web chat](#) or through our [online enquiry form](#) on business.gov.au.

We may publish answers to your questions on our website as Frequently Asked Questions.

Our [Customer Service Charter](#) is available at business.gov.au. We use customer satisfaction surveys to improve our business operations and service.

If you have a complaint, call us on 13 28 46. We will refer your complaint to the appropriate manager.

If you are not satisfied with the way we handle your complaint, you can contact:

General Manager
Business Grants Hub
Department of Industry, Science and Resources
GPO Box 2013
CANBERRA ACT 2601

You can also contact the [Commonwealth Ombudsman](#) with your complaint (call 1300 362 072). There is no fee for making a complaint, and the Ombudsman may conduct an independent investigation.

12.2. Conflicts of interest

Any conflicts of interest could affect the performance of the program. There may be a conflict of interest, or perceived conflict of interest, if our staff, any member of a committee or advisor and/or you or any of your personnel:

- has a professional, commercial or personal relationship with a party who is able to influence the application selection process, such as an Australian Government officer
- has a relationship with or interest in, an organisation, which is likely to interfere with or restrict the applicants from carrying out the proposed activities fairly and independently
- has a relationship with, or interest in, an organisation from which they will receive personal gain because the organisation receives a grant under the grant program/grant opportunity.

As part of your application, we will ask you to declare any perceived or existing conflicts of interests or confirm that, to the best of your knowledge, there is no conflict of interest.

If you later identify an actual, apparent, or perceived conflict of interest, you must inform us in writing immediately.

Conflicts of interest for Australian Government staff are handled as set out in the Australian [Public Service Code of Conduct \(Section 13\(7\)\)](#) of the [Public Service Act 1999](#). Committee members and other officials including the decision maker must also declare any conflicts of interest.

We publish our [conflict of interest policy](#)⁴ on the department's website. The Commonwealth policy entity also publishes a conflict of interest policy on its website.

12.3. Privacy

Unless the information you provide to us is:

- confidential information as per below, or
- personal information as per below.

we may share the information with other government agencies for a relevant Commonwealth purpose such as:

- to improve the effective administration, monitoring and evaluation of Australian Government programs
- for research
- to announce the awarding of grants.

We must treat your personal information according to the Australian Privacy Principles (APPs) and the *Privacy Act 1988* (Cth). This includes letting you know:

- what personal information we collect
- why we collect your personal information
- to whom we give your personal information.

⁴ <https://www.industry.gov.au/publications/conflict-interest-policy>

We may give the personal information we collect from you to our employees and contractors, and other Commonwealth employees and contractors, so we can:

- manage the program
- research, assess, monitor and analyse our programs and activities.

We, or the Assistant Minister, may:

- announce the names of successful applicants to the public
- publish personal information on the department's websites.

You may read our [Privacy Policy](#)⁵ on the department's website for more information on:

- what is personal information
- how we collect, use, disclose and store your personal information
- how you can access and correct your personal information.

12.4. Confidential information

Other than information available in the public domain, you agree not to disclose to any person, other than us, any confidential information relating to the grant application and/or agreement, without our prior written approval. The obligation will not be breached where you are required by law, Parliament or a stock exchange to disclose the relevant information or where the relevant information is publicly available (other than through breach of a confidentiality or non-disclosure obligation).

We may at any time, require you to arrange for you; or your employees, agents or subcontractors to give a written undertaking relating to nondisclosure of our confidential information in a form we consider acceptable.

We will treat the information you give us as sensitive and therefore confidential if it meets all of the following conditions:

- you clearly identify the information as confidential and explain why we should treat it as confidential
- the information is commercially sensitive
- disclosing the information would cause unreasonable harm to you or someone else
- you provide the information with an understanding that it will stay confidential.
- We may disclose confidential information:
 - to our Commonwealth employees and contractors, to help us manage the program effectively
 - to the Auditor-General, Ombudsman or Privacy Commissioner
 - to the responsible Minister or Assistant Minister
 - to a House or a Committee of the Australian Parliament.
- We may also disclose confidential information if:
 - we are required or authorised by law to disclose it
 - you agree to the information being disclosed, or
 - someone other than us has made the confidential information public.

⁵ <https://www.industry.gov.au/data-and-publications/privacy-policy>

12.5. Freedom of information

All documents in the possession of the Australian Government, including those about the program, are subject to the *Freedom of Information Act 1982* (Cth) (FOI Act).

The purpose of the FOI Act is to give members of the public rights of access to information held by the Australian Government and its entities. Under the FOI Act, members of the public can seek access to documents held by the Australian Government. This right of access is limited only by the exceptions and exemptions necessary to protect essential public interests and private and business affairs of persons in respect of whom the information relates.

If someone requests a document under the FOI Act, we will release it (though we may need to consult with you and/or other parties first) unless it meets one of the exemptions set out in the FOI Act.

13. Glossary

Term	Definition
administering entity	When an entity that is not responsible for the policy, is responsible for the administration of part or all of the grant administration processes.
application form	The document issued by the Program Delegate that applicants use to apply for funding under the program.
assessment criteria	The specified principles or standards, against which applications will be judged. These criteria are also used to assess the merits of proposals and, in the case of a competitive grant opportunity, to determine application ranking.
Assistant Minister	The Commonwealth Assistant Minister for Productivity, Competition, Charities and Treasury.
(the) Code	Food and Grocery Industry Code
Commonwealth Grants Rules and Principles (CGRPs)	Establish the overarching Commonwealth grants policy framework and articulate the expectations for all non-corporate Commonwealth entities in relation to grants administration. Under this overarching framework, non-corporate Commonwealth entities undertake grants administration based on the mandatory requirements and key principles of grants administration.
completion date	The expected date that the grant activity must be completed and the grant spent by

Term	Definition
culturally and linguistically diverse (CALD)	Suppliers that speak a language other than English at home.
date of effect	Can be the date on which a grant agreement is signed or a specified starting date. Where there is no grant agreement, entities must publish information on individual grants as soon as practicable.
Department	The Department of Industry, Science and Resources.
decision maker	The person who makes a decision to award a grant.
eligible activities	The activities undertaken by a grantee in relation to a project that are eligible for funding support as set out in 5.1.
eligible application	An application for grant funding under the program that the Program Delegate has determined is eligible for assessment in accordance with these guidelines.
eligibility criteria	Refer to the mandatory criteria which must be met to qualify for a grant. Assessment criteria may apply in addition to eligibility criteria.
eligible expenditure	The expenditure incurred by a grantee on a project and which is eligible for funding support as set out in 5.22.
eligible expenditure guidance	The guidance that is provided at Appendix A.
First Nations business	A business that is 50 per cent or more owned by a person, or persons, of Aboriginal or Torres Strait Islander background.
fresh produce	Fresh produce includes fresh: ▪ fruit ▪ vegetables ▪ mushrooms
grant	For the purposes of the CGRPs, a 'grant' is an arrangement for the provision of financial assistance by the Commonwealth or on behalf of the Commonwealth: a. under which relevant money⁶ or other Consolidated Revenue Fund (CRF) money⁷ is to be paid to a grantee other than the Commonwealth; and

⁶ Relevant money is defined in the PGPA Act. See section 8, Dictionary.

⁷ Other CRF money is defined in the PGPA Act. See section 105, Rules in relation to other CRF money.

Term	Definition
	b. which is intended to help address one or more of the Australian Government's policy outcomes while assisting the grantee achieve its objectives.
grant activity/activities	Refers to the project/tasks/services that the grantee is required to undertake
grant agreement	A legally binding contract that sets out the relationship between the Commonwealth and a grantee for the grant funding, and specifies the details of the grant.
grant funding or grant funds	The funding made available by the Commonwealth to grantees under the program.
grant opportunity	Refers to the specific grant round or process where a Commonwealth grant is made available to potential grantees. Grant opportunities may be open or targeted, and will reflect the relevant grant selection process.
grant program	A 'program' carries its natural meaning and is intended to cover a potentially wide range of related activities aimed at achieving government policy outcomes. A grant program is a group of one or more grant opportunities under a single Portfolio Budget Statement Program.
GrantConnect	The Australian Government's whole-of-government grants information system, which centralises the publication and reporting of Commonwealth grants in accordance with the CGRPs.
grantee	The individual/organisation which has been selected to receive a grant.
Industry Association	For the purposes of this program industry association refers to national fresh produce industry associations who represents one or more of the following fresh food supplier categories subject to the Code, specifically fresh: ▪ fruit ▪ vegetables ▪ mushrooms
industry-led training	The design and delivery of the training program is tailored to the needs and requirements of fresh produce suppliers and is developed and delivered by a fresh produce peak body/industry association.

Term	Definition
large grocery business	Within the meaning of the code a large grocery business means a corporation that is a large retailer, or a large wholesaler, if: (a) the corporation is or has been required to notify the Commission under section 45 (about becoming or ceasing to be a large grocery business); and (b) the last such requirement is or was under subsection 45(1) (about becoming a large grocery business).
large retailer or large wholesaler	Within the meaning of the code a large retailer or large wholesaler is a retailer or wholesaler with annual revenue over \$5 billion from supermarket-related activities. Specifically: (1) A retailer or wholesaler is a large retailer or large wholesaler (as the case may be) for a financial year if the total covered revenue (see subsection (2)) of the following entities: (a) the retailer or wholesaler; (b) each related body corporate of the retailer or wholesaler; as set out in those entities' annual accounts, prepared in accordance with generally accepted accounting principles, exceeds \$5 billion for the previous financial year. Note: For when a body corporate is related to another body corporate, see section 4A of the Act. (2) Revenue is covered revenue if the revenue relates to the carrying on of: (a) a supermarket business in Australia; or (b) a business of purchasing grocery products from suppliers for the purpose of resale to a person carrying on a supermarket business in Australia.
Minister	The Commonwealth Minister for Small Business
nationally	For the purposes of this Program, this refers to all states and mainland territories, as well as the external territories of Australia.
non-income-tax-exempt	Not exempt from income tax under Division 50 of the <i>Income Tax Assessment Act 1997</i> (Cth) or under

Term	Definition
	Division 1AB of Part III of the <i>Income Tax Assessment Act 1936</i> (Cth).
personal information	Has the same meaning as in the <i>Privacy Act 1988</i> (Cth) which is: ▪ Information or an opinion about an identified individual, or an individual who is reasonably identifiable: a. whether the information or opinion is true or not; and b. whether the information or opinion is recorded in a material form or not.
Program Delegate	A Manager within the Business Grants Hub in DISR with responsibility for administering the program.
program funding or program funds	The funding made available by the Commonwealth for the program.
project	A project described in an application for grant funding under the program.
rural and regional Australia	Businesses located outside metropolitan areas that may be clustered in regional cities and towns or spread throughout other rural and remote localities. Areas defined in the ABS Remoteness Area (RA) classifications as: ▪ RA2 - Inner regional Australia ▪ RA3 – Outer regional Australia ▪ RA4 – Remote Australia ▪ RA5 – Very remote Australia
selection criteria	Comprises of eligibility criteria and assessment criteria.
smaller supplier	A supplier with annual revenue below \$10 million or with fewer than 100 staff.
supplier	A person carrying on (or actively seeking to carry on) a business of supplying grocery products for retail sale to consumers by another person (whether or not that other person is the person supplied). A person who is a wholesaler may be a supplier. However, a large wholesaler may not be a supplier.

Term	Definition
value with money	Value with money in this document refers to ‘value with relevant money’ which is a judgement based on the grant proposal representing an efficient, effective, economical and ethical use of public resources and determined from a variety of considerations. When administering a grant opportunity, an official should consider the relevant financial and non-financial costs and benefits of each proposal including, but not limited to: ▪ the quality of the project proposal and activities; ▪ fitness for purpose of the proposal in contributing to government objectives; ▪ that the absence of a grant is likely to prevent the grantee and government’s outcomes being achieved; and ▪ the potential grantee’s relevant experience and performance history.

Appendix A. Eligible expenditure

This section provides guidance on the eligibility of expenditure. We may update this guidance from time to time; check you are referring to the most current version from the business.gov.au website before preparing your application.

The Program Delegate makes the final decision on what is eligible expenditure and may give additional guidance on eligible expenditure if required.

To be eligible, expenditure must:

- be incurred by you within the project period
- be a direct cost of the project
- be incurred by you to undertake required project audit activities (where applicable)
- meet the eligible expenditure guidelines.

A.1 How we verify eligible expenditure

If your application is successful, we may ask you to verify the project budget that you provided in your application when we negotiate your grant agreement. You may need to provide evidence such as quotes for major costs.

The grant agreement will include details of the evidence you may need to provide when you achieve certain milestones in your project. This may include evidence related to eligible expenditure.

If requested, you will need to provide the agreed evidence along with your progress reports.

You must keep payment records of all eligible expenditure, and be able to explain how the costs relate to the agreed project activities. At any time, we may ask you to provide records of the expenditure you have paid. If you do not provide these records when requested, the expense may not qualify as eligible expenditure.

At the end of the project, you will be required to provide an independent financial audit of all eligible expenditure from the project.

A.2 Labour expenditure

Eligible labour expenditure for the grant covers the direct labour costs of employees you directly employ on the core elements of the project. We consider a person an employee when you pay them a regular salary or wage, out of which you make regular tax instalment deductions.

Eligible salary expenditure includes an employee's total remuneration package as stated on their Pay As You Go (PAYG) Annual Payment Summary submitted to the ATO. We consider salary-sacrificed superannuation contributions as part of an employee's salary package if the amount is more than what the Superannuation Guarantee requires.

The maximum salary for an employee, including packaged components that you can claim through the grant is \$175,000 per financial year.

For periods of the project that do not make a full financial year, you must reduce the maximum salary amount you claim proportionally.

You can only claim eligible salary costs when an employee is working directly on agreed project activities during the agreed project period.

A.3 Labour on-costs and administrative overhead

You may increase eligible salary costs by an additional 30 per cent allowance to cover on-costs such as employer paid superannuation, payroll tax, workers compensation insurance, and overheads such as the purchase or provision of computing equipment directly required or related to the delivery of the project

You should calculate eligible salary costs using the formula below:

$$\text{Eligible salary costs} = \text{Annual salary package} \times \frac{\text{Weeks spent on project}}{52 \text{ weeks}} \times \text{percentage of time spent on project}$$

You cannot calculate labour costs by estimating the employee's worth. If you have not exchanged money (either by cash or bank transactions) we will not consider the cost eligible.

Evidence you will need to provide can include:

- details of all personnel working on the project, including name, title, function, time spent on the project and salary
- ATO payment summaries, pay slips and employment contracts.

A.4 Contract expenditure

Eligible contract expenditure is the cost of any agreed project activities that you contract others to do. These can include contracting:

- another organisation
- an individual who is not an employee, but engaged under a separate contract.

All contractors must have a written contract prior to starting any project work—for example, a formal agreement, letter or purchase order which specifies:

- the nature of the work they perform
- the applicable fees, charges and other costs payable.

Invoices from contractors must contain:

- a detailed description of the nature of the work
- the hours and hourly rates involved
- any specific plant expenses paid.

Invoices must directly relate to the agreed project, and the work must qualify as an eligible expense. The costs must also be reasonable and appropriate for the activities performed.

We will require evidence of contractor expenditure that may include:

- an exchange of letters (including email) setting out the terms and conditions of the proposed contract work
- purchase orders
- supply agreements
- invoices and payment documents.

You must ensure all project contractors keep a record of the costs of their work on the project. We may require you to provide a contractor's records of their costs of doing project work. If you cannot provide these records, the relevant contract expense may not qualify as eligible expenditure.

A.5 Travel expenditure

Eligible travel expenditure may include domestic travel limited to the reasonable cost of accommodation and transportation required to conduct agreed project and collaboration activities in Australia.

Eligible air transportation is limited to the economy class fare for each sector travelled; where non-economy class air transport is used only the equivalent of an economy fare for that sector is eligible expenditure. Where non-economy class air transport is used, the grantee will require evidence showing what an economy airfare costs at the time of travel.

A.6 Other eligible expenditure

Other eligible expenditure for the project may include:

- research directly supporting eligible activities
- education and training materials for participants that are primarily used for project activities
- communication and promotional materials costs directly related to the project activities
- staff training that directly supports the achievement of project outcomes
- financial auditing of project expenditure, the cost of an independent audit of project expenditure (where we request one) up to a maximum of 1 per cent of total eligible project expenditure
- ongoing upgrades, updates and maintenance of existing ICT systems and computing facilities, including websites, customer relationship management systems, databases, the cost of ongoing subscription-based software and IT support memberships, and warranties for purchases that are directly related to the project
- job advertising, costs for recruiting and contract negotiations that directly relates to the design, development and delivery of the training
- rental costs for buildings, facilities or venues specifically used for project activities (this does not include your own premises or office space)
- costs of running workshops for participants including reasonable associated costs such as catering and cleaning
- costs involved in translating and adapting project materials to ensure accessibility for clients and to meet client needs
- preparing any project reports and variation requests.

Other specific expenditure may be eligible as determined by the Program Delegate.

Evidence you need to supply can include supplier contracts, purchase orders, invoices and supplier confirmation of payments.

Appendix B. Ineligible expenditure

This section provides guidance on what we consider ineligible expenditure. We may update this guidance from time to time; check you are referring to the most current version from the business.gov.au website before preparing your application.

The Program Delegate may impose limitations or exclude expenditure, or further include some ineligible expenditure listed in these guidelines in a grant agreement or otherwise by notice to you.

Examples of ineligible expenditure include:

- research not directly supporting eligible activities
- activities, equipment or supplies that are already being supported through other sources
- costs incurred prior to us notifying you that the application is eligible and complete
- financing costs, including interest
- capital expenditure for the purchase of assets such as office furniture and equipment, motor vehicles, printers or photocopiers and the construction, renovation or extension of facilities such as buildings and laboratories
- costs involved in the purchase or upgrade/hire of software (including user licences) and ICT hardware (unless it directly relates to the project)
- costs related to the development or design of logos or program branding
- costs such as renovations and utilities
- non-project-related staff training and development costs
- insurance costs (the participants must effect and maintain adequate insurance or similar coverage for any liability arising as a result of its participation in funded activities)
- debt financing
- maintenance costs
- costs of purchasing, leasing, depreciation of, or development of land
- routine operating expenses not accounted as labour on-costs – including office accommodation, overheads and consumables, e.g. paper, printer cartridges, office supplies
- overseas travel
- ongoing upgrades, updates and maintenance of existing ICT systems and computing facilities, including websites, customer relationship management systems, databases, the cost of ongoing subscription-based software and IT support memberships, and warranties for purchases that are not directly related to the project
- recurring or ongoing operational expenditure (including annual maintenance, rent, water and rates, postage, legal and accounting fees and bank charges)
- costs related to preparing the grant application, preparing any project reports (except costs of independent audit reports we require) and preparing any project variation requests
- domestic travel costs that exceed 10 per cent of total project costs except where otherwise approved by the Program Delegate
- costs related to the redundancy of staff.

This list is not exhaustive and applies only to the expenditure of the grant funds. Other costs may be ineligible where we decide that they do not directly support the achievement of the planned outcomes for the project or that they are contrary to the objective of the program.

You must ensure you have adequate funds to meet the costs of any ineligible expenditure associated with the project.