

Entity

Alpair Pty Ltd atf the Mclean Family Trust (t/a McLean Farms) is located in Pittsworth, Queensland, Australia and is part of the Australian Poultry & Egg Production Industry. McLean Farms has been a family-owned and operated agricultural business since 1950, predominately egg production including a grading and packaging facility and pulp plant, along with farming activities in cattle, sheep, pigs, grain and feed mill operation.

This statement is McLean Farms first Modern Slavery Statement (MSS) and highlights the commitment of the business to prohibit slavery in our operations and supply chains.

Structure, operations and supply chains

Structure

McLean Farms is privately owned, operating within Australia and has several companies under the Alpair Pty Ltd atf the Mclean Family Trust parent banner, consisting of:

1. Alpair Pty Ltd atf the Mclean Family Trust ABN 61 181 456 731
 - McLean Farming Pty Ltd
 - McLean Farm Sales Pty Ltd
 - McLean Farms Administration Pty Ltd
 - McLean Farms Packing Staff Pty Ltd
 - McLean Farms Poultry Pty Ltd
 - McLean Farms Staff Pty Ltd
 - Slalom Investments Pty Ltd
 - Organic Nutrients Pty Ltd

2. McLean Investments Pty Ltd ABN 36 009 752 327
 - McLean Feedlots Pty Ltd
 - McLean Hopevale Hatchery Pty Ltd
 - McLean Holdings Pty Ltd

3. McLean Beef Pty Ltd atf The McLean Beef Trust ACN 092 786 420
 - McLean Beef Pty Ltd

4. Hall & McLean Pty Ltd ABN 17 099 000 861
 - Platinum Pulping Pty Ltd

5. Alpair Pty Ltd & DHP Rural Pty Ltd as trustees ABN 80 397 825 534

Operations

McLean Farms is predominately an egg production, grading and packaging operation with support areas in:

- Feed mill production
- Rearing of layer pullets from day-old chickens
- Workshop facilities in both fabrication and mechanical to maintain the layer operation
- Stores and purchasing
- Water and environment
- ICT
- Administration including:
 - Finance
 - HR - direct employment of 262 employees
 - WHS
 - Quality Assurance
 - Business Development
- Veterinarian and animal welfare
- Composting facility as part of the waste management

Supply chains

McLean Farms supply chains include local, state, country and global networks that support the operations. These include but may not be limited to:

Global:

- Importation of the poultry shed infrastructure equipment
- Importation of the packing floor equipment
- Importation of the pulp plant equipment

Interstate:

- Transportation of day-old chickens to our rearing facility
- Egg packaging
- Labour hire

Local and QLD supplied by third parties:

- Grain
- Vaccines
- Feed additives
- Chemicals
- Fuel including unleaded, diesel and LPG
- WHS equipment
- Wood shavings for the compost facility
- Fabrication equipment and supplies
- Vehicle purchasing

Local and QLD serviced by third parties:

- Pest control and the supply of relevant equipment and chemicals
- Labour hire
- Contractors:
 - electricians
 - plumbers
 - earthmoving
 - cleaners
 - service – maintenance and breakdown
- Waste removal
- Professional services:
 - training
 - auditing
 - accounting
 - legal representation
 - animal welfare - veterinarian
- Vehicle maintenance

Risks of Modern Slavery (in operations and supply chains):

The risk of modern slavery in business operations, and in particular those operations that extend globally through supply chains, are complex and the origin may be difficult to identify and manage. This difficulty derives from the exploitation of workers involved in the production of products and equipment that eventually find their way into our supply chain through an external supplier.

Risk	Indicators	Risk level
Child labour	<ul style="list-style-type: none"> • Underage • Underpayment • Hazardous work • Hours of work above the standard • Work experience students' hours 	Low to medium (depending on country of origin)
Labour hire	<ul style="list-style-type: none"> • Forced/bonded labour • Underpayment of wages • Deceptive recruitment • Exploitation of workers • Unskilled workers • Illegal labour practices 	Low
Seasonal Workers	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Deceptive recruitment • Exploitation of workers • Unskilled workers 	Low

Modern Slavery Statement

Manufacturing of equipment globally	<ul style="list-style-type: none"> Forced labour Underpayment of wages Bonded labour Exploitation of workers Unskilled workers 	Medium
Transportation (local)	<ul style="list-style-type: none"> Underpayment of wages Exploitation of conditions 	Low
Electronic hardware	<ul style="list-style-type: none"> Forced labour Underpayment of wages Bonded labour Exploitation of workers Unskilled workers 	High
Vehicle supply	<ul style="list-style-type: none"> Forced labour Underpayment of wages Bonded labour Exploitation of workers Unskilled workers 	Medium to high
Grain production and supply	<ul style="list-style-type: none"> Forced labour Underpayment of wages Bonded labour Exploitation of workers Unskilled workers 	Low
Professional services	<ul style="list-style-type: none"> Underpayment of wages 	Low
Contractors	<ul style="list-style-type: none"> Underpayment of wages Unskilled workers 	Low

Actions taken to address risks (in operations and supply chains):

Action	Purpose	Completed by (if applicable)
Code of Conduct	<ul style="list-style-type: none"> Establishes how all employees are to conduct themselves towards other employees, contractors and visitors 	Ongoing
Conditions of employment policy	<ul style="list-style-type: none"> Identifies and explains the minimum conditions of employment 	Ongoing
Awards and Enterprise Agreements	<ul style="list-style-type: none"> Guidelines on correct payment of wages, conditions and other benefits 	Ongoing
Other HR policies as relevant	<ul style="list-style-type: none"> Guidelines for addressing employee, contractor, visitor welfare concerns 	Ongoing

Audits by external customers	<ul style="list-style-type: none"> Customer audits investigate McLean Farms commitment to the Modern Slavery Act 	Each audit - ongoing
Labour providers	<ul style="list-style-type: none"> Transparency of wages paid to workers Consultation regarding conditions Service agreements evidencing the above 	Ongoing – Service Agreements renewed annually

Future planned actions:

- Establishment of a software program to enable supply chain management of human rights and Modern Slavery Act compliance
- Introducing an anonymous reporting process for employees, contractors and others to raise concerns
- Review the introduction of a responsible sourcing policy
- Review the introduction for contractors to be engaged in our Modern Slavery statement
- Request suppliers and contractors to provide their Modern Slavery statements as applicable
- Review contracts and service agreements with the intent of incorporating a commitment to the Modern Slavery Act.

Assessing the effectiveness of actions taken (or to be taken):

- McLean Farms Board oversight of the Modern Slavery Statement (MSS)
- Employee training as relevant – Executive team a priority
- Risk assessments annually to be incorporated with the review of the MSS
- Third-party audits from customers
- Internal audits as conducted by Quality Assurance in tandem with customers
- Payroll auditing
- Employee cultural survey
- Grievances raised and remediated

Consultation process:

As part of this first Modern Slavery Statement for McLean Farms, extensive consultation was used both internally and externally to ensure a base was established from which to further build and enhance the statement, identifying risks, addressing risks through actions taken and engaging all relevant parties.

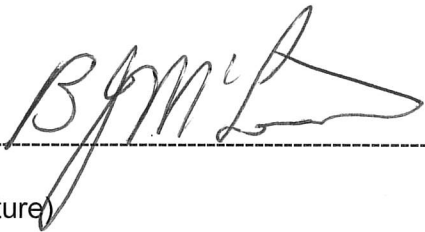
Consultation has been with McLean Farms major customers and consumers, various suppliers and high priority contractors.

This statement was approved by the board of trustees for Alpair Pty Ltd atf the Mclean Family Trust (t/a McLean Farms) on 7 April 2021.

Brian J McLean

Director

24 June 2021

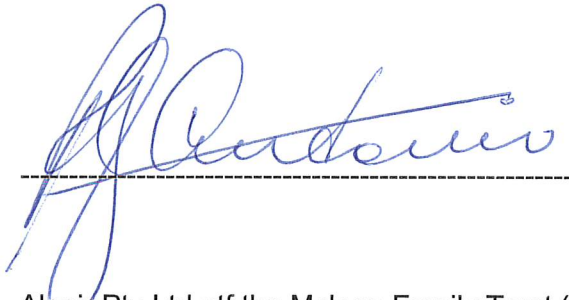


(signature)

Robert J Antonio

Secretary

24 June2021



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