



STATEMENT TITLE

AMG Modern Slavery Compliance Statement

Identify the reporting entity

The Head Office of Australian Meat Group is located 342-368 Hammond Road Dandenong South, Victoria 3175.

This statement sets out the Australian Meat Group actions to understand all potential modern slavery risks related to its business activities. We are committed to the implementation and enforcement of robust systems and controls to prevent the occurrence of modern slavery within our business operations and supply chains.

AMG recognises that it has a responsibility under the Modern Slavery Act 2018, and is committed to preventing slavery, forced and bonded labour or human trafficking in its business activities, and we continuously enhance our supply chain due diligence processes to identify and address the risks of modern slavery.

AMG has reviewed the Global Slavery Index to identify areas within its operations that require greater scrutiny.

Our Approach

Our Modern Slavery describes our actions over the past year to strengthen our policies and performance in line with our legal responsibilities and community expectations. It outlines those areas where we have commended effort to improve our programs, detect the risk of modern slavery across our business and supply chain and where we are undertaking our best endeavours to ensure we have in place appropriate responses to that risk.

Key Area of Action In 2023-2024

- Group policies reviewed and updated by our external legal team, with distribution to all staff.
- Expanded the HR team to provide additional support to management and employees across the site and the different shifts.
- Audit of compliance with right to work under Smeta standards
- Ongoing review of all our employment visas for compliance under our inbound labour agreement obligation
- AMG receives reports from labour hire companies on the status of labour hire employees daily. Meetings occur weekly, monthly and quarterly with various levels of management within the labour hire companies to review performance.

Describe the reporting entity's structure, operations and supply chains

AMG is a leading processor of beef and producer of beef products to both international and domestic customers. AMG has beef processing operations in Dandenong Victoria and Cootamundra New South Wales.

- AMG commenced operations at the Dandenong facility in 2015 following the purchase of the redundant Castricum Brothers formerly lamb processing facility.
- 2019 – AMG purchased the redundant Beef and Lamb facility located in Cootamundra NSW.



- 2022 – Introduction of the onsite Value Add Operations.
- 2024 – Commencement of Beef operations at Cootamundra.
- AMG are proud supporters of both communities in Victoria and New South Wales employing more than 1100 people.
- Despite the growth, the fundamentals have never changed. Australian Meat Group is a self-sufficient organisation with complete control over its products from paddock to plate.

Supply Chain

Australian Meat Group operations are primarily centred around the following activities:

- Beef processing export facilities located at Dandenong, Victoria and Cootamundra, New South Wales.
- Value-add operations located at Dandenong, Victoria.
- Operate recycling rendering plant on both sites.
- Livestock is procured through saleyard markets, consignment, farmer direct, and feedlots.
- Packaging materials and other supplies are generally purchased on a direct basis from Australian manufacturers when possible.
- Sales – both Domestic and Export.

OVERVIEW:

Raw Materials Sourcing

Livestock procurement from farms and suppliers

Initial Processing

Conversion of carcasses into primal cuts

Packaging of meat products for distribution

Compliance with packaging and labelling regulations.

Retail

Sale of meat products to consumers through various retail channels.

Quality Control & Safety

Implementation of quality control measures at every stage. Regular inspections and testing for microbial

Supplier Relationships

Relationships with suppliers for a consistent supply of raw materials.

Processing & Slaughter

Transportation of livestock to processing facilities. Humane and regulated slaughter process.

Further Processing

Transformation of primal cuts into retail cuts or processed meat products. Value addition through marination, seasoning, or packaging.

Distribution & Logistics

Transporting products to distribution centres. Efficient distribution networks for delivery to retailers and other points of sale.

Food Service

Supply of meat products to restaurants, hotels, and other food service establishments.

Waste Management

Implementation of quality control measures at every stage. Regular inspections and testing for microbial contamination.

Compliance & Regulations

Adherence to food safety, health, and environmental regulations.



Policies and Governance

Australian Meat Group has a corporate governance framework in place. Underpinning this framework are the Group's suite of policies, several of which are relevant to modern slavery. These include the AMG Code of Conduct, the business principles that are referenced in the Code of Conduct and our Grievance Policy, our Respectful Workplace Behavior and Modern Slavery Policy.

We continue to articulate our expectations to suppliers through our Minimum Standards expected of suppliers, which form part of the terms of contract arrangements with each supplier.

Policies Reviewed in 2023-2024:

- AMG Handbook
- Grievance Policy
- Code of Conduct
- Respectful Workplace Behavior

Accountability for addressing modern slavery risk is cross-functional and our internal business units work together at a Group level and across our entities to embed our initiatives and supporting processes. In recognition of the complexity of this global issue, the Australian Meat Group continues to grow and develop the capabilities of our people in relations to modern slavery risk management, including seeking external expertise and input for guidance on our approach.

Consultation with Owned or Controlled Entities

In preparing this Modern Slavery Statement, Australian Meat Group consulted with its controlled entities and key internal stakeholders across all business units. This consultation involved meetings and reviews with management representatives from each entity to ensure a comprehensive understanding of modern slavery risks and alignment on mitigation strategies. The input received has been integrated into the development of this statement.

Risk Assessment and Mitigation

The 2018 Global Slavery Index (GSI) globally identified the most affected industries as apparel and footwear, electronics, agriculture and food, construction, and mining. It also found that modern slavery is more likely to occur in countries with weak rule of law, high levels of corruption, civil unrest, armed conflict and / or where population groups are vulnerable due to poverty, membership to a minority group or a persecuted group, or their migrant status.

In Australia, research found the risk of forced labour primarily exists in the agricultural, construction and hospitality, meat processing, cleaning, domestic work, and food service industries. When identifying modern slavery risks, we consider the sector of our influence and the span of operations, related entities, and supply chains. Mapping our activities and procurement processes has been used as a first step to locating potential risk areas.

Assessing Risk

Our supply chain is comprised mostly of products sourced within Australia, such as raw materials, cleaning products, and maintenance services. We identify the following as possible risks within our operations and supply chain:



- Forced labour, child labour,
- Recruitment fees and debt bondage, holding passport, excessive payroll deduction, poor housing conditions, worker eligibility (adequate worker rights and correct visa), working hours and wages,
- Migrant workers, agency workers and temporary labour (via labour hire contracts),

We also identify there is a risk of possible barriers to eliminating modern slavery such as supply chain complexity, resources to support supplier improvements and due diligence, cost and pricing pressures, and transparency dilemmas. Through understanding and mapping our operations and supply chain we remain vigilant to the continuous identification of risk in both Australia and overseas.

We assess risk from suppliers within Australia as low due to our supplier approval processes and contractual arrangements, however risk remains front of mind when we review supplier performances, and as part of our procurement and tendering assessment processes and new supplier approvals.

Responding to risks – Due Diligence and Actions Taken

Australian Meat Group is focused on the safety and employment of its team members, and we have established a robust framework for communication and training, ensuring awareness of workplace rights and our established policies and procedures, in particular whistleblower and complaints management processes, are used to investigate concerns and grievances raised, and as required address gaps and report on issues to the Board.

Rigorous recruitment processors are in place to verify legal entitlement to work, including adherence to legal working age requirements.

Compensation for Australian Meat Group team members is at and in part above the modern award and applicable legislation.

Protecting our workers

Recruitment, employee, and worker engagement is managed through our Human Resource (HR) policies and procedures. We require our specialised outsourced recruitment partners to meet these minimum standards and to have a valid Labour Hire Licence and abide by all rules set by the Labour Hire Authority. The following arrangements and contracts are in use to ensure compliance:

- Employment contracts in accordance with the Fair Work Act.
- Meat Industry Labour Agreements (MILA) - we engage with a specialised, outsourced recruitment partner to source prospective employees and this agreement is in accordance with MILA, including managing worker's deductions, ensuring that visas meet eligible to work requirements.
- Workers sourced through the Pacific Australia Labour Mobility scheme (PALM) are managed in accordance with requirements of Department of Employment and Workplace Relations (DEWR).
- Pay parity for our labour hire employees has been introduced to all our operations.

Managing our suppliers

We have embedded due diligence processes and oversight of risks in standard supplier and procurement management processes for existing suppliers and as part of the approval process of new suppliers. We assess risk of engaging with a supplier through these processes and as part of



contract management. Risk remains and tendering processes, new when we review supplier performances.

front of mind, through our procurement supplier assessments and approvals, and

Remediation Framework

We have an incident and grievance mechanism and procedure which includes our whistleblower policy and reporting requirements within the business. Issues identified undergo rigorous investigation by senior leaders, and as required, external stakeholders, this may include Workcover, Workplace Health and Safety regulators, customers, suppliers, and other relevant government agencies.

Training

We influence and leverage change, using training to educate our workers and management, including:

- general training for employees through staff inductions.
- targeted annual refresher training for legal, compliance, procurement, HR, and
- training and awareness seminars for senior managers from a risk governance perspective.

Assessing Effectiveness of actions taken

Ongoing monitoring of compliance through audits, due diligence and reviewing policies and procedures helps us assess the effectiveness of actions taken, identify gaps and inform our next steps and plans to eradicate modern slavery from our operations and supply chain. By assessing the effectiveness of our approach to Modern Slavery we are able to identify opportunities for improvement and leverage change through a "pathway to good practice" and avoid a "set and forget" response.

its goals or benchmarks for social responsibility and how we behave towards workers, society, and the environment. Identified actions are reviewed and implementation measured as part of audit closeout. Additionally, customer social audits are undertaken by third party auditors as a formal review of our endeavors, procedures, and code of conduct regarding social responsibility and our impact on society. Social audits are an assessment of how well AMG is achieving

The following are the audits and programs in place:

- SEDEX – The SEDEX Members Ethical Trade Audit (SMETA) is the most widely recognised and utilised social audit worldwide, ensuring compliance with ethical trade standards. Our site completes this audit on an annual basis.
- McDonald's – This is an annual audit conducted by McDonald's, ensuring adherence to their strict operational and ethical standards.
- DEWR – We actively participate in unannounced audits conducted by the Department of Employment and Workplace Relations (DEWR), demonstrating our ongoing commitment to compliance with national employment standards and regulations.
- LHA – As part of our compliance with labour hire regulations, we undergo unannounced audits by the Labour Hire Authority (LHA), ensuring we meet all necessary legislative requirements.

Our due diligence processes, and audits did not identify any instance of modern slavery in our operations and supply chain.



Key Priorities 2025

Our 2025 priority is to review and enhance our approach by:

- Upgrade of payroll and time and attendance system to manage compliance and transparency of employee data
- Upgrade of HR system and process for us to track employee's information and manage business risk.
- With the HR upgrade, we'll be able to send out surveys and updated policies that employees can review at their convenience on their smartphones or home computers, making the process more efficient and user-friendly.

The following policies will be reviewed in FY2025

- Whistleblower Policy
- Recruitment Policy
- Disciplinary Policy & Procedure

Continuous Improvement

Australian Meat Group will undertake quarterly reviews of all suppliers, customers, and stakeholder groups to ensure employment practices and wage rates paid meet minimum legal requirements and that no labour hire contractors are employed under any bonded arrangement.

Moreover, external evaluators conduct customer social audits as a formal evaluation of our initiatives, processes, and code of conduct pertaining to social responsibility and our societal impact.

These audits serve as an appraisal of Australian Meat Group's effectiveness in meeting social responsibility goals and benchmarks, as well as our interactions with workers, society, and the environment. Actions identified during the audit are thoroughly reviewed, and their implementation is measured as part of the audit closure process.

This Modern Slavery Statement was approved by the Australian Meat Group's principal governing body on 1 September 2025.

Gilbert Cabral
Managing Director