



Our Animal Welfare Policy

Teys Australia is committed to the humane treatment of all cattle throughout the supply chain. We meet customer and community expectations for animal welfare by giving welfare the highest priority. We work with our supply chain partners with the aim of improving animal welfare through-out the supply chain.

Teys processing facilities and feedlots operate to strict industry certifications, that are independently audited.

AAWCS Certification:

- All Teys Australia processing facilities operate under the Australia Livestock Processing Industry Animal Welfare Certification System (AAWCS).
- AAWCS is an independently certified animal welfare program that ensures livestock from receival to humane processing that are under our control, are managed in accordance with best practice animal welfare standards.
- Further information is available at https://amic.org.au/wp-content/uploads/2021/10/AMIC-Ed-3-Industry-Animal-Welfare-Standard_Final-effective-1-Jan-2022.pdf

National Feedlot Accreditation:

- Teys operates its feedlots in strict compliance with the independently audited National Feedlot Accreditation Scheme.
- Further information is available at: <http://www.feedlots.com.au/industry/nfas>

Teys partners with cattle producers who share our commitment to best practice animal welfare.

Teys sources its grassfed cattle from producers and properties that comply with the Teys Grasslands Standard which has a verified Animal Welfare component. We require our cattle suppliers to commit to national standards and best practice for handling, loading and transport of cattle:

- The Australian Animal Welfare Standards and Guidelines for the Land Transport of Livestock <http://www.animalwelfarestandards.net.au/land-transport>;
- Meat and Livestock Australia's "Is it fit to load?" Guide <http://publications.mla.com.au/login/redirectFrame> search for "Is it Fit to Load";
- The new Australian Animal Welfare Standards and Guidelines for Cattle, currently undergoing national implementation. <http://www.animalwelfarestandards.net.au/cattle/>

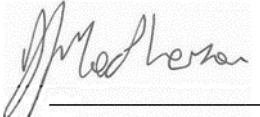
Teys ensures all facilities have trained animal welfare officers that follow strict procedures, with video monitoring of all critical animal welfare points.

- All Teys Australia processing facilities have animal welfare procedures (SOPs) which comply with the State and Territory legislation, customer requirements and industry best practice standards and guidelines.
- All Teys Australia processing facilities have appointed fully trained Animal Welfare Officers, who oversee animal handling best practices and ensure that the legislation, standards and best practices are adhered to.
- All animal handlers receive intensive animal handling training to ensure appropriate stress-free techniques are used and holding yards are specifically designed to facilitate this.
- Teys Australia's training is conducted by a registered training organization to the National Meat Industry Training Advisory Council's nationally recognised units of competency.
- Video surveillance occurs in all Teys Australia feedlots and processing facilities at all critical animal welfare points.

Teys also undertakes additional audits to drive our commitment to continuous improvements for animal welfare.

At Teys Australia we strive to continually improve our systems and as such, in addition to AAWCS audits, trained auditors internally audit our animal welfare programs.

- Performance is scored against a number of animal welfare criteria used to benchmark performance.
- We continually review and enhance our animal welfare procedures with assistance from animal welfare experts.



Andrew MacPherson
Chief Executive Officer



Brad Teys
Executive Chairman

Current as at, 31 January 2022.