

Modern Slavery Act Statement for Mort & Co Holdings Ltd

I. Introduction

Mort & Co Holdings Ltd ACN 606 165 128 (**Mort & Co**) makes this statement in accordance with the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act Statement**) for the financial year commencing 1 July 2019 and ending 30 June 2020 (**Reporting Period**).

II. Reporting Entity

This Modern Slavery Act Statement is made as a joint statement by Mort & Co with the following subsidiary entities:

- Mort & Co Ltd;
- Mort & Co Lot Feeders Pty Ltd;
- Mort & Co Meat Pty Ltd;
- Mort & Co Livestock Pty Ltd;
- Mort & Co Finance Pty Ltd; and
- Tipalea Partners Rural Pty Ltd.

Mort & Co does not control any entities (aside from its subsidiary entities) to which this Modern Slavery Act Statement applies.

III. Structure, Operations and Supply Chain

Mort & Co was established in 1997 and has grown to become one of the largest and most experienced managers of lot fed cattle in Australia.

Structure

Mort & Co is a public unlisted company employing approximately 180 employees. It owns several entities (as described above) and has joint ventures in complimentary businesses (being Farmhaul Holdings Pty Ltd and Grassdale Fertilisers Pty Ltd). The registered office is 91 Mort Street, Toowoomba, QLD 4350.

Subsidiaries

Mort & Co Ltd services Mort & Co's operating entities through its head office located in Toowoomba, Qld.

HEAD OFFICE
91 Mort St
(PO Box 758)
Toowoomba QLD 4350
P (07) 4639 6049

GRASSDALE FEEDLOT
Grassdale Rd
(M/S 35)
Dalby QLD 4405
P (07) 4663 2234

PINEGROVE FEEDLOT
1677 Old Cecil Plains Rd
(PO Box 259)
Millmerran QLD 4357
P (07) 4695 1197

Mort & Co Lot Feeders Pty Ltd operates Mort & Co's two feedlots known as Grassdale (located in Dalby, Qld) and Pinegrove (located in Millmerran, Qld). It also operates the farming operations at those two locations.

Mort & Co Livestock Pty Ltd acts as an agent for Mort & Co Lot Feeders Pty Ltd as well as external cattle owners to procure and sell the cattle fed at Mort & Co's feedlots.

Mort & Co Meat Pty Ltd supplies boxed beef to domestic and export customers across the globe.

Mort & Co Finance Pty Ltd is the trustee of unit trusts which receive distributions from the land trusts discussed above.

Tipalea Partners Rural Pty Ltd is the trustee of trusts which own land upon which the feedlots operate.

Operations

Lot Feeding

Currently, Mort & Co owns two feedlots: Grassdale (Dalby) and Pinegrove (Millmerran). With a combined capacity of 90,000hd, the business turns over in excess of 200,000 cattle annually. Lot fed cattle are delivered to Australian processors to feed the demand for Australian beef on both the domestic and global markets.

Mort & Co procures a range of commodities to utilise in its lot feeding operations. Commodities are used exclusively to create a specially formulated custom ration for cattle. Mort & Co cattle consume over a thousand tonnes of feed commodities daily.

Backgrounding

Mort & Co continues to diversify its procurement and feeder cattle supply strategy through backgrounding arrangements with graziers who possess underutilised grass and have the capability to background young cattle from 200-300kg to feedlot entry weights ranging from 365-480kg.

Boxed Beef

With a view to exporting premium Australian beef to the world, Mort & Co launched its Phoenix Beef range in 2015. Now comprised of three award-winning and internationally recognised brands, Phoenix Beef is exported globally. Cattle from Mort & Co feedlots are custom processed by Australian beef processors and shipped across the globe to its customers.

Farming

Mort & Co operates 3400ha of dryland & irrigated farmland used, where possible, to underpin feed requirements. This land adjoins the Grassdale and Pinegrove feedlots.

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Joint Ventures

Mort & Co is a joint venture partner in the incorporated entity known as Grassdale Fertilisers Pty Ltd. Grassdale Fertilisers Pty Ltd operates from the Grassdale Feedlot and transforms the manure from the feedlot into organic compost and fertiliser granules (once construction of the production facility is completed).

Mort & Co is also a joint venture partner in Farmhaul Holdings Pty Ltd. Farmhaul Holdings Pty Ltd operates from Pittsworth, Qld and transports cattle, fodder and liquids throughout Australia.

Supply Chains

The major products and services which contribute to Mort & Co's own products include:

- Livestock – cattle sourced from graziers across the eastern states of Australia;
- Commodities (such as grain, hay, cotton seed, straw and liquids) – sourced both domestically and internationally;
- Logistics and Transport – supplied by both domestic trucking lines and international shipping and freight lines;
- Processing services – supplied by domestic entities; and
- Farming inputs (such as seed, herbicides, insecticides and fertiliser) – sourced from domestic suppliers.

Mort & Co's suppliers range from family owned enterprises to international businesses, a majority of which are located in Australia.

IV. Risks of Modern Slavery

Mort & Co acknowledges that it operates within the agricultural sector which is generally recognised as containing an elevated risk of modern slavery practices. Mort & Co has however conducted a review of its operations and considers the risk of modern slavery practices within its operations to be low based on indicators such as labour practices and the location of its operations.

Mort & Co has reviewed its supply chain and has identified the following potential risks of Modern Slavery:

- Sector Risks – the agriculture and livestock processing sectors have been identified as having a potentially elevated risk of modern slavery practices due to the labour practices associated with those sectors;

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- **Products and Services Risks** – products such as livestock and commodities, and services such as livestock processing and logistics and transport, have been identified as having a potential link to modern slavery practices based on their location and/or labour practices; and
- **Geographic Risks** – commodities and shipping services have been identified as having a potential risk of modern slavery practices based on the jurisdiction in which they are procured from/provided in.

With a view to continuous improvement, Mort & Co will seek to proactively engage with its suppliers to further scope/define the risks of modern slavery practices in its supply chain.

V. Actions taken to assess and address the risks

During this first Reporting Period, Mort & Co took steps to assess the risks of Modern Slavery in its operations and supply chain through a modern slavery scoping exercise and discussions with key internal stakeholders on the practices of major suppliers where the potential risk was heightened based on various indicators. The modern slavery scoping exercise adopted the process set out in the Commonwealth Modern Slavery Act 2019 – Guidance for Reporting Entities, namely:

- identification of the broad operations and overall supply chain structure of Mort & Co;
- review of the sectors, types of products and services, categories of investments, countries and entities against a list of modern slavery risks tailored to those areas; and
- consideration of those areas which Mort & Co does not have visibility and whether they may contain modern slavery risks.

In the next reporting period, Mort & Co will work toward developing and deploying a risk assessment tool for major existing and new supplier's which extends beyond the modern slavery scoping tool used in this first reporting period.

Mort & Co is committed to taking actions to address the risks of Modern Slavery identified by the assessment of its operations and supply chain. In this Reporting Period, Mort & Co has developed a list of actions that it considers would assist in addressing such risks, which include:

- a Modern Slavery Policy;
- a procedure for training of staff in identifying, reporting and remediating Modern Slavery risks/grievances;
- a Supplier Code of Conduct; and
- due diligence requirements/steps for existing and new suppliers.

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Mort & Co will use its best endeavours to action the above in upcoming reporting periods.

VI. Assessing the effectiveness of actions taken

The effectiveness of the actions taken to assess and address the risks of Modern Slavery in Mort & Co's operations and supply chain will be assessed in future reporting periods by, amongst other things, the following:

- undertaking quarterly reviews of the progress made towards developing and deploying the proposed actions;
- tracking the deployed actions and reviewing key measurables such as the number of actions deployed, number of high risk suppliers and level of awareness among staff; and
- regular reviews of the appropriateness of the actions based on the risks identified from time to time.

In line with its goal of continuous improvement, Mort & Co anticipates that the methods of assessing its actions will be further informed throughout future reporting periods as the actions are developed and deployed.

VII. Consultation Process

Consultation has occurred with key managers within different divisions of the operations, however, Mort & Co and its controlled entities are treated as one for the purposes of corporate governance and compliance.

VIII. Approval

This Modern Slavery Statement has been approved by the Board of Mort & Co Holdings Ltd on the 23rd March 2021;



Charlie Mort – Executive Chairman, Mort & Co Holdings Ltd

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