



Modern Slavery Statement

Rangers Valley Cattle Station Pty Ltd
FY2022

This statement covers the activities of Rangers Valley Cattle Station Pty Ltd (ACN 001 060 402) and its owned and controlled entities during the year ended 31 December 2022.

Since our first modern slavery statement, we have continued to with our approach in addressing modern slavery and prioritised the awareness and understanding of modern slavery risks to our employees.

This statement has been approved by the Board of Rangers Valley Cattle Station Pty Ltd on.

About us

At Rangers Valley Cattle Station, we recognise that respecting the human rights of those affected by our business activities is important.

Rangers Valley Cattle Station seeks to create sustainable value by conducting business activities that respect human rights.

Our structure

Rangers Valley Cattle Station Pty Ltd is a company incorporated in Australia and our registered office is located at Rangers Valley Cattle Station, Rangers Valley Rd Glen Innes NSW2370.

Rangers Valley Cattle Station is a subsidiary of Marubeni Corporation, headquartered in Japan. Marubeni Corporation and its subsidiaries conduct a diversified range of business activities.

Rangers Valley Cattle Station Pty Ltd does not have any owned or controlled entities.

Our operations

We are a branded beef business and one of the world's most respected premium marbled beef producers. We specialise in long fed pure Black Angus, Wagyu cross breeds as well as purebred and full blood Wagyu.

We have distinguished ourselves as the name behind premium marbled Black Angus and Wagyu beef for both the domestic and export markets. Producing exceptional marbled beef is the result of our passion and experience throughout the entire supply chain.

We are leaders in state-of-the-art feedlot operations, and we are wholeheartedly committed to caring for our cattle and investing in the future of our planet.

Our core operations are in Glen Innes NSW Australia. However, we also operate in Warwick and Brisbane in QLD Australia

We engage 70 employees and various contractors at different times

Our supply chain

We work with suppliers from Australia. Our suppliers are entirely located in Australia.

The main types of goods and services that we procure are Cattle, grain, feed commodities and freight.

We engage our suppliers on short term supply contracts.

We also have a number of indirect contract service providers that process cattle under short term contracts.

Modern slavery risks

We recognise that modern slavery may impact our business activities and we endeavour to take responsibility for reducing the risk that we might contribute to modern slavery through our operations and supply chains.

Risk assessment methodology

We developed a risk assessment methodology which considers a number of indicators of modern slavery risks including sector and industry, the type of products and services, geographical location, and specific entity risk.

Our initial risk assessment has indicated that our operations and supply chain have a low potential for modern slavery risks. Our risk profile is summarised in the table below.

Risk profile

Risk	Description of risk
Sector /Industry	We have identified a number of sectors and industries within our operations and supply chains that may have a higher prevalence of modern slavery risks because of their characteristics, products, and processes. These include shipping and freight
Product / Service	We have identified products and services within our operations and supply chains that may have a higher prevalence of modern slavery risks because of the way they are produced, provided, or used. These include shipping and freight.
Geographic	We have not identified any geographic risks as our suppliers are all located in Australia.
Specific Entity	We have not identified any entity specific risks associated with any particular supplier

Actions to assess and address risk

We understand the importance of working collaboratively with our employees, suppliers, and the broader industry to combat modern slavery.

That is why during this reporting period, we continuously maintained the steps set out below to assess and address modern slavery in our operations and supply chains.

Due diligence

As noted above, we undertook an initial risk assessment to identify any key modern slavery risks that existed within our operations and supply chains.

Where we identify suppliers as 'high- risk', we ask those suppliers and business partners to complete a detailed supplier questionnaire, which audited their ethical business practices and modern slavery risks. In FY2022 we identified no suppliers as presenting a high risk of modern slavery and asked none to complete the detailed supplier questionnaire. We are committed to undertaking our due diligence processes when contracting new external suppliers and to identify and assess any indications of suppliers being of high risk. We will not work with high-risk suppliers until we have conducted the appropriate assessment so that our standards will not be compromised.

Governance and accountability framework

Rangers Valley's Senior Leadership Team will be the dedicated working group for the enhancement of governance and accountability framework.

Policies and procedures

Our policies and procedures ensure we have strong frameworks to enable us to assess and address modern slavery risks, including the introduction of a:

- Modern Slavery Policy for our business that establishes our commitment to addressing modern slavery risks in our business and driving an accountability for ethical business practices across our organisation.
- Supplier Code of Conduct that set out the minimum expectations for our suppliers and third-party labour providers related to ethical practices including addressing modern slavery risks in their business, which was rolled out to new suppliers as well as added to the supplier's section of the Rangers Valley website. We have also established an expectation with our suppliers that they will engage with their suppliers on similar terms. We wish to work in partnership with our suppliers to address risks of modern slavery that exist in our suppliers.
- Grievance Procedure that supports and encourages employees to raise concerns without fear that their future employment prospects will be adversely affected.

These policies and procedures complement our existing governance framework which includes policies concerning applicable employment law and Fair Work legislation.

Training

To maintain a high level of understanding and awareness of the risks of modern slavery in our operations, our Senior Leadership Group carried out modern slavery training utilising the 3 e-learning modules accessible from the Australian Border Force Website.

Assessing our effectiveness

We are committed to reviewing the effectiveness of our actions by

- When engaging a new supplier assessing whether existing risk management processes remain appropriate.
- Having a dedicated Senior leadership Team member conduct a review to evaluate modern slavery risks.

We will continue to identify and evaluate risks relating to human rights and develop our policies, procedures, and training to help combat modern slavery.

Consultation

As a subsidiary of the Marubeni Corporation, Rangers Valley's approach to modern slavery is largely comprised of overarching policies, systems and processes that are designed to be consistently applied across the Marubeni Group. Rangers Valley does not own or control any other entities.

This statement was reviewed by the Managing Director and Manager – HR & Compliance

FY2023 focus

We recognise there are further steps we can take to assess and address the risks of modern slavery in our operations and supply chains.

In FY2023 as well as maintaining the status quo of having low risk suppliers only. We will continue to implement training where appropriate to enhance the understanding of modern slavery and Rangers Valleys' responsibilities for respecting human rights.

Prior to review and approval by the Board of Rangers Valley, this statement was reviewed and approved by Rangers Valley's Managing Director.

This statement was approved by the Board of Rangers Valley Cattle Station on 3rd March 2023



Keith Howe
Managing Director
Rangers Valley Cattle Station Pty Ltd