



MODERN SLAVERY COMPLIANCE STATEMENT MODERN SLAVERY ACT 2018

Reporting Entity

This statement outlines the position and actions, Midfield Meat International Pty Ltd (ABN 78 065 864 904) (Midfield) is taking in relation to modern slavery risks in our business and supply chains pursuant to the requirements of the *Modern Slavery Act 2018* (Cth). This statement is for the reporting period 1 July 2020 to 30 June 2021.

The registered office of Midfield is Bentleys SA/NT, Level 5/63 Pirie St, Adelaide SA 5000.

Structure & Operations

Midfield operations are primarily centred around the following activities:

- Beef and Lamb Processing (Meat) Facility located at Warrnambool, Victoria
- Livestock is procured through saleyard markets, consignment, farmer direct and self-managed feed lots.
- Packaging materials and other supplies are generally purchased on a direct basis from Australian manufacturers when possible.

Midfield employed approximately 1300 employees as at 30 June 2021. Our employees, contractors and suppliers are required to follow our policies and standards which make it clear that we will not tolerate any form of 'modern slavery.'

Risks

The risk of modern slavery practices existing within Midfield's operations and supply chain has been assessed by Senior Management and we acknowledge the following modern slavery risks could arise:

- Forced and bonded labour;
- Slavery;
- Human trafficking such as use of skilled and unskilled foreign labour; or
- Agents or Labour Hire Agencies targeting vulnerable employees.

Actions

We are applying a four-step methodology to manage modern slavery risks in our organisation, operations, and supply chain:

1. Governance

- We will form a working group which will consist of key leaders from our management team. This group will be responsible for developing and implementing the anti-slavery strategy across our business.
- Establish the first modern slavery policy

2. Assess modern slavery risk factors for our operations and supply chain

- Establish an interactive supply chain map depicting where our suppliers operate and the nature of the product/service supplied.
- Conduct a desktop assessment of modern slavery risks within our operations and tier 1 supply chain.

3. Take action to address the risks of modern slavery practices

- Communicate and conduct mandatory modern slavery training for relevant employees.
- Review HR policies in particular recruitment practices.
- Establish a supplier Code of Business Conduct and Ethics.
- Implement supplier due diligence process.

4. Review the effectiveness of our actions

- Review the effectiveness of key processes and supplier due diligence.
- Establish grievance mechanism.

During the reporting period we have also revised and updated our internal policies and reviewed supplier engagement processes and principles. We believe these controls are currently mitigating the risks of modern slavery, but Midfield will continually review its controls and make changes as necessary if any potentially new issues or changes are reported.

We have consulted with the relevant companies we own or control (who do not constitute reporting entities) in the development of this statement and, ensured that the same controls are applied across the business. This will ensure modern slavery does not occur within any of Midfield's related or associated entities or their respective supply chains.

We have received no reports of modern slavery breaches within our operations and supply chain during the reporting period.

Looking Ahead

Midfield strives to be a positive contributor to society, behaving ethically and with respect for all people, welcoming diversity and creating sustainable opportunities in the communities in which we live and operate.

Our journey to advance human rights is an ongoing and evolving process that we are committed to continue to build upon to ensure Midfield Meat International is meeting its obligations under the Act.

This statement was approved by Colin McKenna as the Sole Managing Director of Midfield Meat International Pty Ltd.



Colin McKenna
Sole Managing Director