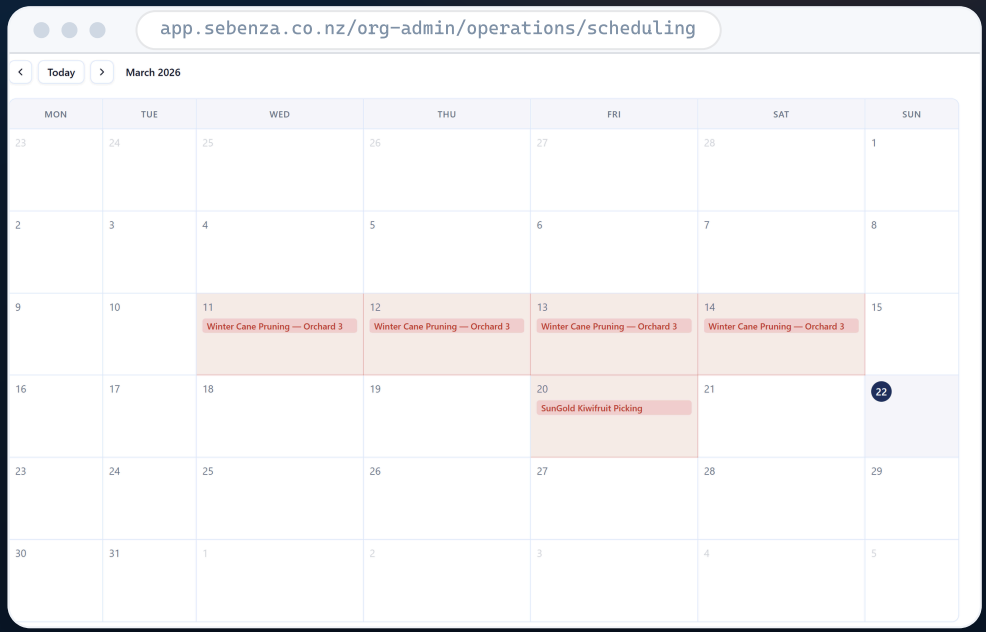
Sebenza BY LEC GROUP · SEBENZA NZ LIMITED

LIVE · APP.SEBENZA.CO.NZ

Keep crew, attendance and payment records connected.

Sebenza is the workforce platform for New Zealand horticulture and the labour supply chain around it. Growers post the work, labour contractors bring the crew, workers check in on site, supervisors approve time, and the approved record flows to contractor payment or employer payroll. Visa records, Recognised Seasonal Employer (RSE) attendance, Zespri contractor approval (CAV) status and withholding declarations sit on one job record.



Crew scheduling · Job marketplace · Site check-in · Piece-rate & top-ups · Withholding tax · Built for NZ horticulture · Offline check-in in the orchard

Post the work. Bring the crew. Keep one record.

Harvest season should not mean admin season. Between the orchard plan and the field team sits a gap: who goes where, are they compliant, and are they paid correctly? Spreadsheets, texts and paper timesheets fill that gap today. Sebenza fills it with one shared record that the hiring organisation and the labour provider both work from.

WHAT IT IS

A multi-portal platform: a mobile-first app for workers, hiring managers, crew co-ordinators and supervisors; a company admin portal for growers and labour contractors; and a marketplace where a grower's job and a contractor's crew meet on the same job, the same time and the same pay.

WHO IT IS FOR

Growers, orchards and packhouses that hire seasonal crews; labour contractors and crew co-ordinators who supply them; and the hiring managers, supervisors and workers in between. Kiwifruit first, with apples, grapes and other seasonal sectors on the same platform.

WHY NOW

Recognised Seasonal Employer (RSE) scheme obligations, the minimum wage of $23.95 an hour from 1 April 2026, schedular-payment withholding for labour hire, and Zespri contractor approval checks all demand records that are complete, timestamped and exportable. Paper does not survive an audit; a connected record does.

WHERE IT STANDS

Live in production at app.sebenza.co.nz, built and operated in New Zealand by Sebenza NZ Limited, an LEC Group company. Scheduling, marketplace, site check-in, timesheets, compliance records, reporting and payroll export are live in production; payment rails through Stripe Connect are built and being rolled out.

WAYS TO RECORD ATTENDANCE

4

Site QR scan, supervisor scan, GPS self check-in with optional photo, and the supervisor site register

OPERATIONAL REPORTS

40+

From fill rate and labour cost to RSE attendance, visa expiry and Zespri CAV status, exportable to Excel

PAYROLL EXPORT

Xero + CSV

Approved hours export to Xero or CSV for any other payroll; employees import from Xero Payroll or Employment Hero, so nothing is re-keyed

DATA REGION

Sydney

Production database in AWS Asia-Pacific (Sydney); taxpayer identifiers encrypted at rest

Sebenza is an operations and marketplace layer, not a payroll company. It records attendance and calculates pay, top-ups and estimated withholding, and exports approved time to your payroll system. Employer obligations, PAYE and payday filing stay with your payroll provider. Sebenza is not legal, tax or immigration advice.

The whole value chain shares the risk. Nobody shares the record.

GR

Grower / orchard manager

Hiring organisation

Runs three labour contractors across five blocks with no single view of who is on site, whether their visas are current, or what this week's piece-rate will actually cost.

LC

Labour contractor

Labour provider

Deploys crews to grower-posted jobs, carries the compliance burden for RSE and backpacker workers, and reconciles paper timesheets against grower approvals before anyone is paid.

CC

Crew co-ordinator & supervisor

On the ground

Knows who turned up and how many bins were picked, and records it on a clipboard that reaches the office on Friday.

WK

Worker

RSE, working-holiday, local

Wants to know the job, the rate and when the money lands, on a budget Android phone with patchy coverage in the orchard.

WHAT GOES WRONG TODAY

- **Manual crew deployment.** Spreadsheets, texts and local knowledge decide who goes where. Double-bookings and no-shows are discovered at the gate.
- **Paper timesheets.** Slow, error-prone and disputed. Piece-rate counts and hours live in different places, so minimum-wage top-ups are worked out after the fact, if at all.
- **Compliance by panic.** Visa expiries, RSE attendance, contractor approvals and IR330C withholding declarations are tracked in separate spreadsheets until an auditor or inspector asks.
- **Double data entry.** The same hours are keyed into a planning tool, a payroll system and a compliance workbook, by different people, with different results.
- **No shared view.** Multiple labour contractors, each with their own system, and a grower who sees none of them.

THE DESIGN PRINCIPLE

One job record, shared by the hiring organisation and the labour provider, that carries the schedule, the attendance evidence, the pay calculation and the compliance records together. Employer checks and external payroll are kept distinct, so nobody is forced to change how they employ people.

THE RECORDS AN INSPECTOR ASKS FOR

- RSE scheme obligations on attendance and remuneration records
- Minimum wage $23.95 an hour from 1 April 2026; piece-rate top-ups must be evidenced
- Schedular payments: an IR330C declaration per labour-hire contractor, or evidence that the 45% no-declaration rate was applied
- Zespri Contractor Approval Verification status checks for approved contractors

From posted job to approved pay in five connected steps.

01 · POST

Post the work

A hiring manager posts a job with pay type (hourly, daily, piece-rate or fixed), site location on a satellite map, schedule and required skills. Hourly jobs cannot be posted below minimum wage. Jobs go live or into an approval queue.

02 · CREW

Bring the crew

Workers apply individually or as a team; labour contractors bid for grower jobs on the marketplace and deploy whole crews by drag and drop with conflict detection. Match scores rank skills, location and availability.

03 · CHECK IN

Record attendance

Workers scan a per-job site QR code or check in with GPS. Walk-up workers onboard with a phone number and one-time code. Optional geofence and photo. Supervisors batch-record time and pieces for everyone on site.

04 · APPROVE

Approve time

Hiring managers approve timesheets in a couple of taps, with unpaid-break rules, disputes, corrections and an edit history. Approvers cannot approve their own time. Approved hours become the single source for pay.

05 · PAY

Pay or export

Contractor payment rails on Stripe Connect are built, with minimum-wage top-ups and estimated withholding shown; production cut-over is scheduled per organisation. Employees' approved hours export to Xero or CSV for your payroll today.

WHAT ONE JOB RECORD CARRIES

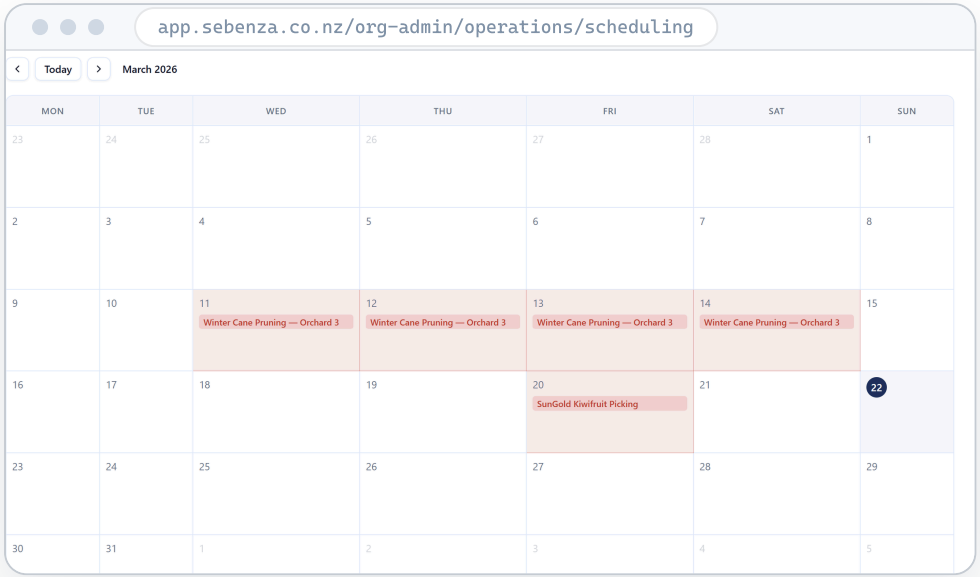
- **Schedule** and site with GPS boundary
- **Pay type**, rate and unit type
- **Applications** and crew assignments
- **Check-ins** with method, time and location evidence
- **Pieces** recorded per worker per shift
- **Approvals**, disputes and corrections
- **Worker classification**: employee or contractor
- **Compliance**: visa, RSE reference, CAV, IR330C

Two sides, one truth. The grower and the labour contractor see the same job, the same time and the same pay. The labour contractor's margin is recorded transparently and snapshotted when the crew applies, and worker pay is never eroded to fund platform fees.

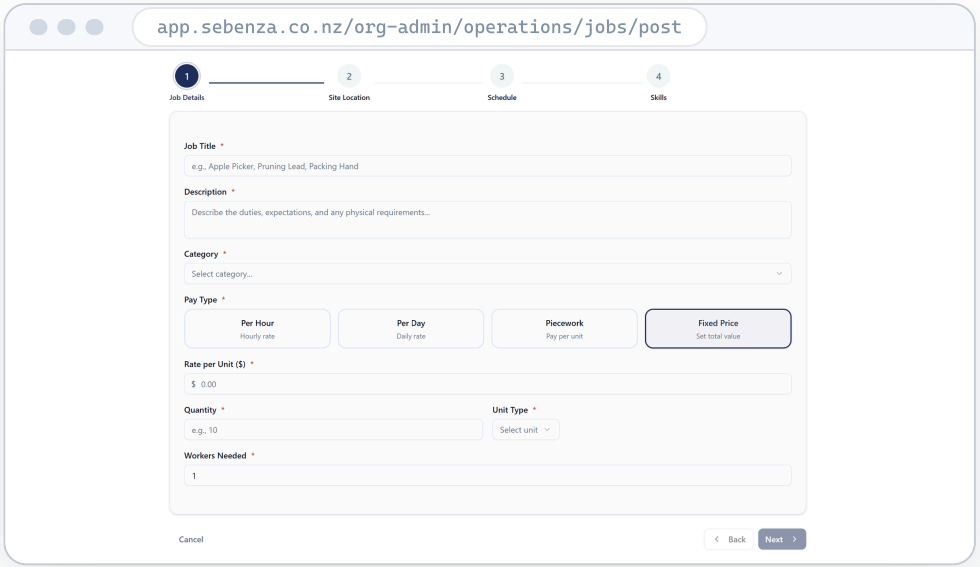
BUILT FOR THE ORCHARD, NOT THE OFFICE

A Simple View for field workers with four tabs, two or three taps to check in, large touch targets and large body text. Offline job browsing, queued applications and messages, and check-ins that sync when coverage returns. Te Reo Māori interface toggle (partial coverage).

See the whole season. Move a crew with one drag.



Job scheduling. A calendar with day, week and month views filtered by site location, hiring manager and staffing level, so understaffed days show before they arrive.



Post a job. Pay type, site location, schedule and required skills in one four-step wizard; hourly jobs cannot be posted below minimum wage. Crew deployment then drags whole crews onto the job with automatic conflict detection.

MARKETPLACE & MATCHING

Workers discover jobs by category, distance (10, 25 or 50 km) and saved locations, with job alerts and saved jobs. A deterministic match score (skills, location, availability) badges applicants as Great, Good or Partial. Labour contractors bid for grower-posted jobs organisation to organisation.

APPLICATIONS & CONFIRMATION

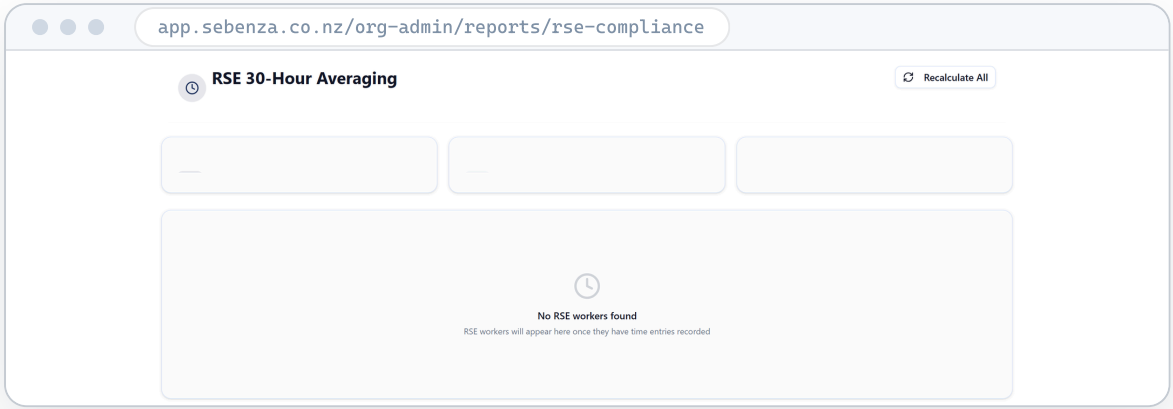
Applications move through pending, accepted, confirmed, in progress and completed, with confirmation deadlines and automatic release of unconfirmed spots. Reminders go out before the start; reviews, favourites and referrals build a repeat-hire pool.

WORKFORCE IMPORT

Import employees from Xero Payroll or Employment Hero and contractors from contacts, with duplicate matching by email and phone. Workers sign in by phone number and one-time code, no password required. Labour-plan boards in monday.com can draft jobs directly.

Screenshots: Sebenza application; organisation, people and site details cropped out. No customer data shown.

Attendance with evidence. Compliance records where the work is.



RSE attendance reference. Four completed calendar weeks of recorded attendance per RSE worker, with incomplete and missing-data states shown honestly. Labelled "30-hour averaging" in the app. Sebenza records attendance against the four-week reference for your own review; it does not assess remuneration or determine RSE compliance. Shown before any RSE worker is recorded.

CLASSIFICATION & WITHHOLDING

Employee or contractor classification per organisation decides the money route. IR330C declarations are captured with the standard schedular rates and the 45% no-declaration default; estimated withholding appears on approvals, batches and exports.

Certifications and Zespri CAV

Certification catalogue by country and industry, required certificates per job category, uploads with expiry tracking. Contractor Approval Verification status is stored per contractor organisation; refresh against Zespri's list is manual.

Site locations and QR check-in

Orchard blocks and packhouses with satellite map pins and optional geofence radius. Each job gets a printable site QR code; scans are signed, single-use per day and logged.

Four ways to record attendance

Worker scans the site QR; supervisor scans the worker's QR; GPS self check-in with optional photo; or the supervisor site register: tick everyone present, add pieces, submit once.

Visa and right to work

Visa type, expiry and residency status on every worker, with expiry alerts. Optional right-to-work checks through vSure where an organisation enables them. A positive check does not by itself establish permission for a particular employer, role or location.

WHAT EVERY ATTENDANCE RECORD CARRIES

- Check-in method (site QR, supervisor scan, GPS self check-in or site register) and the time it happened
- Distance from the configured geofence (or a risk flag with no location), plus an optional check-in photo
- Who approved the hours, and when; QR scans are signed, single-use per day and logged
- Location coordinates kept 90 days and photos 180 days, then purged on a daily schedule

Screenshots: Sebenza application; organisation, people and site details cropped out. No customer data shown.

What the platform does. Tuned further as customers ask.

CAPABILITY	WHAT IT DOES
Job posting & approval queue	Hourly and piece-rate pay; daily and fixed-price payout paths next; minimum-wage floor at posting; site maps
Marketplace & matching	Discovery by distance and category, match scores, org-to-org bidding
Scheduling & crew deployment	Calendar views, drag-and-drop crews, conflict detection, partnerships
Site check-in (QR, GPS, register)	Signed site QR, mutual QR, geofence, walk-up onboarding, supervisor batch register
Timesheets & approvals	Break rules, disputes, corrections with history, separation of duties
Piece-rate & top-ups	Units × rate, minimum-wage floor, holiday pay, effective hourly rate; 37 unit types
Payroll export	Approved hours to Xero or CSV for employees; payroll batches and report snapshots
Compliance records	Visa, certifications, RSE attendance reference, CAV status, classification, consent
Withholding (IR330C)	Declaration capture, rate selection, estimated withholding shown and exported
Messaging & notifications	In-app, push, email, SMS and WhatsApp (templated, subject to Meta approval) with consent and STOP/START handling

CAPABILITY	WHAT IT DOES
Reporting & dashboards	40+ reports, Excel/CSV export, configurable widgets per role
PWA, offline & Simple View	Installable, offline jobs and check-ins, large-target field mode
Integrations	Xero, Employment Hero, Tātou orchard productivity (phase 1), monday.com, vSure, Google Maps
Stripe Connect payments	Worker balances, funded payment runs, payouts; production cut-over pending
Finance settlement & batch reports	Manual settlement, immutable finalised batch reports, recovery queue
Tātou timesheet reconciliation	Employee matching and timesheet reconciliation; crew and harvest sync later
Labour planning view	8 to 16 week utilisation timeline for labour contractors
Channel-partner programme	Distributor workspace, introductions, statements

Capabilities reflect the production application and codebase as of October 2026.

Transparent money. Careful claims.

MONEY ROUTES BY WORKER CLASSIFICATION

EMPLOYER PAYROLL STAYS YOURS

Contractors & marketplace workers

approved time → open item → funded payment run (Stripe) → worker balance → bank payout · rollout in progress

Employees, RSE & permanent seasonal

approved time → payroll export (Xero, CSV) → your payroll runs PAYE, KiwiSaver, payday filing

▼

Grower → worker

direct hire

Grower → labour contractor

contractor pays crew via Sebenza or its own payroll

Individual hiring manager

no organisation required

FEE LAYERS, SHOWN TO EVERYONE

- **Platform fee**, grower-funded and on top of worker pay
- **Labour contractor markup**, agreed between hirer and contractor and snapshotted when the crew applies
- **Processing charge** on grower funding, passed through
- Minimum-wage top-ups are absorbed by the contractor margin first, with the grower covering any excess

PAYMENT INTEGRITY

- Idempotent payment operations and retry windows
- Two-person approval and reserved-balance locks on sensitive moves
- Dispute allocation workflow and a finance recovery queue
- Full bank account details held by Stripe; Sebenza keeps only the last four digits and bank name

WHAT SEBENZA DOES FOR COMPLIANCE

- Records visa, certification, RSE attendance, CAV status and classification on the job record
- Applies the minimum-wage floor and piece-rate top-ups with 8% holiday pay for contractor calculations
- Captures IR330C declarations and shows estimated schedular withholding
- Retains tax-relevant records for seven years; location evidence and photos are purged on a schedule
- Exports audit-friendly reports; immutable finalised payment batch reports next

WHAT IT DELIBERATELY DOES NOT CLAIM

Sebenza does not determine legal compliance with the RSE scheme, employment law or tax law, and does not guarantee a worker's permission to work for a particular employer. It is not a payroll provider: PAYE, KiwiSaver, leave accrual and payday filing stay with your payroll system. Withholding is calculated and displayed; remittance to Inland Revenue is on the roadmap.

PRIVACY

Privacy Act 2020 retention principles, self-service data export and account deletion with a 30-day grace period, tax-history retention holds, and a notifiable-breach runbook. Phone numbers are never shared between parties until an application is confirmed.

Works with what you already use. No rip and replace.

PLATFORM

- Web application with an installable progressive web app for the field; no app-store install required
- PostgreSQL with row-level security per organisation and role; server-side functions for every money movement
- Hosted on Vercel; production database in AWS Sydney; development environment isolated from production records
- Locales for New Zealand English, with Australian, US and South African foundations and a Te Reo Māori toggle

SECURITY CONTROLS

- HTTPS with strict transport security; sign-in rate limiting; bot protection on phone sign-in; 30-minute idle sign-out
- IRD numbers encrypted with AES-256-GCM and a vault-held key; last four digits displayed only
- Separation of duties: approvers cannot approve their own time; insiders cannot trigger their own payouts
- Redaction of tax numbers, passports, addresses and secrets in the audit trail
- Infrastructure accounts protected by multi-factor authentication; weekly dependency updates; continuous integration on every change

INTEGRATIONS

Xero · Employment Hero · Tātou · monday.com · vSure · Stripe Connect · Twilio SMS & WhatsApp · Resend email · Google Maps

Sebenza sits between planning tools and on-orchard productivity tools: plan in your spreadsheet or monday.com, deploy and record in Sebenza, measure productivity in Tātou, pay through your payroll. Supervisors' site register follows the same register pattern crews already know from on-orchard tools, so they do not retrain.

DATA REGION

Sydney

Production database in AWS Sydney; US-based processors never receive IRD numbers

IRD NUMBERS AT REST

AES-256

GCM mode with a vault-held key; last four digits displayed only

TAX-RELEVANT RECORDS

7 years

Retained to the Tax Administration Act standard; audit log never purged

LOCATION EVIDENCE

90 /180 days

Coordinates cleared after 90 days, check-in photos after 180; daily purge job

Posture, stated plainly. Sebenza has not undergone a third-party penetration test and holds no SOC 2 or ISO certification. A written security standard has been lodged with Inland Revenue as part of digital service provider onboarding; it, together with our data-retention policy and incident-response runbook, is available to customers on request.

Free to start for small teams. Scoped for large operations.

01
Day one · set up
Create your organisation as a hirer or a labour contractor, add team members with roles, and set worker classification defaults and markup terms.

02
Day one · sites & jobs
Add orchard blocks and packhouses with map boundaries, then post the first jobs (picker, packer, team leader) or draft them from a monday.com labour plan.

03
Week one · people
Import employees from Xero or Employment Hero, invite supervisors, link partner contractors, and switch on visa-expiry alerts. Workers join by phone number or by scanning the site QR.

04
Week two · first payroll
Run check-ins and approvals for a crew, export approved hours to payroll, and review the compliance reports with your office team.

05
Season · scale
Add blocks, contractors and crews. Use the reports for fill rate, labour cost, overtime and RSE attendance. NZ-based support throughout.

COMMERCIAL MODEL

Free to start for small teams with no credit card required and no setup fee. Marketplace payments carry a grower-funded platform fee on top of worker pay; every fee layer is documented in the in-app help before you fund a run. Larger operations, labour contractors with many crews, and enterprise groups are scoped and quoted. A pilot programme is available for growers and contractors who want to prove value on one or two crews before committing.

PILOT SHAPE

- One grower, one or two crews, one full cycle of the season's work
- Post, deploy, check in, approve and export a full cycle
- Compliance reports reviewed with your office and your contractor
- Success measured against your current timesheet and reconciliation effort

SUPPORT

- In-app support tickets for workers, managers and admins
- New Zealand based support team: support@sebenza.co.nz
- Audited "admin support" sessions when you want us to look at a record with you
- In-app guides, product help and FAQ for every portal

PILOT FOOTPRINT

1 –2 crews

One grower, one or two crews, one full cycle from posting to payroll export before you commit

WORKER SIGN-IN

Phone + code

No password: a one-time code by SMS, on a budget Android phone, in the orchard

REPORT EXPORTS

Excel & CSV

Reports export to Excel or CSV for your office, your auditor or Zespri; payroll exports to Xero or CSV

DEMO REPLY

1 business day

Email demo@sebenza.co.nz; a New Zealand based team replies, usually within one business day, and books the walkthrough

Purpose-built for this. Not adapted from hospitality.

NOW

- Marketplace, scheduling, crew deployment, site check-in, timesheets, piece-rate
- Compliance records, reporting, payroll export, messaging
- Offline-capable field app and Simple View

NEXT, WITH CUSTOMERS

- Stripe Connect payment runs and payouts cut over to production per organisation
- Finance settlement controls and immutable batch reports
- Tātou employee matching and timesheet reconciliation
- Labour planning timeline; channel-partner programme

LATER

- Inland Revenue gateway: number validation and withholding remittance
- Xero accounting sync; GST by jurisdiction
- Tātou crew and harvest data sync
- AI-assisted matching under a research programme

COMPARED WITH	WHERE SEBENZA DIFFERS
Spreadsheets, texts, paper	One shared, timestamped record across grower and contractor, with attendance evidence and compliance fields in the same place.
Generic rostering or HR tools	Built from the ground up for New Zealand horticulture: piece-rate with top-ups, RSE attendance, CAV status, IR330C, orchard blocks and crews.
On-orchard productivity tools (Tātou)	Complementary, not competing. Sebenza plans and deploys to the orchard gate; Tātou measures on the orchard. The register model is shared so crews do not retrain.
Payroll systems (Xero and others)	Sebenza does not replace payroll. It feeds approved, evidenced hours into it and keeps employer obligations where they belong.
Gig-work apps	Site QR check-in, walk-up onboarding, daily attendance on multi-day jobs and progressive onboarding in one flow, designed for crews rather than individuals.

Do we have to change how we employ people?

No. Employees stay on your payroll and are exported there; contractors can be paid through Sebenza's Stripe Connect rails as the live payment rollout completes. Classification is set per organisation and drives the route.

Does it work in the orchard without coverage?

Job browsing, applications, messages and check-ins work offline and sync when coverage returns. Approvals and payments need a connection.

Is the labour contractor's margin visible?

The markup agreed between hirer and contractor is recorded transparently and snapshotted when the crew applies. Worker pay is never reduced to fund platform fees.

Where is our data held?

Production data is in AWS Sydney. Payment, email and SMS providers process in the United States and are never sent a worker's IRD number.

Roadmap items are intentions, not commitments, and sequence may change.

Kiwi-built, LEC Group engineered. Ready before the season is.

LEC Group

Sebenza is designed and developed in Aotearoa New Zealand by Sebenza NZ Limited, part of LEC Group. LEC Group is a technology company that builds production software and delivers deep SAP expertise. The portfolio is intentionally focused: **Symmetry** for SAP change management, **Infusion Desk** for AI SAP incident intelligence, **Sebenza** for seasonal workforce management (live in New Zealand), and **incub8ai** for a local-first AI workforce, alongside an SAP Global Trade Services practice across the US, EMEA and Latin America. We measure success in production go-lives rather than decks.

HOW WE BUILD

- Every screen passes a measured design gate with accessible contrast in light and dark themes
- Over two thousand automated tests; production promoted by a person after checks pass
- Written security standard, retention policy and incident runbook
- Public claims reviewed against what the product actually does

Bring one crew. We take it from posting to payroll export.

Book a personalised walkthrough: we will go through the RSE and working-holiday workflow, show how a crew moves from posting to payroll export, and review your compliance checklist against the reports Sebenza produces. We reply by email, usually within one business day.

Book a demo	Support	LEC Group
demo@sebenza.co.nz	support@sebenza.co.nz	support@lecgroup.com

WHAT HELPS US PREPARE

- Your crops, blocks and the season calendar
- Which labour contractors you work with, and who approves time today
- Your payroll system (Xero, Employment Hero, other) and whether you run piece-rate
- Which compliance reports your auditor or Zespri asks for

FIND SEBENZA

- sebenza.co.nz and sebenza.co.nz/industries/horticulture
- app.sebenza.co.nz for workers and managers; app.sebenza.co.nz/org-admin/login for company admins
- facebook.com/SebenzaNZ · instagram.com/sebenza.nz

© 2026 Sebenza NZ Limited, an LEC Group company. Screenshots show the Sebenza application with organisation, people and site details cropped out. Zespri, Tātou, Xero, Employment Hero, monday.com, vSure, Stripe, Twilio, WhatsApp, Meta, Resend and Google Maps are trademarks of their respective owners; other marks belong to their owners. Sebenza is not legal, tax or immigration advice.