

THE MIDFIELD GROUP

2024

MODERN SLAVERY STATEMENT





INTRODUCTION

REPORTING ENTITY

The Midfield Group is dedicated to upholding ethical practices and integrity in all our business endeavors.

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.

Our commitment extends to fostering transparency within our business, and we continuously enhance our supply chain due diligence processes to identify and address the risks of modern slavery.

This statement outlines the position and actions, Midfield Meat International Pty Ltd (ABN 78 065 864 904) (The Midfield Group) 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).

The reporting period for this Modern Slavery Statement covers 01 July 2023 to 30 June 2024 and encompasses The Midfield Group and its controlled entities.

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



COLIN MCKENNA
SOLE MANAGING DIRECTOR



OUR STORY

THE MIDFIELD GROUP IS ONE OF AUSTRALIA'S MOST SUCCESSFUL MEAT PROCESSING COMPANIES. WE ARE 100 PER CENT AUSTRALIAN OWNED AND OPERATED BY THE MCKENNA FAMILY.

Located in Warrnambool, in the heart of Victoria's pristine Great South Coast region and one of Australia's prime dairying regions, Midfield founder Colin McKenna and a group of dedicated key staff have expanded the business to a company with multiple divisions.

Midfield is a major player in the domestic and export market, with beef, lamb, veal, mutton and their by-products traversing Australia and the globe.

Despite the growth, the fundamentals have never changed. The Midfield Group is a self-sufficient organisation with complete control over its products from paddock to plate.

The Midfield Group is a proud supporter of the south-west Victorian district, employing more than 1500 people largely from the region. This relationship with the farming community and our years of experience mean you can always be assured of quality when you deal with Midfield.

STRUCTURE & OPERATIONS

1975

ESTABLISHMENT

Inspired by the core values of rural life, a keen eye for livestock, and confidence in the fertile farmland of south-west Victoria, Colin initiated an arrangement with a local abattoir in 1975 to process and sell his livestock in Melbourne.

1988

REFINEMENT

This original arrangement proved fruitful and when the opportunity arose to purchase the municipal abattoir in 1988, Colin took a punt on the business.

2000

EXPANSION

In addition to processing, marketing and pastoral arms, the Group has its own transport, trading, dairy, and import and export businesses. Each sector is run by a team of vibrant and progressive employees that understand the company's approach to - and responsibility of - being one of Australia's leading agri businesses

2023

CONSTANT GROWTH

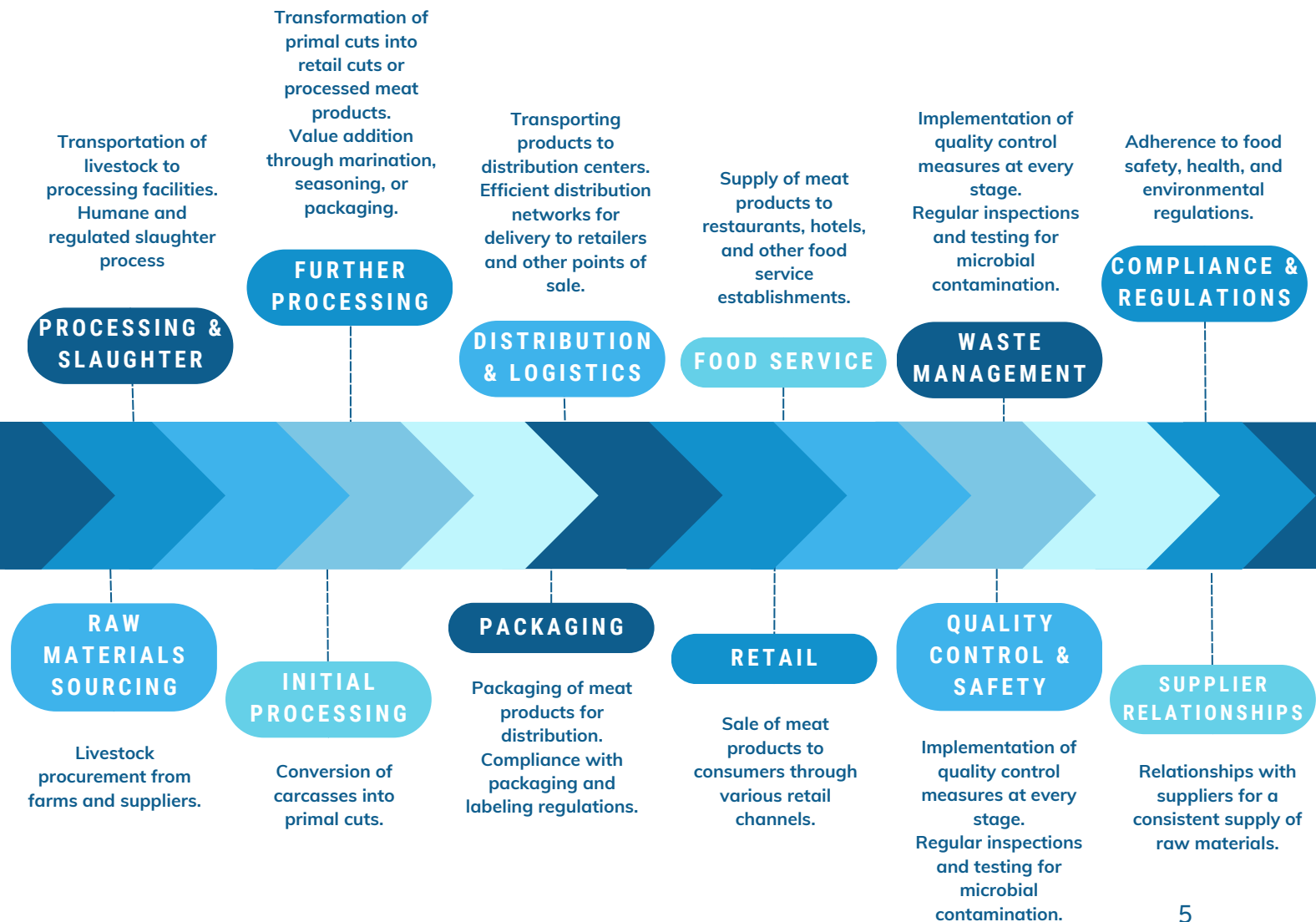
We've grown from longstanding partnerships with over 3,000 farmers to managing 23,000 acres of prime agricultural land. Our dairy operations, milking 10,000 cows annually, yield 80 million liters of milk. Complemented by our beef and sheep farms, we embody a paddock-to-plate philosophy, ethically and sustainably contributing to our business and the broader agriculture sector.

SUPPLY CHAIN

Midfield operations are primarily centered 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.

OVERVIEW:





MODERN SLAVERY RISKS

The Midfield Group will monitor and report on compliance with the requirements of this policy through self-evaluation and Group governance processes.

We understand that the agricultural sector poses inherent risks, potentially exposing workers to vulnerabilities. While it's crucial to be mindful of these challenges, it's noteworthy that The Midfield Group primarily operates in Australia. According to the most recent Global Slavery Index (2018), Australia exhibits a low prevalence of modern slavery.

POSSIBLE RISKS

- Exploitation of migrant labour
- Slavery
- Underpayment of wages
- Bonded labour
- Human trafficking
- Substandard living conditions

MITIGATING MODERN SLAVERY RISKS

- The Midfield Group places a paramount emphasis 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 conditions.
- Stringent processes are in place to verify legal entitlement to work, including adherence to legal working age requirements.
- Compensation for The Midfield Group's team members is greater compared to market conditions or the relevant award and applicable legislation.

APPLIED DESKTOP OF MODERN SLAVERY RISKS

CATEGORY	RISK ASSESSMENT	FINDINGS
Livestock Procurement	Medium/High	Identification of potential risks associated with the procurement of livestock, particularly concerning the welfare and fair treatment of farmworkers. Implementation of supplier assessments to ensure compliance with ethical and labour standards.
Slaughterhouse Operations	High	Heightened focus on the risks within slaughterhouse operations due to the intensive nature of labour. Implementation of regular audits and monitoring to ensure adherence to ethical and labour standards.
Processing & Packaging	Medium/High	Recognizing potential risks in processing and packaging stages. Implementation of traceability measures to identify and address potential risks related to the sourcing of materials.
Supply Chain Transparency	Medium	Enhancing transparency within the supply chain to trace the origin of raw materials and ensure visibility into each stage of production. Collaboration with suppliers to provide training and resources aimed at promoting fair labour practices.
Distribution & Logistics	Medium	Assessment of risks associated with distribution and logistics, focusing on subcontracting and temporary labour. Implementation of compliance checks to verify that suppliers meet ethical and labour standards.
Retail & Food Service	Low/Medium	Evaluation of risks in retail and food service, with a focus on direct employment and subcontracting practices. Implementation of ongoing monitoring mechanisms to track and assess supplier performance.
Quality Control & Safety	Low	Low risk identified in quality control and safety, given the emphasis on compliance with health and safety regulations. Continuous improvement initiatives in place to enhance safety protocols.
Waste Management	Low/Medium	Assessment of risks related to waste management. Implementation of ethical labour practices and compliance checks for waste management.
Supplier Relationship	Medium	Regular engagement with suppliers to assess their commitment to fair labour practices and ethical standards. Participation in industry initiatives to share best practices and collectively address supply chain risks.
Continuous Improvement	High	Establishment of a culture of continuous improvement by regularly reviewing and enhancing supply chain management policies and procedures. Encouraging feedback from stakeholders to identify areas for improvement and promptly implementing necessary changes.

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 Midfield'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.

The following audits and initiatives are currently in operation:

- **SEDEX** – The SEDEX Members Ethical Trade Audit (SMETA), recognized as the most widely used social audit globally.
- **EcoVadis** is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, and human rights standards, ethics, and procurement practices.
- Participation in the **Pacific Labour Scheme** program administered through the Pacific Labour Facility (PLF) on behalf of Home Affairs.





OUR TEAM

SUCCESSFUL FORMATION OF A WORKING GROUP INCLUDING KEY LEADERS RESPONSIBLE FOR DEVELOPING AND IMPLEMENTING THE ANTI-SLAVERY STRATEGY.

MICK WILLIAMS

GROUP HR
MANAGER

TRACY MURALLA

HR ADVISOR

SHARNIE MCKENNA

BUSINESS
OPERATIONS
MANAGER

ALISTAIR SHARP

WARRNAMBOOL
PLANT MANAGER

A man wearing a wide-brimmed hat and a blue button-down shirt stands in a field at sunset. The shirt has a logo that says 'THE MIDFIELD GROUP' and 'Pastoral'. The background is a bright, hazy sky with clouds.

OUR PEOPLE

THE MIDFIELD WAY

The Midfield Group employed approximately 1500 employees as of 30 June 2023. 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.'



A WORD FROM THE GENERAL MANAGER

Midfield remains committed to being a positive contributor to society, upholding ethical behaviour and respect for all individuals.

We will continue to welcome diversity and create sustainable opportunities in the communities where we operate.

Our commitment to advancing human rights is a continuous journey, and we pledge to build upon our efforts to ensure The Midfield Group meets its obligations under the Act.

DEAN MCKENNA
GENERAL MANAGER



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