



Teys Australia Pty Ltd - Anti-Slavery and Human Trafficking Statement

This Statement has been made in accordance with s.16 of the *Modern Slavery Act 2018* (Cth) and is published by Teys Australia Pty Ltd and its subsidiaries (“Teys”) for the 2021/2022 financial year.

The purpose of this statement is to outline the approach Teys is taking with our comprehensive compliance and risk frameworks to minimise the risks of modern slavery across our business and supply chain.

Our Business and Supply Chains

Teys operates six modern and efficient beef processing plants strategically located across the Eastern Seaboard of Australia, as well as three value add operations, a hides processing plant, and three cattle feedlots. We employ over 4,000 employees throughout Australia.

Our supply chain is comprised mostly of products sourced within Australia, such as raw materials, packaging, cleaning products, and maintenance services. All Teys suppliers must be approved. Prospective suppliers are put through a rigorous supplier approval process to ensure our confidence in their compliance to statutory regulation and the Teys’ standard Supplier terms and conditions.

Our Policies and Controls

We are committed to maintaining the highest ethical standards and we take our compliance to environmental, social responsibility and other regulatory compliance seriously. To this end, we have a robust enterprise risk management framework that supports the business to identify, assess and treat operational risk particularly with regard to our supply chain and the ethical hiring and recruitment of our employees. Through the enterprise risk management framework, we are committed to working with our suppliers and other stakeholders to understand potential areas of risk and to increase transparency.

Our desire to ensure compliance throughout our business and via our suppliers to ensure there is no exposure to modern forms of slavery, human trafficking or child labour is reflected in our relevant company policies, supplier policies and supplier standard terms and conditions such as, but not limited to our:

- Corporate Social Responsibility Policy;
- Standard Supplier Terms and Conditions;
- Procurement Policies and Procedures; and
- Respectful Workplace Policy.

We also have in place a Whistleblower policy and Whistleblower hotline which encourages persons to report any wrong doing including but not limited to human rights violations.

Testing of Controls

The effectiveness of these controls are assessed via our internal and external audit processes in place which include specific reference to modern slavery and human trafficking internally and with our suppliers. We are also audited regularly for compliance via our customer’s social accountability audits.

Approval

The Teys’ Anti-Slavery and Human Trafficking Statement was considered and approved by the Teys’ Board of Directors on 25 February 2021.

A handwritten signature in black ink, appearing to read "B. Teys".

BRAD TEYS
Chair