



Australian Meat Group, AMG, is a leading Australian meat processing company exporting its products to countries all over the world. With a focus on quality, collaboration and a progressive culture we deliver a distinctive product to our clients that sets us apart from other meat abattoirs.

We wholeheartedly support the Modern Slavery Act 2018 (Aust) whose provisions assist to eradicate modern slavery, wherever it may occur, and raise public awareness of the problem. In addition, we are working to prevent modern slavery in our own supply chains to support a wide range of initiatives to eradicate all forms of modern slavery around the world.

## Our approach

We are committed to achieving the highest standards of ethical behaviour in the conduct of our business and activities worldwide. We support and respect the protection of internationally proclaimed human rights and endeavour to make sure that Australian Meat Group is not complicit in human rights abuses. To this end, we will not tolerate slavery or human trafficking or abusive or unfair treatment in any part of our own business or in any of our supply chains. We are generally, and in particular through our policies and practices in relation to procurement, human resources and corporate responsibility, committed to taking steps to ensure that slavery and human trafficking play no part in our own business or in our supply chains.

## Our operations and supply chain

The sector within which we operate is generally assessed as being at low risk of modern slavery being present within it. We operate predominantly in Australia which has been assessed, by the Global Slavery Index, as having a lower prevalence of modern slavery, together with active government responses to dealing with the issues. Our supply chains consist primarily of the provision of livestock that we access wholly from known and reputable Australian farmers. Our employees and contractors are mainly accessed from the local labour market. Another component comes from various

neighbouring countries in Southern Asia and the Pacific regions. A stringent VEVO, Visa control with mandatory evidence of a valid passport, together with a valid working rights permit, is the main component of our Anti-Slavery Procedure.

## Policies and Procedures

We have a zero-tolerance approach towards modern slavery and all forms of discriminatory or exploitative behaviour and treatment, whether within either our own business or that of those who supply us; this stance is made very clear in all our policies and behaviours. The most relevant of the policies and procedures that we have in place, and the steps that we have taken to mitigate against any risks of modern slavery, are set out below:

- Our Code of Conduct which sets out the conduct that we expect of our firm, employees, contractors and suppliers, and explicitly states that we will not tolerate slavery or human trafficking.
- Our Anti-Discrimination Policy which, among other things, sets out our policy and approach on anti-slavery and human trafficking.
- Our Procurement Policy and Guidelines which aims to ensure that all goods and services acquired on behalf of the firm are acquired in line with procurement best practice, on the most advantageous commercial terms, at the lowest risk profile and with proper consideration of the social, environmental and ethical impacts of such activity.
- Our Contracts Protocol which aims to manage the firm's contractual risks by ensuring that appropriate due diligence is undertaken before entering into contracts. Due diligence requirements include a specific requirement to carry out due diligence in relation to slavery and enforced labour with all our potential new vendors and buyers.
- Our Anti-Bribery and Corruption Policy which aims to ensure that we are not engaging in bribery and corruption and applies to all our partners, staff and business partners.
- Our Equal Opportunities Policy outlines our commitment to being an equal opportunity employer and providing an inclusive working environment. All partners and staff are expected to act with integrity and honesty in a manner which not only is, but encourages, fairness, inclusivity and transparency.

## Procurement and supplier due diligence

Recognising that the greatest risk of modern slavery is in our supply chains, we continue to take steps to ensure that those are both regulated and reviewed.

- We continue to refresh our risk assessment for suppliers, both for direct and indirect suppliers through our extended supply chain. We continue to develop our systems and controls for supplier engagement, which is co-ordinated through our procurement team . As part of this process the financial team monitor our firm's expenditure to ensure it is tracked through the centralised procurement system.
- Our supplier contract terms include undertakings that suppliers comply with all applicable laws, regulations, and codes of conduct and in an ethically compliant manner including with our standard business practices terms. These terms cover, amongst other things, labour and workplace management and touch on matters such as child, forced and involuntary labour; fair pay and working conditions; and training, learning and development opportunities.
- New suppliers. AMG Procurement Policy mandates that a thorough due diligence process is carried out on key new suppliers. Accordingly, our standard bid invitation documentation asks key suppliers to demonstrate the steps they take to avoid or eliminate slavery and human trafficking from their supply chain. The disclosure of any slavery or human trafficking issue would mean a prospective supplier would be immediately disqualified from the procurement process. This has not happened as yet.
- Existing suppliers. AMG participates in regular information briefings which facilitate timely exchange of up-to-date information on aspects of certain supplier's operations, including modern slavery and social impact responsibility practices and procedures. This enables us to target key suppliers and review their information to ensure it aligns with AMG approach to mitigating modern slavery risks. AMG has an internal audit programme which covers a range of business risk areas. Updated processes for procurement and

- Our Whistleblowing Protection Policy that allows staff to raise any concerns that they may have about any individuals or organisations that Australian Meat Group interacts with, whether they be clients, suppliers, or others.

prevention of modern slavery will be included in the audit programmed at appropriate intervals to assess the effectiveness of those processes.

## Training of Staff

During the 2022-2023 financial year, in house training seminars are being conducted to address human rights issues, including anti-discrimination, equal rights and whistleblower procedures so as to ensure that any form of social harm be identified and immediately addressed. This training will extend to all management personnel across the company, recognising the important role that they can play in reducing the risk of modern, both in the activities of the firm and in their personal choices. Our training will stress, amongst other things, zero tolerance stance on slavery and human trafficking and reinforcing the policies and procedures we have in place.

## Recruitment and welfare of our people

We are a leading Australian firm with more than 600 employees, partners and contractors working in Australia. As a professional firm, people are our most valuable asset at all levels of the business.

As part of our HR policies and procedures, we only use reputable recruitment firms and comply with all relevant local laws and regulations. We regularly review our recruitment procedures and providers, as well as our arrangements for employee and contractors welfare by championing mental and physical wellbeing. All employees are all paid above the Australian Minimum Wage and the Meat Industry Award Rates. The firm has a dedicated pay roll consultant whose main aim is to ensure that wages, penalty rates and overtime hours are all in accordance with the current Victorian and Australian laws. One Human Resources manager and two Human Resources officers are employed full time to ensure complete compliance with the Australian Fair Work Act 2009.

## Communication

Copies of our Modern Slavery Statements are readily available and posted on the Employees Communication Board.

Approved by the members of the Australian Meat Group Board of Directors on

10 May 2022

Signed by the Managing Director

Gilbert Cabral



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