



Agricultural Subcontractor And Seasonal Labor Compliance Audit 2026 Checklist

Identification and Documentation Verification

Verification of legal identities, work authorization permits, and valid government-issued identification for all seasonal personnel and subcontractors.

Date of Verification

Subcontractor/Worker Full Name

Identification Document Type

ID Document Expiration Year

Copy of Identification Document

 Upload File

Verified Documents Checklist

- ☐ Proof of Work Authorization
- ☐ Tax Identification Document
- ☐ Training Certifications
- ☐ Emergency Contact Form

Auditor Signature

Employment Contract and Agreement Review

Audit of signed service agreements, seasonal employment contracts, wage rate compliance, and clearly defined job descriptions/scope of work.

Contract Start Date

Enter date...

Contract Type

- ☐ Full-Time Seasonal
- ☐ Part-Time Temporary
- ☐ Independent Subcontractor
- ☐ Short-term Day Labor

Agreed Hourly/Daily Rate

Enter a number...

Required Agreement Clauses Verified

- ☐ Non-Disclosure Agreement (NDA)
- ☐ Safety Compliance Clause
- ☐ Termination Notice Period
- ☐ Scope of Work Definition
- ☐ Equipment Usage Terms

Signed Contract Copy

 Upload File

Auditor Verification Signature

Health and Safety Training Compliance

Assessment of completed safety orientations, specialized machinery training records, and emergency procedure acknowledgments.

Date of Last Safety Orientation

Enter date...

Training Modules Completed

- ☐ Hazardous Chemical Handling
- ☐ Heavy Machinery Operation
- ☐ Heat Stress Prevention
- ☐ First Aid & Emergency Response
- ☐ Pesticide Safety Protocol

Training Certificate Upload

 **Upload File**

Training Effectiveness Score

- ☐ Pass
- ☐ Needs Retraining
- ☐ Failed

Supervisor Verification Signature

Personal Protective Equipment (PPE) Assessment

Inspection of provided or required safety gear, including respiratory protection, gloves, eye protection, and high-visibility clothing compliance.

Required PPE Inspected

- ☐ Gloves (Chemical Resistant)
- ☐ Eye Protection/Safety Goggles
- ☐ Respiratory Masks/Respirators
- ☐ High-Visibility Vests
- ☐ Safety Boots/Steel Toe
- ☐ Ear Protection

Condition of PPE

- ☐ Excellent - New/Clean
- ☐
- ☐ Fair - Needs Replacement Soon
- ☐ Poor - Immediate Replacement Required

Deficiencies or Damage Notes

Write something...

Photo Evidence of PPE Condition

 Upload File

Inspector Affirmation

Regulatory and Labor Law Compliance

Review of adherence to regional labor laws, including maximum working hours, mandatory rest periods, and adherence to child labor prohibitions.

Audit Conducted Date

Work Hour Compliance Status

- ☐ Compliant
- ☐ Non-Compliant
- ☐ Under Review

Regulatory Requirements Verified

- ☐ Minimum Wage Compliance
- ☐ Overtime Pay Regulations
- ☐ Mandatory Rest Breaks
- ☐ Child Labor Law Adherence
- ☐ Hazardous Duty Regulations

Discrepancy Details

Supporting Evidence/Documentation

 Upload File

Auditor Acknowledgment

On-Site Worksite Safety Protocols

Evaluation of field-specific safety measures, including chemical handling boundaries, heavy machinery exclusion zones, and heat stress prevention plans.

Safety Hazards Identified on Site

- ☐ Exposed Electrical Wiring
- ☐ Unsecured Heavy Machinery
- ☐ Inadequate Chemical Storage
- ☐ Trip/Slip Hazards (Debris/Irrigation)
- ☐ Lack of Perimeter Fencing
- ☐ Inadequate Hydration Stations

Current Worksite Condition Status

- ☐ Compliant
- ☐ Non-Compliant - Immediate Action Required
- ☐ Non-Compliant - Follow-up Required

Hazard Mitigation Actions Taken

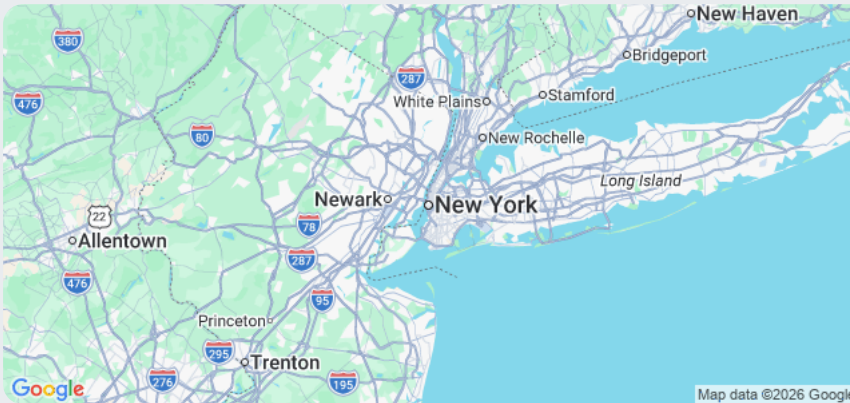
Write something...

Inspection Date

Enter date...

Specific Field or Zone Inspected

 **Set My Current Location**



Safety Auditor Signature

Insurance and Liability Coverage Audit

Verification of active workers' compensation coverage, general liability insurance certificates, and subcontractor indemnity agreements.

Insurance Policy Expiration Date

Enter date...

Type of Coverage Verified

- ☐ General Liability
- ☐ Workers' Compensation
- ☐ Automobile Liability
- ☐ Professional Indemnity

Certificate of Insurance (COI) Upload

 **Upload File**

Compliance Discrepancies Found

- ☐ Expired Policy
- ☐ Insufficient Coverage Limits
- ☐ Missing Endorsements
- ☐ Incorrect Entity Name
- ☐ None - Fully Compliant

Auditor Verification Signature

Performance and Operational Standards

Monitoring of adherence to specific agricultural task instructions, crop handling protocols, and quality control standards for seasonal outputs.

Task Completion Status

- ☐ Completed
- ☐ In Progress
- ☐ Delayed
- ☐ Not Started

Yield or Output Quantity

Enter a number...

Quality Standards Met

- ☐ Proper Sorting/Grading
- ☐ Correct Packaging Method
- ☐ Adherence to Handling Temperature
- ☐ Cleanliness of Harvest Containers

Operational Deviations

Write something...

Proof of Work/Photo Documentation

 Upload File

Supervisor Verification

< Previous

> Next

✔ Finish

✎ Generate Sample Report