



THE MARK OF QUALITY

Teys USA Inc. Anti-Slavery and Human Trafficking Statement 2020

This Teys USA Inc's ("Teys USA") Anti-Slavery and Human Trafficking Statement ("Statement") addresses the California Transparency in Supply Chains Act 2010 as well as the UN Global Compact and supports Teys USA's commitment to intolerance of slavery and human trafficking violations.

We are committed to maintaining the highest ethical standards, and to maintaining and improving global policies and processes to avoid any potential complicity in human rights violations related to our operations or supply chain. We have taken an integrated approach to minimizing the risk of slavery and human trafficking taking place in our supply chain or any part of our business.

Our Business and Purpose

Teys USA is a customer-focused, wholly owned subsidiary of Teys Australia Pty Ltd. Headquartered in Chicago, Illinois, and with sales offices in Miami and Los Angeles, Teys USA offers a wide range of importing functions and a full range of beef products. From high quality chilled grain and Certified Grass Fed Beef through to grinding beef and offal, Teys USA can cater its supply according to individual customer requirements. Teys USA also imports beef and sheep meat from Australia, New Zealand and Central and South America. Our purpose is "Feeding People, Enriching Lives".

Our Principles

- We are committed to protecting and preserving the rights of our employees, those employed in our supply chain, and those affected by our operations;
- We believe that all employments should be freely chosen and commit to refrain from any form of forced or involuntary labor;
- We do not accept or support the use of illegal, abusive, enforced or child labor. We abide by the laws in the countries where we operate.
- We aim to prevent slavery and human trafficking in our business and supply chain through:
 - internal leadership – ethical and sustainable sourcing;
 - risk management; and
 - supplier approval procedures.

Managing Risk in Our Supply Chain

Teys USA is committed to maintaining the highest ethical standards across our supply chain. We have implemented supplier approval procedures which screen potential suppliers as well as ensure they comply with applicable statutory regulation and our standard terms and conditions.

The Teys USA Enterprise Risk Management Framework identifies, assesses and treats operational risk particularly with regard to our supply chain and the ethical hiring and recruitment process. Through the enterprise risk management framework we are committed to working with our suppliers and other stakeholders to understand potential areas of risk and to increase transparency.

Our Relevant Policies

- Human Resources Policies and Procedures; Whistleblower Policy; Procurement Policies and Procedures; and Corporate Responsibility Report.

Declaration

This Statement has been made in accordance with the California Transparency in Supply Chains Act 2010 for the year ending 31 December 2020.

Kirstine Jackson
Company Secretary
Teys USA Inc.