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This joint statement is made on behalf Overland Food and Agriculture Group Pty Ltd (ACN 676 333 494) (Overland) and its wholly owned subsidiary companies (the Group) in compliance with the Australian Modern Slavery Act 2018 (Cth) (Modern Slavery Act) for the year ending 30 June 2025.

This statement relates to Overland and the following reporting entities:

- Westpork Pty Ltd (ACN 009 148 789)
- Westpork Property Management (ACN 133 841 228)
- Wimbridge Road Pty Ltd (ACN 646 527 255)
- Cutting Cart Pty Ltd (ACN 661 123 404) t/as Dardanup Butchering Company
- Cutting Cart Properties Pty Ltd (ACN 661 123 913)

These entities operate within our ultimate parent company's governance framework. Prior to Board approval, the Group's Executive Leadership Team (ELT) and the Audit and Risk Committee reviewed this statement.

The Group's ELT represents a cross section of the trading entities of the Group and comprises the following:

- The Group's Chief Executive Officer
- The Group's Chief Financial Officer
- The Group's General Manager for Corporate Services
- The Group's General Manager for People and Culture
- The General Manager for Westpork Pty Ltd which is the farming business entity
- The General Manager for Cutting Cart, which is the processing business entity.

The Group's cross functional General Managers for People and Culture and Corporate Services took the lead roles in assessing, sharing and reconciling the differing operational modern slavery risks across the Group businesses during the development and preparation of this Modern Slavery Statement.

Accordingly, this statement addresses all actions taken by all Group entities.

The Reporting Entity: Overland Group

Overland Group is an Australian owned private food and agriculture group that employs 500 people across Western Australia. The Group has two main trading entities: Westpork, and Dardanup Butchering Company (DBC).

Westpork is one of Western Australia's largest pork producing operations, producing over 50% of the

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State's fresh pork from farms located throughout the south-west, from Moora in the north to Mount Barker in the south. Our farms are a combination of Company-owned sites and family-owned contracted sites and are managed by a dedicated team of people who focus on raising and caring for our animals.

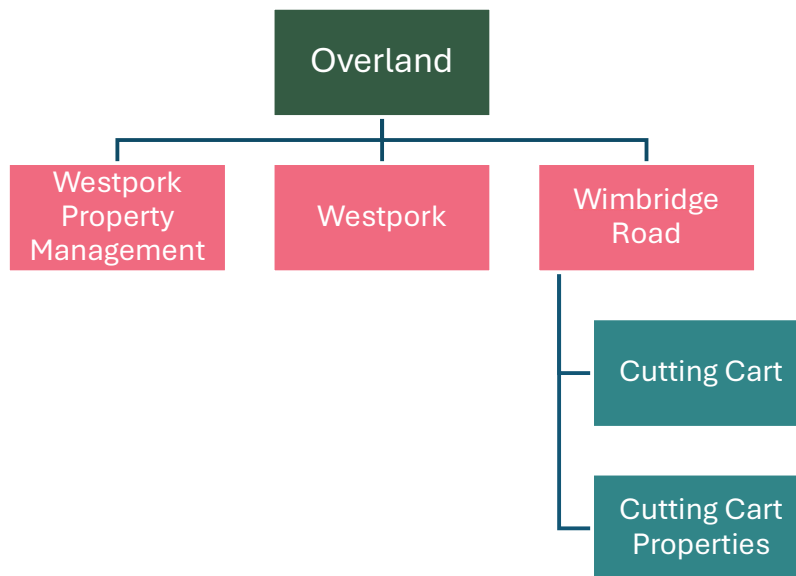
DBC was established in 1950 as a stand-alone retail store in the Walker Arcade, Bunbury. Today, DBC employs more than 260 direct employees within its wholesale, retail and food service divisions, and serves in excess of 1,900 sites including restaurants, hotels and cafes, butcher shops and IGA's throughout Western Australia. DBC operates the largest multi-species abattoir in the State.

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Group structure and operations

The Overland Group structure is as follows:



- Westpork Property Management – holds certain property assets of the group including providing housing for certain Westpork employees
- Westpork – owns and operates the pig farming business, including the employees engaged in the farming business
- Wimbridge Road – no operations
- Cutting Cart – trades as Dardanup Butchering Company and operates the multi species abattoir in Picton, WA, a food service business located at Bibra Lake in Perth and Busselton, WA and employees all DBC staff
- Cutting Cart Properties – owns certain land assets used in the DBC operations

Our supply chains

The Group has undertaken a review of our operations and identified the following services and products as part of its supply chain:

Westpork

- Direct employees and contractors
- Grain (wheat, lupins, barley)

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- Animal feed ingredients including vitamins and minerals
- Animal health products - vaccines and consumables
- Livestock consultants (veterinarians, nutritionists)
- Genetics
- Contract growers (family-owned farms)
- Energy and utilities
- Engineering, construction and fabrication services
- Maintenance spares and services
- Insurances
- Operations support services
- Transport services

DBC

- Direct employees and contractors
- Livestock procurement
- Animal feed ingredients
- Raw materials
- Professional services
- Operations and support services
- Energy and utilities
- Packaging (including plastics and cardboard)
- Transportation

Modern Slavery- Risk Assessment

Overland acknowledges the important role that we play in the Australian agricultural landscape, and acknowledges that the agricultural industries are amongst the highest risk for modern slavery, both directly and indirectly; these including practise of debt bondage, forced labour, servitude, deceptive recruiting and human trafficking, or even the sourcing of materials or product from regions that have been identified to have high prevalence of Modern Slavery.

This risk can extend to local suppliers of livestock, who due to the small nature of their operations, may be unaware of their obligations under Modern Slavery. We will continue to educate our local suppliers of the risks of Modern Slavery.

Following the employment of a global Overland Management System, systems are in place to better identify risks within our increasingly complex supply chain.

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Types of modern slavery risks that that have been identified include:

- Goods and services sourced directly or indirectly from geographical regions identified to have high prevalence of Modern Slavery;
- Exploitation of migrant workers; and
- Sourcing goods internationally from suppliers who outsource their labour requirements.

Actions taken to assess and address those risks

The Group has identified that primarily, the supply chain is all Australian based companies, with limited international purchases only undertaken when a local source is reasonably unable to be found.

The majority of our larger Australian based suppliers already have Modern Slavery Policies and Practices in place. For those that don't have formal policies and practices, we expect our partners and stakeholders to adhere to ethical business conduct standards which are consistent with our own core values of integrity, responsibility, quality, excellence, safety and teamwork.

Within DBC, 90% of our livestock is sourced directly from the producer, which affords us full product traceability.

Governance Policies

A number of internal policies that underpin the Group's commitment to eradication of Modern Slavery from the supply chain have been implemented to outline our ways of working and the standard of behaviour expected from our employees and suppliers. These policies are reviewed and updated on a regular basis by the Audit and Risk Committee to ensure they remain current, comply with any regulatory changes and industry standards.

The following policies are considered most relevant to preventing Modern Slavery:

<i>Anti-slavery Policy</i>	<p>This policy sets out Overland's commitment to:</p> <ul style="list-style-type: none">• Implementing effective systems and controls with a view to eliminating Modern Slavery in its own business and any or its supply chains;• Providing transparency throughout its business and in its approach to Modern Slavery; and• Expecting the same high standard from all its contractors and other business partners. <p>The policy applies to all persons working for or on behalf of the Company, in any capacity, including employees, directors, officers,</p>
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	agency workers, contractors, consultants and any other third-party representative.
<i>Code of Conduct</i>	<p>Overland is committed to a high level of integrity and ethical standards in all business practices. The Board has adopted a formal Code of Conduct which outlines how the Group expects its representatives to behave and conduct business in the workplace.</p> <p>The Code of Conduct includes appropriate ethical standards of behaviour and is designed to:</p> <ul style="list-style-type: none"> • provide a benchmark for professional behaviour expected throughout the Group; • support Overland’s reputation and corporate image within the community; and • make Directors, employees, and others aware of the consequences of not complying with these standards of behaviour.
<i>Whistle-blower Policy</i>	<p>This policy is designed to encourage employees, suppliers, contractors, customers and other persons who have business dealings with us to raise any concerns and report instances of unethical, illegal, socially irresponsible, or fraudulent conduct, where there are reasonable grounds to suspect such conduct, without fear of intimidation, disadvantage, or reprisal.</p> <p>The policy outlines the mechanisms for reporting concerns and sets out our commitment to investigating reported concerns in an objective, fair and timely manner.</p> <p>The Board is required to be informed of any material concerns raised under the Whistleblower Policy, while taking steps to protect the identity of the person making a disclosure will be protected.</p>
<i>Complaints and Grievances Policy</i>	<p>Overland aims to provide a fair, equitable and productive work environment for all employees. This policy seeks to support the achievement of this goal by providing a transparent and consistent process for reporting and resolving grievances.</p>
<i>Feedback and Complaints Policy</i>	<p>This policy outlines the process for customers and stakeholders to make a formal complaint and the Group’s complaints management</p>

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	process to ensure the complaint is dealt with fairly, promptly and professionally.
<i>Health and Safety Policy</i>	This policy sets out our commitment providing a workplace that enables all work activities to be carried out safely and recognises that many of the activity's workers are required to undertake in the course of their duties may expose them to a range of physical and psychosocial risks, that if not properly identified, assessed, and controlled, could have negative consequences on a worker's health and wellbeing. It also outlines the Group and workers legislative work health and safety requirements.

Other policies in place to ensure a safe, diverse and inclusive working environment for our employees include:

- Anti-discrimination and Equal Opportunity Policy
- Anti-aggression Policy
- Diversity Policy
- Drug and Alcohol Policy
- Sexual Harassment Policy
- Workplace Bullying

Labour Agreement

Labour agreements enable approved businesses to sponsor skilled overseas workers where there is a demonstrated need that cannot be met in the Australian labour market and where standard temporary or permanent visa programs are not available.

All our international employees are employed under a labour agreement either between Westpork or DBC and the Australian Government.

The labour agreements provide minimum wage and visa requirements for international employees engaged by the Overland companies.

To identify overseas talent, Overland employs the services of an experienced migration and employment services firm in Australia.

Contract Growers

Westpork agists the pigs under contract to four family-owned farms to grow their pigs and contribute the farming resources as agreed. Westpork has long-standing relationships with all four contract

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farmers, which are all wholly owned by WA based families and subject to Australian labour regulations.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines minimum expectations and non-negotiable requirements in the areas of human rights and labour practices; environmental management and professional and ethical conduct. All suppliers to the Group are required to complete a Supplier Code of Conduct.

Overland seeks to work with its Suppliers to meet and exceed minimum expectations and mandatory requirements as outlined in the Supplier Code of Code and continuously strives to improve the standard of its business practices. Fundamental to the Supplier Code of Conduct is an expectation that all Suppliers operate in full compliance with all laws, rules and regulations of the jurisdictions in which they do business.

The Group regularly undertakes a review of its suppliers to identify those considered to have a higher risk profile having consideration to employment of overseas workers, purchasing products internationally or have key WHS risks associated with their work. Those higher risk suppliers are required to reaffirm their compliance with the Supplier Code of Conduct.

Measures of Success

As we continue to work and build partnerships with our suppliers, a measure of success or otherwise of those relationships, are deficiencies or breaches of the Supplier Code of Conduct of which there have been no deficiencies or breaches noted in the reporting period.

In addition, our Whistle-blower Policy and Grievances and Complaints Policy allow employees and stakeholders to raise concerns about Modern Slavery and are a potential measure we can use to assess the effectiveness of our actions to prevent Modern Slavery. Again, we can report that no Modern Slavery related complaints have been received to date.

Future actions

Overland will continue to embed the prevention of Modern Slavery into operational as well as our supplier driven processes.

Through training of our staff, we will continue to enhance greater awareness of the risks of Modern Slavery and continue to develop our risk awareness, process and practices to address this challenging and complex issue.

Our aim is to ensure that human rights are understood, respected and upheld within our organisation and across our supply chains and acknowledge that working towards this will be a constantly evolving journey.

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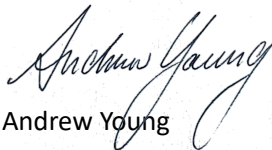
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In 2026, we intend to go beyond the desktop audit of our top suppliers and conduct physical audits (where possible) of our top suppliers to ensure that they are meeting their Modern Slavery obligations.

In addition, Overland recognises that Modern Slavery also encompasses certain ESG strategies and for that reason, Overland has engaged a third-party consulting firm to conduct Social Impact assessments of all our operating sites. This links to our strategy to reduce wastage across the processing business by our adoption of guidelines from the Australian Packaging Covenant Organisation of which DBC is a member.

Statement Approval

The Board of Directors of Overland Food and Agriculture Group Pty Ltd being the entity that controls each reporting entity, approved this Modern Slavery Statement on 17 February 2026.



Andrew Young
Chair

Overland Food and Agriculture Group Pty Ltd