



# Modern Slavery Statement

## Allied Beef Group Pty Ltd (ACN 151 578 102) 2023-2024

### I. Introduction

This Modern Slavery Act Statement covers the financial year from 1 July 2023 to 30 June 2024 (Reporting Period) and is issued by Allied Beef Group Pty Ltd, in compliance with the Modern Slavery Act 2018 (Cth).

### II. Reporting Entity

This statement covers Allied Beef Group Pty Ltd which is a reporting entity and each of its controlled entities. Allied Beef Group Pty Ltd controls the following subsidiary entities, none of whom are reporting entities (**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

This Modern Slavery Act Statement represents the consolidated view of Allied Beef Group:

Please note that Allied Beef Group's oversight extends solely to its subsidiary entities, which are bound by the principles outlined in this statement.

### III. Structure, Operations, and Supply Chain

Allied Beef Group Pty Ltd is a propriety company incorporated in Australia under the Corporations Act 2001. As at 30 June 2024 Allied Beef Group Pty Ltd had the wholly owned subsidiaries listed above and approximately 40 employees.

Allied Beef Group is a dynamic and forward-thinking organization that employs an integrated vertical supply chain model, meticulously managing various aspects of the business, including cattle procurement, backgrounding, farming, lot feeding, beef processing, and marketing. The heart of these operations resides in Allied Beef Group's two feedlots: Vandyke, located in Springsure, QLD, and Gunyerwarildi, situated in Warialda, NSW. Last year Allied Beef Group commenced expansion works at Gunyerwarildi to increase the feedlot capacity to 20,000 head. These works were predominantly completed by year end. At completion of the expansion works the combined capacity of the two properties sits at approximately 30,000 head, contributing to an impressive annual turnover of over 70,000 cattle.



In addition to the core enterprise, Allied Markets plays a pivotal role by providing cattle buying and selling services to cattle buyers, agents, and sellers. The company's supplier base is extensive, ranging from family-owned enterprises to international corporations, with the majority of these businesses situated in Australia. This diverse and extensive network ensures that Allied Beef Group continues to thrive and make a significant impact in the cattle industry.

We primarily source our supplies within Australia and therefore our suppliers are almost entirely located in Australia. The main types of goods and services that we procure are cattle, grain, feed commodities and freight. We engage our suppliers on short term supply contracts.

#### **IV. Risks of Modern Slavery**

Agricultural supply chains have been identified as carrying risk of modern slavery due to their seasonal nature and requiring large amounts of workers in low skilled roles. The use of migrant workers who are particularly vulnerable to exploitation within the sector further increases risk. Employees are often employed through labour hire companies and oversight and control of the risks can be difficult to manage with these relationships.

Allied Beef employs its staff directly and doesn't utilise the services of labour hire companies within its operations. This allows us to have full oversight and control to reduce the risk of modern slavery within its workforce. Backpacker and migrant workers have been identified as the higher risk area within the industry and therefore this is the area we have focused on.

Allied Beef's operations are based in Australia which has a low prevalence of modern slavery according to the Global Slavery Index and our sites are audited by third parties to ensure compliance with policies and procedures.

While we have identified the higher risk areas within our workforce of backpacker and migrant staff we maintain that these risks are still very low within our operation due to regulated and audited labour practices, location of operations and direct employment of employees.

#### **V. Actions Taken to Assess and Address the Risks**

This reporting period, Allied Beef Group maintained its commitment to modern slavery prevention by reinforcing existing policies and procedures and updating them where necessary. The key focus areas for the company are as follows:

- **Policy & Procedure:** Ongoing adherence to our modern slavery policy, ensuring high standards of ethical business practices. Implementation of a risk management policy and creation of a risk register. In addition to this we updated our employee handbook with changes in legislation and improve on the work environment.
- **Due Diligence:** We continue to evaluate areas of potential high-risk exposure, to identify, prevent & mitigate any potential adverse human right impacts both within our operations and our supply chain.



## **VI. Assessing the Effectiveness of Actions Taken**

The effectiveness of the actions to address modern slavery risks in Allied Beef Group's operations and supply chain will be evaluated in future reporting periods through:

- Regular reviews, tracking progress, and reassessing action appropriateness based on identified risks.
- Monitoring the deployment of actions, reviewing key metrics, including the number of actions taken, the number of high-risk suppliers, and staff awareness levels.

As the actions are developed and deployed, the methods for assessing their effectiveness will be further refined throughout future reporting periods.

## **VII. Consultation Process**

Consultation has taken place with key managers within various divisions of the operations. However, Allied Beef Group and its controlled entities are treated as a unified entity for the purposes of corporate governance and compliance.

## **VIII. Approval**

This Modern Slavery Statement has received approval from the Board of Allied Beef Group Pty Ltd on 18<sup>th</sup> of December 2024

A handwritten signature in dark ink, appearing to read "J Maclean", written over a light blue horizontal line.

James Maclean  
Managing Director, Allied Beef Group Pty Ltd