

FY21 SUSTAINABILITY UPDATE



BINDAREE
FOOD GROUP



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ABOUT THIS REPORT

Our mission at Bindaree Food Group (BFG) is to provide leading, sustainable, high quality food solutions that exceed our customers' expectations. We do this as one team working together with our valued partners. We are committed to sustainable practices across all aspects of our business.

The purpose of this report is to outline the key sustainability focus areas within our business and present the metrics that highlight our commitment.

This report commences with information and metrics regarding our key asset, People and their health and safety. The environmental stewardship, animal welfare, food safety and quality sections follow. All report topics are interlinked and enhancing capabilities in one can produce cross over benefits in another while providing competitive returns on investments. BFG is an evolving business that is ready to adapt and progress drawing on our wealth of experience to provide solutions that accomplish gains throughout the organisation.

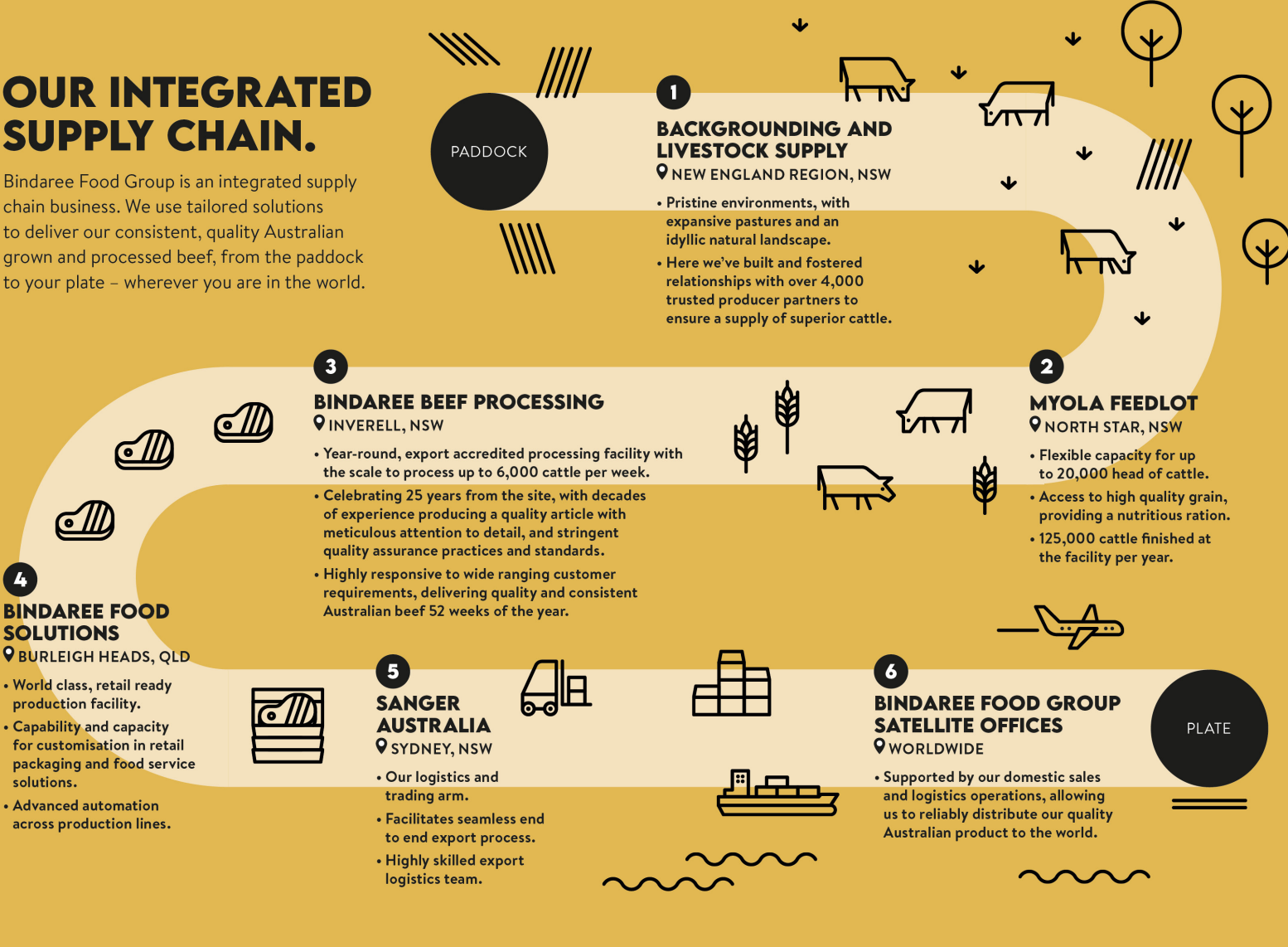
Our team members drive progress and innovation with their talent and passion, that we look to support by encouraging their development in an open-minded, co-operative atmosphere. The Health, Safety and Wellbeing (HS&W) of our staff is paramount for all our team members and reducing workplace hazards is promoted companywide across all risks via our HS&W framework.

The beginnings of environmental stewardship are being activated across BFG in the optimisation of processes, plant, and equipment. Efficiencies are being pursued in our steam production, wastewater management, product packaging, waste management and recycling partnerships. Interventions to enhance Animal Welfare and improve cattle performance along with Food Safety and Quality initiatives contribute to the superior BFG products we are proud to deliver to our customers.

During FY22, the Group Sustainability Committee will review current targets and metrics with the intention to report on our Sustainability targets and progress using the Global Reporting Initiative with reference to the Sustainable Development Goals.

OUR INTEGRATED SUPPLY CHAIN.

Bindaree Food Group is an integrated supply chain business. We use tailored solutions to deliver our consistent, quality Australian grown and processed beef, from the paddock to your plate – wherever you are in the world.



SUSTAINABLE DEVELOPMENT GOALS

BFG understands that the sustainable development goals and targets are the tools to stimulate action across a world of diverse stakeholders where people, the planet, prosperity and peace are interlinked. These critical areas of importance are supported in initiatives across our organisation.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ADOPTED BY BFG



ABOUT BINDAREE FOOD GROUP

Formed in 2015, BFG is an integrated supply chain protein business which possesses a shared vision for delivering tailored solutions from the paddock through to the plate. We take pride in the experience and passion of our people, pairing this with a unique flavour that we bring to our products and relationships.

BFG owns and operates the Myola Feedlot facility, premier export listed processing centre Bindaree Beef, Bindaree Food Solutions, and distinguished meat sales & logistics business Sanger Australia.

Governed by hundreds of years of local and global meat industry experience, the BFG is focused on working together as a passionate and innovative team to supply, process, sell, market, and share multi-award winning Australian branded meat programs with the world.

QUALITY THAT INSPIRES CONFIDENCE

For more than 60 years, Bindaree Beef Processing has been committed to providing their customers with a superior beef product. Bindaree Beef grew

from a family farm into one of Australia’s largest meat processors and a prominent leader in the Australian meat industry. Bindaree Beef continues to be a family owned and operated business today; a business built on a reputation for product quality and business integrity.

Bindaree Beef’s centrally located processing plant in Inverell, northern NSW, has the capacity to process 1,300 cattle per day and employs over 600 people from the surrounding region. This operation is strategically located to ensure that Bindaree Beef can source cattle 12 months of the year.

A CONSISTENTLY SUPERIOR BEEF PRODUCT

Everything Bindaree Beef does, from hand selecting the cattle, using a craftsmanship approach to sourcing only the best beef, to using only the state of the art processing and production methods, is in the name of quality. These high standards allow Bindaree Beef to deliver a consistently superior beef product.



PEOPLE & COMMUNITY

We believe our people are our greatest asset and are at the forefront of everything we do. With an inclusive and sustainable workforce of over 1000 employees, we recognise that our employees' wellbeing, safety and capabilities are critical to our success. This is articulated in our group mission principles, our values that include a culture of care, a passion for exceeding expectations, with an openness to learn and the agility to adapt.

Our leaders are supported by our dedicated People and Culture team who are committed to creating a positive employee experience by attracting, retaining and developing our people through our strategic priorities of HR excellence, labour and talent management and employee engagement.

HR EXCELLENCE

As part of our HR excellence initiatives, we have enhanced our People and Culture governance by developing and implementing critical policies and systems to ensure we not only remain legally compliant but are operating under best practice and create a positive and inclusive workplace culture. Specifically, we implemented our new Planning and Review Cycle to help boost performance and improve employee engagement.

DIVERSITY & OUR WORKFORCE

- BFG is a workplace that values diversity and is free from discrimination.
- BFG supports and celebrates over 23 different nationalities that work across our business.
- BFG supports and encourages women in the industry and workplace, and has implemented initiatives and practices, such as an enhanced Parental Leave Policy.
- BFG is compliant with the Australian Government's Workplace Gender Equality Agency (WGEA) reporting requirements.



PACIFIC LABOUR SCHEME (PLS)

The PLS enables eligible employers to recruit low and semi-skilled workers for periods of 3 to 4 years in any sector in rural and regional Australia. Pacific workers help Australian businesses address workforce shortages, have opportunities to develop skills, earn an income and send home remittances to support their families and communities. This supports the broader economic development of their countries of origin, as well as Australia.

BFG engaged 157 workers via the PLS in FY 2021. The workers are protected by the same workplace rights and laws as local workers and additional provisions are in place to support the welfare and wellbeing of workers while they live and work in Australia.

A total of 34 team members completed a Certificate II and another 8 completed a Certificate III in meat processing during FY21

As part of this commitment we have enrolled over 100 of our leaders in a Cert IV in Leadership to support our business' future transformation.

Over 20 of our team members across BFG are completing learning & development programs during FY21

EMPLOYEE RELATIONS

The Inverell primary processing plant currently operates under two Enterprise Bargaining Agreement's (EBA's) that cover all 525 production workers not in formal leadership roles, and 30 maintenance employees.

We have established consultative committees across our sites through which our workforce is able to consult with our management teams regarding all employment terms and conditions. When there are major changes occurring within our business we consult with our workforce and provide the necessary notice.

TRAINING & EDUCATION

Having the right people, in the right place at the right time is critical to our success. We train today to plan for tomorrow. We have dedicated training teams across our sites offering a broad range of opportunities to our workforce.

The Inverell site is a Registered Training Organisation (RTO) providing formal and nationally accredited training. Certificate II and III in Meat Processing (mainly under a traineeship) is offered to the majority of our production employees, providing a valued and high-quality set of skills to our people. Our training team support our leaders to develop and implement training for work instructions for all positions within production to ensure safe and best practice. The BFG sites also have a variety of in-house best training and external compliance training to ensure we remain vigilant in our environment.

Our teams also coordinate external compliance training required for our industry, customers; and legal and best practice workplace health and safety requirements.

GROWING CAREERS & DEVELOPING LEADERS

BFG provides career opportunities and supports team members who want to grow their careers.

Further, BFG commenced leadership and business coaching for our senior leaders across the Inverell and Myola sites where 12 of our department leaders participated in a 12 month long leadership program to enhance their leadership capabilities.

As part of our Planning and Review Cycle program we carry out regular performance and alignment reviews with our team members that not only provide clarity and feedback but also identify our future leaders and support team members career growth plans.

COMMUNITY EVENTS

BFG regularly donates to sports clubs, church groups, local schools, charities and traditional service clubs. Many of our staff members are also active volunteers in community not-for-profit organisations.

MEN OF BUSINESS (GOLD COAST)

Men of Business (MOB) provides alternative tailored education for secondary school aged young men empowering them with the skills, knowledge, and confidence to be happy, healthy and successful in life after school.

Bindaree Food Solutions (Burleigh Heads) support MOB with enough meat to feed their 120 students lunch each week as part of the MOB Lunch Program. The MOB dining room is the place where students, staff and visitors come together each break and converse over a healthy nutritious meal.



HEALTH & WELLBEING

Underpinned by our overarching commitment to promoting a culture of care, we recognise that our people are our greatest asset.

With a focus on leadership, capacity building and the management of critical risks to HS&W, we adopt a collaborative, innovative approach to ensuring continual improvement, embedding HS&W into the hearts and minds of not only our employees, but across our entire supply chain.

COVID-19

Since early 2020, we have continued to navigate the challenges of the global COVID-19 pandemic and prioritise the HS&W of our people. This included site-based health monitoring, vaccination regime programs and various other control measures. Pleasingly, in CY 2021 BFG did not record any COVID-19 cases across any of its operations.

MENTAL HEALTH

The mental health of our people continues to be a focus. In FY21, we saw an increase in workforce communication and engagement to raise awareness of mental wellbeing, reduce stigma, and increase the capacity of our leaders to recognise and support individuals experiencing mental illness.

To support the mental health and well-being of our team, BFG has partnered with a trusted employment assistance program provider. All our staff members have access to a range of resources offered by our Employment Assistance Program (EAP) partner, including free online and phone counselling services.

We also continue to support global mental health campaign, including World Mental Health Day, R U OK? Day and Movember. We will continue to progress our efforts in FY22 by addressing psychosocial hazards in the workplace via our HS&W Critical Risk Management Program.

SAFETY

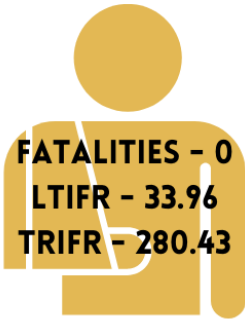
HS&W CRITICAL RISK MANAGEMENT PROGRAM

Introduced in FY2019 and in support of our global risk management framework, Bindaree Food Group's HS&W Critical Risk Management Program remains the linchpin of our overarching HS&W strategy. With a focus on the prevention of serious injuries, illnesses, and fatalities, it enables us to achieve the following key objectives:

- To ensure processes are in place to aid the identification of hazards, assessment of risk and allocation of appropriate controls.
- To ensure we are transparent and accountable in the prioritisation and management of critical risks to HS&W.
- To ensure each decision made in relation to HS&W is informed by our values, our people and the degree of risk involved.
- To ensure we meet our overarching commitment to the care of our people, as described in our HS&W Policy.
- To comply with relevant work health and safety legislation and ISO 45001 Occupational Health and Safety Management Systems.

Furthermore, this program enables a robust conduit of information between each site and the Bindaree Food Group Board, via site HS&W Critical Risk Registers, HS&W Critical Risk Committees, accompanying performance metrics and assurance activities.

In FY2021, this program was implemented in Inverell, Burleigh Heads and Myola, and a Charter for the function of each Committee was established. FY2022 will see the onboarding of the Freight Street Storage Facility and the ongoing improvement of associated performance metrics in alignment with evidence-based best practice in work health and safety.





ENVIRONMENTAL STEWARDSHIP

BFG aims to be a market leader in promoting environmentally sustainable practices. We value and appreciate the land on which we live and work on; and are committed to protecting the environment and seek to continually improve our environmental performance.

We acknowledge that there are opportunities at improving our environmental footprint and have set out to understand where exactly those opportunities are. We operate a “utilities reduction” program to ensure we are continually improving. We believe in drawing our baseline, it will give us an excellent understanding on where we are and where we want to be.

BFG are actively involved in the Australian Beef Sustainably Framework. As such, it is imperative that production of beef is in a manner that is sustainable.

PROJECTS FOR FY21/FY22

Our ongoing commitment to reduce our environmental impact is demonstrated by the following achievements from FY21:

Dissolved Air Flotation (DAF) system

We are proud to announce that a new Dissolved Air Flotation (DAF) system has recently been commissioned. The DAF project will positively impact on our carbon emissions and effluent release by removing the majority of total suspended solid content present in wastewater, and as a result reduce Biological Oxygen Demand (BOD). BOD is directly correlated to methane production and subsequently CO₂-e. The Inverell site emissions are earmarked to undergo significant reductions as a direct outcome of this project.

Heat Exchange Intervention

We have implemented a heat exchange project that has delivered an 8% reduction in coal usage in the 2021 financial year (FY).

Scoping

The beef industry has been successfully reducing its environmental impacts over previous decades. At BFG we are working to contribute to the carbon neutrality 2030 initiative set out by Meat & Livestock Australia, by seeking innovation opportunities to reduce our carbon footprint while continuing to provide high quality competitive products.

- Refrigeration Loss Study - The aim of this study is to ascertain reduction opportunities in purchased energy (Scope 2) emissions. This can be achieved by increasing refrigeration efficiency, which in turn reduces overall electricity demand.
- Scoping of Compressor Gas Heat recovery - Recovering of heat from compressor hot gas and repurposing the thermal energy to preheat water.
- Future Ambition - We are currently in the process of collecting baseline data to feed into the development of carbon emission and water usage targets.
- Reverse Osmosis (RO) Installation - commissioned in 21/22FY. RO will increase steam production while reducing water consumption.

7 of 11 of our base retail packaging material types are reusable, recyclable, or compostable packaging.

93.8% of our current packaging materials (by weight) are recyclable via Australian kerbside or Redcycle program (Domestic products only)

Our PP trays currently contain 30% post-industrial recyclates. We are in close communication with our packaging suppliers to obtain a higher post-consumer recycled content of packaging materials.

0% of plastic for domestic retail packaging contains black carbon pigments.

FY21 Carbon Dioxide Emissions

FY21 Emissions	CO ₂ -e
Bindaree Beef Inverell	48,892
Bindaree Food Solutions	5,008
Myola Feedlot	2,326

FY21 Water Use

FY21 Water Use	Total L	Per Asset
Inverell Plant	529,801	8,711L/kg
BFS	24,657	1.8L/kg
Myola	330,243	179L/Hd/Day

Identifying practical cost-effective management opportunities to improve plant and equipment efficiencies, while reducing CO₂ emissions is frequently undertaken within BFG operations. Australian Meat Processor Corporation (AMPC) is a specialist research and development provider that is committed to improving sector sustainability and efficiency. We anticipate the following scoping project partnership with AMPC will significantly improve our environmental stewardship performance.

PACKAGING

Plastic pollution is a global concern and as a supplier of consumer goods we are not only aware of the waste issues but take responsibility for our packaging and environmental stewardship. We strive to ameliorate our on-site waste flow and are consistently reviewing our product packaging design to reduce unnecessary plastic waste.

Perishable consumer goods such as meat products require effective packaging to maintain food safety and product shelf-life expectations. To maintain the high quality of our packaged products, new technologies are subjected to rigorous testing. This ensures that while we aspire to reduce packaging consumption, product integrity remains consistent.

BFG aligns with the Australian 2025 National Packaging Targets as well as our customer's plastic reduction policies and targets. Eliminating superfluous packaging, reducing packaging weight, including recyclates in plastic packaging, and encouraging a circular economy are methods used to achieve these ambitions.

The Australian 2025 National Packaging Targets include:

- 100% reusable, recyclable or compostable packaging.
- 70% of plastic packaging being recycled or composted.
- Plastic packaging to contain 50% post-consumer recycled content.
- The phase out of problematic and unnecessary single-use plastics packaging including black carbon pigment-based packaging.
- All consumer packaging to present Australian Recycling Label logos.

The BFG Technical team collaborate with customers and suppliers, reviewing all product packaging to ensure shared targets are being met. We have transferred many of our plastic films to a recyclable option and have removed soaker pads from most of our products with the introduction of moisture lock trays. New plastic primal packaging trials have been initiated, with the intention of testing the feasibility of recyclable shrink bags at our primary production facility.

PLASTIC REDUCTION ACTIVITIES

The below dot points list the plastic product packaging indicators that BFG will use to monitor our reduction activities. This data presents our baseline by which we will measure our finished product to packaging weight ratio's moving forward.

- Inverell Finished product to packaging weight ratio = 0.34%
- Burleigh Heads Finished product to packaging weight ratio = 5%

Paper Based Packaging:

Paper based packaging products contain a recyclable plastic layer that can be removed. The separate plastic layer and the paperboard are suitable for recycling streams. In 2021 BFG launched a paper board-based product into the retail market and have trialled other options that are also ready for launch. All paper-based products have been responsibly sourced from suppliers with appropriate Forest Stewardship Council or Programme for the Endorsement of Forest Certification standards.

Reduced Plastic Packaging Technology:

BFG have also commenced validation trials of a novel packaging technology not yet seen in portioned mince products in Australia. This packaging technology reduces plastic weight by more than 70% when compared with the incumbent. A life cycle analysis has also shown significant reductions in carbon emissions and water use due to the reduction in weight and therefore supply chain logistics associated with the current tray and film packaging.

RECYCLING & CIRCULAR ECONOMY

Although Inverell and Burleigh use external recycling providers to recycle waste cardboard collected from production, BFG are committed to implementing processes and packaging that conform with the principles of circular economy.

Inverell is a major supplier of meat primals to our retail processing site in Queensland. To reduce the unnecessary introduction of virgin cardboard materials into the supply chain, where possible all primals are transported in reusable crates.

Inverell have also commenced the use of reusable crates for transfer of primals into the Coles supply chain. BFS are in the process of reviewing their operations to incorporate the use of crates for finished products into their retail customers supply chain. Engagement with various companies has been initiated to collect and reuse soft plastics waste created during further processing operations. The aim is to re-insert these soft plastics for re-processing and re-introduction into the supply chain as a recycled plastic material.

ANIMAL WELFARE

We believe in a holistic approach to ensure the physical and mental health of the animals in our care. The Five Freedoms is an internationally recognised standard from which our Animal Welfare policy and animal husbandry programmes are derived and managed.

We implement industry standard practices and strive to improve our practices and processes to ensure the consistent quality of our animal welfare standards. Both Inverell and Myola sites are certified under the Australian Livestock Processing Industry Animal Welfare Standards (AAWCS) both achieving >90% pass marks.

OUR COMMITMENT TO ANIMAL WELFARE

The key to maintaining the health and wellbeing of our animals lies in the passion and skill of our people.

Training

Our stock men and women have all received certified animal welfare training. Myola Feedlot has implemented a training programme involving monthly visits from consultant Veterinarians and nutritionist. During these visits staff receive animal husbandry training and the site welcomes expert feedback on their animal welfare practices.

Animal Welfare Monitoring

Our daily animal welfare monitoring processes aim to ensure immediate response to pen issues with the inspection of animal health, stocking density and pen condition status. We perform an animal welfare audit every 6 months. Results are discussed with Senior executive and management to ensure solutions are implemented.

We are committed to providing a comfortable environment for our animals and now have extensive shade systems across 98% of our pens. Rubber flooring has been installed in our hospitals and induction areas. This provides further comfort for our animals from receipt at our site to those requiring extra care. During this reporting period (FY 21), additional improvements have been made to our 3 row hospital with a new tilt crush for foot inspection recently commissioned. This allows for the rapid inspection and diagnosis of potential foot related injuries whilst providing a safe environment for our dedicated team.

FY21 PROJECTS

Antimicrobial Resistance

BFG are also proud to advise of the implementation of a strategic targeted programme addressing antimicrobial resistance in cattle. Antibiotics are an important tool in animal and human medicine however excessive or inappropriate use can cause bacterial resistance. This is of major concern to the industry where animal welfare practices rely on the efficacy of such medicines. Directed by the Antimicrobial stewardship guidelines for the Australian cattle feedlot industry, this programme includes a sampling programme providing frequent monitoring of resistance in the animals in our care.

Animal EYEQ

Is a non-intrusive camera-based system that provides daily health and performance monitoring of feedlot cattle. Positioned at the water point in pens or paddocks, our cameras take attendance as livestock drink, track their weight gain and look out for signs of Heat Stress and disease, while also helping with early disease detection.

FOOD SAFETY & QUALITY ASSURANCE

Our commitment to quality is driven throughout our supply chain and our operations underpinned by a strong desire to ensure continual improvement across all aspects of our business.

Food safety is of the highest priority for BFG and we recognise that consumers trust in the brands that we produce. We have developed Food Safety and Quality Management Systems based on Hazard Analysis and Critical Control Point (HACCP) principles; and Global Food Safety Initiative (GFSI) framework to reduce the risk of foodborne illness, product recall and reputational damage resulting from food safety incidents. Our Myola feedlot also maintains National Feedlot Accreditation Scheme (NFAS) certification. This system provides a framework to ensure quality, integrity and acceptability of processes and procedures at this site.

We maintain and are frequently audited against various domestic and global standards, and employ highly skilled QA and QC professionals to monitor and measure our conformance with these standards. All management staff and employees have received training on our Food Safety and Quality policies and programmes by way of induction and on-the-job instruction. Employees are effectively trained to identify and control defective operations before they affect product wholesomeness and export integrity. Our Quality Management System enables BFG to enhance its competitiveness and thereby its position in the market as a producer of premium quality products.

BFG FSQA's & METRICS

Myola Feedlot (QMS)

- The NFAS is an independently audited quality management program for Lot Feeders.
- Myola has maintained their NFAS certification

Bindaree Beef - Inverell Primary Processing (FSQA)

- SQF is Global Food Safety Initiative (GFSI) endorsed certification that incorporates food safety, HACCP and quality management systems standards.
 - SQF rating 94% (annual audit maintained)
- Inverell must also comply with the Australian New Zealand Food Standards Code and is audited frequently by NSW Food Authority.
 - BFG is licenced to operate an abattoir slaughtering red meat animals and holding export registration
- Coles Food Manufacturing Supplier Requirements Version 2 March 2017 standards. This audit covered all elements within the standard including HACCP, Site Processes and Food Safety Programs.
 - BFG obtained amber rating in June 2021
- BFG (trading as Yolarno Pty Ltd) is registered as an Export registered Facility with The Department of Agriculture, Water and Environment. Government audits are carried out to ensure compliance with the Approved Arrangement Guidelines, Export Control (Meat And Meat Products Rules 2021, Australian Standard 4696:2007 and Importing Country Requirements (MICOR).
 - Annual audit schedule of 6 monthly and export registration maintained
- The Australian trusted trader programme allows exporting companies with compliant trading practices and a secure supply chain more streamlined access to international markets.
 - BFG has achieved full accreditation status
- BFG is frequently audited against many industry quality management programmes and standards including

AUS-Meat accreditation, Animal Welfare certification programme and Meat Standards Australia certification.

- MSA Licence maintained.
- AUS-Meat accreditation maintained.
- AAWCS certification maintained.

Bindaree Food Solutions (FSQA)

- Burleigh must comply with the Australian New Zealand Food Standards Code and is audited annually by Safe Food Queensland.
 - BFS is licenced to operate a Meat Processing Facility.
- BRC is Global Food Safety Initiative (GFSI) endorsed certification that incorporates food safety, HACCP, animal welfare, quality management systems and Aldi standards.
 - AA rating maintained.
- Burleigh BFS must comply with the Coles Manufacturing Supplier Requirements (CFMSR) to supply Coles. This audit covers HACCP, site processes and Food Safety Programme
 - Blue rating maintained
- Burleigh BFS is audited by the Australian government to ensure compliance with the Approved Arrangement Guidelines, Export Control (Meat and Meat Products) Rules, Australian Standard for the Hygienic Production and Transportation of Meat and Meat Products for Human Consumption, and any other Export requirements (e.g. MICoR).
 - Export Registration maintained. 3 monthly audit schedules maintained.
- Burleigh BFS is frequently audited against many industry quality management programmes and standards including AUS-Meat accreditation, Animal Welfare certification programme and Meat Standards Australia certification.
 - MSA Licence maintained. AUS-Meat accreditation maintained. AAWCS certification maintained.

CORPORATE GOVERNANCE

BFG is committed to acting ethically, honestly and with integrity in all our business dealings and relationships. By implementing and enforcing effective systems and controls we can ensure ethical and fair workplace standards. This includes practicing good corporate governance that enables us to achieve our mission sustainably and collaboratively.

BFG has implemented several policies and procedures to ensure a high standard of corporate governance. These policies and procedures include the following:

Code of Conduct

Our code of conduct sets out the expectations of conduct on our suppliers, team members, and team leaders, in relation to our supply chain, information assets, corporate governance policies, and integrity guidelines.

Modern Slavery Policy

BFG is committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2018 (Cth). This involves posting a Modern Slavery Statement that is updated annually to guarantee a high level of due diligence within our business.

Whistleblower Policy

We are committed to ensuring that employees are not disadvantaged or discriminated against for reporting unacceptable behaviour in good faith. The Whistleblower Policy provides special legal protection and rights to individuals reporting issues about the Company provided certain criteria are met.

Workplace Discrimination, Harassment, Bullying, Victimisation & Equal Opportunity Policy

BFG is committed to providing a safe and inclusive workplace free of all forms of discrimination, harassment, bullying, victimisation, and vilification where staff are treated with dignity, courtesy, and respect. This is operationalised via robust and objective procedures, that comply with relevant legislation, and is communicated to all team members.

Workplace Grievance Policy

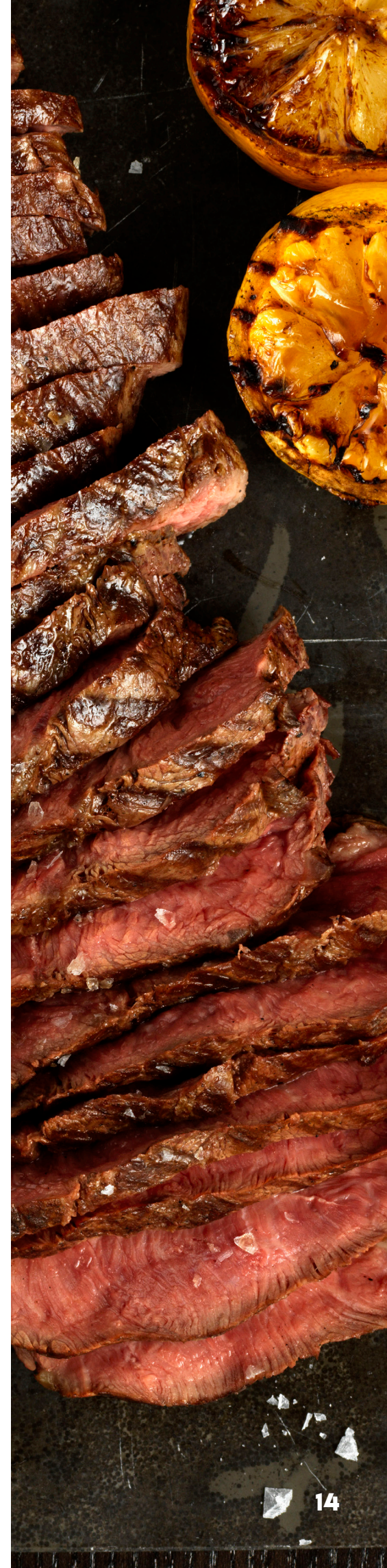
We are committed to resolving workplace grievances efficiently and fairly to ensure our people have access to processes for the resolution of genuine personal grievances related to the workplace.

Ethical Sourcing and Social Accountability Policy

The group aims to ensure all areas within our supply chain adhere to ethical management practices that require non-discriminatory, legal working conditions and employment arrangements with appropriate remuneration. Freedom of association, the preclusion of forced labour, and compliance with environmental regulations are also upheld within the policy.

BFG's commitment and compliance with McDonald's Supplier Workplace Accountability, Coles social accountability and SEDEX audits demonstrate our ethical supply chain principles in action.

BFG implements training programmes to ensure that all team members understand these policies as well as their related rights and obligations.





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