



Modern Slavery Statement

Allied Beef Group Pty Ltd (ACN 151 578 102)

Reporting period: 1 July 2024 – 30 June 2025

1. Introduction

This Modern Slavery Statement is made by Allied Beef Group Pty Ltd (Allied Beef Group) pursuant to section 13 of the *Modern Slavery Act 2018 (Cth)* (the Act). It describes the actions taken by Allied Beef Group and its controlled entities during the reporting period to identify, assess and address risks of modern slavery in its operations and supply chains, and how the effectiveness of those actions is assessed.

This statement has been prepared having regard to the Australian Government's *Guidance for Reporting Entities* and reflects Allied Beef Group's commitment to ethical business practices, lawful employment and respect for human rights.

2. Reporting Entity

The reporting entity is **Allied Beef Group Pty Ltd (ACN 151 578 102)**, an Australian proprietary company.

This statement covers Allied Beef Group Pty Ltd and the following wholly owned controlled entities (together, the Allied Beef Group):

- Allied Beef Pty Ltd
- Allied Beef Management Pty Ltd
- Allied Farms Pty Ltd
- Allied Markets Pty Ltd
- Yarabah Beef Pty Ltd
- Allied Supply Chain Solutions Pty Ltd
- Allied Beef Cattle Pty Ltd
- Adcock Partners Property & Livestock Pty Ltd

None of the controlled entities are themselves reporting entities under the Act. Allied Beef Group Pty Ltd has oversight of, and responsibility for, modern slavery risk management across all controlled entities.



3. Structure, Operations and Supply Chains

Structure and Operations

Allied Beef Group is an integrated Australian beef supply chain business employing approximately 40 employees as at 30 June 2025. The Group operates across cattle procurement, backgrounding, farming, lot feeding and marketing activities.

The core operational assets are two feedlots:

- **Vandyke Feedlot**, Springsure, Queensland
- **Gunyerwarildi Feedlot**, Warialda, New South Wales

During the prior reporting period, Allied Beef Group completed a major expansion of the Gunyerwarildi feedlot, increasing total combined capacity to approximately 30,000 head and annual throughput to over 80,000 cattle.

Allied Markets Pty Ltd provides cattle buying and selling services within the Australian cattle industry.

All operations are conducted in Australia and are subject to Australian workplace, migration, health and safety and industrial relations laws.

Supply Chains

Allied Beef Group's supply chains are predominantly domestic. Key categories of goods and services procured include:

- Cattle
- Grain and feed commodities
- Freight and logistics services
- Veterinary and livestock services
- Maintenance, construction and professional services

Suppliers range from small family-owned enterprises to larger national and multinational businesses. Supplier relationships are generally governed by short-term or spot supply arrangements rather than long-term exclusive contracts.

4. Risks of Modern Slavery Practices

Allied Beef Group recognises that modern slavery risks can exist in all industries and supply chains, including within Australia. The Group's assessment of risk focuses on sector, product, service and geographic risk indicators.

Sector Risks

Agriculture and related supply chains are recognised as having an elevated inherent risk of modern slavery due to:

- Seasonal and variable labour demands
- Use of migrant or temporary workers in parts of the broader industry
- Reliance on subcontracting and labour hire in some segments of the sector

Allied Beef Group directly employs its workforce and does not use labour hire companies in its own operations, which reduces exposure to these risks within its direct workforce.

Product and Service Risks

Potential risk areas within the broader supply chain include:

- Transport and logistics services
- Processing and associated agricultural services
- Commodity supply chains where labour practices may be less visible

While Allied Beef Group does not operate abattoirs or processing facilities, it acknowledges that parts of the downstream beef supply chain may employ migrant labour and therefore warrant ongoing consideration.

Geographic Risks

The vast majority of Allied Beef Group's operations and suppliers are located in Australia, a jurisdiction with strong labour laws, enforcement mechanisms and regulatory oversight. As a result, geographic risk is assessed as low, though not absent.

Overall Risk Assessment

Having regard to the nature, location and scale of its operations and supply chains, Allied Beef Group considers the risk of modern slavery occurring within its direct operations to be low. Some residual risk may exist within extended supply chains, particularly in relation to logistics and commodity inputs, which the Group continues to monitor.

5. Actions Taken to Assess and Address Risks

During the reporting period, Allied Beef Group continued to strengthen its approach to managing modern slavery risks through the following actions:

Governance and Policy

- Maintenance of a Modern Slavery Policy outlining expectations regarding ethical conduct, lawful employment practices and supplier behaviour.
- Oversight of modern slavery risk management by senior management, with reporting to the Board as part of broader governance and risk management processes.

Risk Assessment and Due Diligence

- Ongoing identification of higher-risk areas within the supply chain based on sector and service type.
- Consideration of supplier location, size and nature of services when engaging new suppliers.
- Preference for Australian-based suppliers subject to Australian workplace laws.

Workforce Practices

- Direct employment of staff, ensuring compliance with Australian employment, workplace health and safety and migration laws.
- Use of standard employment contracts and payroll systems to ensure lawful wages and entitlements.

Remediation

Allied Beef Group has not identified any instances of modern slavery within its operations or supply chains during the reporting period. If such an issue were identified, the Group would take appropriate action, which may include engaging with the supplier, requiring corrective action, or terminating the relationship where necessary.

6. Assessing the Effectiveness of Actions

The effectiveness of Allied Beef Group's actions to address modern slavery risks is assessed through:

- Periodic internal review of policies and procedures
- Management oversight of workforce and supplier engagement practices
- Monitoring of supplier categories identified as higher risk
- Review of any reported grievances or concerns relating to labour practices

As Allied Beef Group's approach continues to mature, it intends to further refine performance indicators and review mechanisms in future reporting periods.



7. Consultation Process

In accordance with section 16(1)(f) of the Act, Allied Beef Group undertook consultation with its controlled entities during the preparation of this statement.

Consultation occurred through:

- Engagement with senior managers responsible for operations, procurement and corporate services across the Group
- Discussion of operational practices, workforce arrangements and supplier engagement within each controlled entity
- Consolidation of input from controlled entities into a single, group-wide assessment of modern slavery risks and controls

Allied Beef Group Pty Ltd acts as the central governance and management entity for the Group. Controlled entities operate under common policies, procedures and management oversight. Feedback from these entities informed the identification of risks, actions taken and future areas for improvement described in this statement.

8. Other Relevant Information

Allied Beef Group recognises that addressing modern slavery risks is an ongoing process. Over future reporting periods, the Group intends to continue improving the quality and maturity of its modern slavery framework, including enhanced supplier engagement and clearer measures of effectiveness where appropriate and proportionate to the size and nature of the business.

9. Approval

This Modern Slavery Statement was approved by the Board of Allied Beef Group Pty Ltd on **17th of December 2025**.

A handwritten signature in black ink, appearing to read "James Maclean".

James Maclean
Managing Director, Allied Beef Group Pty Ltd