



# A Brighter More Sustainable Future

Teys Sustainability Report Summary 2022









# Chairman's Message

## Brad Teys Executive Chairman, Tey's Australia

As we assess and report on our 2022 sustainability progress, I reflect on the continued challenges for our sector from herd rebuilding and the longer-term pandemic impacts but also on the opportunities for growth and the positive contribution of our operations to feeding families around the world. At Teys, we remain a resilient global business and we focus on building a stronger business for stronger communities. By proactively managing difficult trading conditions resulting from increased production costs, labour and supply shortages, and the impacts on our export costs due to global shipping constraints we recognise that our commercial achievement and collective commitment to sustainable futures for all is only made possible by the passion and hard work of the Teys team.

**Our people** – We stay closely connected with our greatest resource, our people, through targeted learning and career development opportunities and health and financial well-being programs. We have pay parity across our workforce and our Annual Modern Slavery Statement outlines our approach to managing risks of modern slavery across the business and our supply chain. Workplace

safety remains the highest priority for our people, and we continuously aim for an environment where our employees, and their families feel confident that they will return home the way they arrived – safely.

**Local communities** – Through our presence in Australian agricultural communities, as a major employer, supporter of local suppliers and primary producers, we are proud of our continued contribution to building strong and resilient regional communities across the four states of Australia in which we live and work.

**Animal welfare** – We strive for best practice animal welfare in our supply chain through our Quality Assurance programs and by working closely with industry, primary producers, and regulators. We measure the effectiveness of our practices and look for improvement opportunities through internal and external audits recognising global best practice standards for the cattle in our care.

**Environmental Stewardship** – We take our responsibility to manage our environmental footprint seriously and recognise the importance of this to our local communities as we work together to protect our natural resources and secure long-term sustainability. We are also focused on

progressing our 2023 energy and carbon intensity reduction targets, through investing in energy efficiency and renewable projects.

**Nutritional safe food** – As we work to feed people and enrich lives around the world, our commitment to quality assurance, industry compliance, audits and global best practice is the driving force that ensures we continue to deliver on the global reputation of safe and quality Australian beef for our customers around the world.

As we move through the cattle cycle and manage the impacts of external forces on the sector and on our business, we remain focused on keeping our people and customers safe whilst growing an economically resilient business through our long-term strategic partnerships and vertically integrated business model. By remaining focused on meeting our corporate, social and environmental obligations, compliance with local, state and federal laws and regulations, we continue to deliver on our promise of creating sustainable and brighter futures.



# About this report

Feeding People, Enriching Lives

## Sustainable Growth for Brighter Futures

The success of our operations and through it, the well-being of the communities we proudly serve is at the core of our Corporate Purpose: Feeding People, Enriching Lives.

With a legacy spanning over seven decades, Teys stands at the crossroads of tradition and innovation. Our corporate purpose, “Feeding People, Enriching Lives,” isn’t just a statement; it’s a guiding principle that fuels our commitment to sustaining excellence in every aspect of our operations. As we deliver quality Australian beef products around the world, we understand that our success is intricately woven into the fabric of a sustainable planet and thriving communities.

Our journey towards brighter futures through sustainable growth is navigated by key priority areas, embodying our dedication to making a positive impact. From reducing our environmental footprint to championing animal welfare, supporting the development of our people, and fostering inclusive communities, and promoting the societal value of eating beef, these priorities serve as a blueprint for responsible progress. Each step we take reflects not only our values but a genuine commitment to creating a sustainable future for generations to come.

## Environmental Stewardship: Beyond Compliance, Towards Innovation

Tey’s acknowledges the pressing environmental challenges confronting our world. In 2022, we continued our focus on industry compliance, detailed measurements and pragmatic plans for improvement while embracing innovation as the cornerstone of our operational efforts. Through strategic investments in energy-efficient technologies, waste reduction initiatives, and responsible sourcing practices, we don’t just meet industry standards; we actively contribute to our industry and to shaping a more sustainable future for generations to come.

## Corporate care: Nourishing Today, Enriching Tomorrow

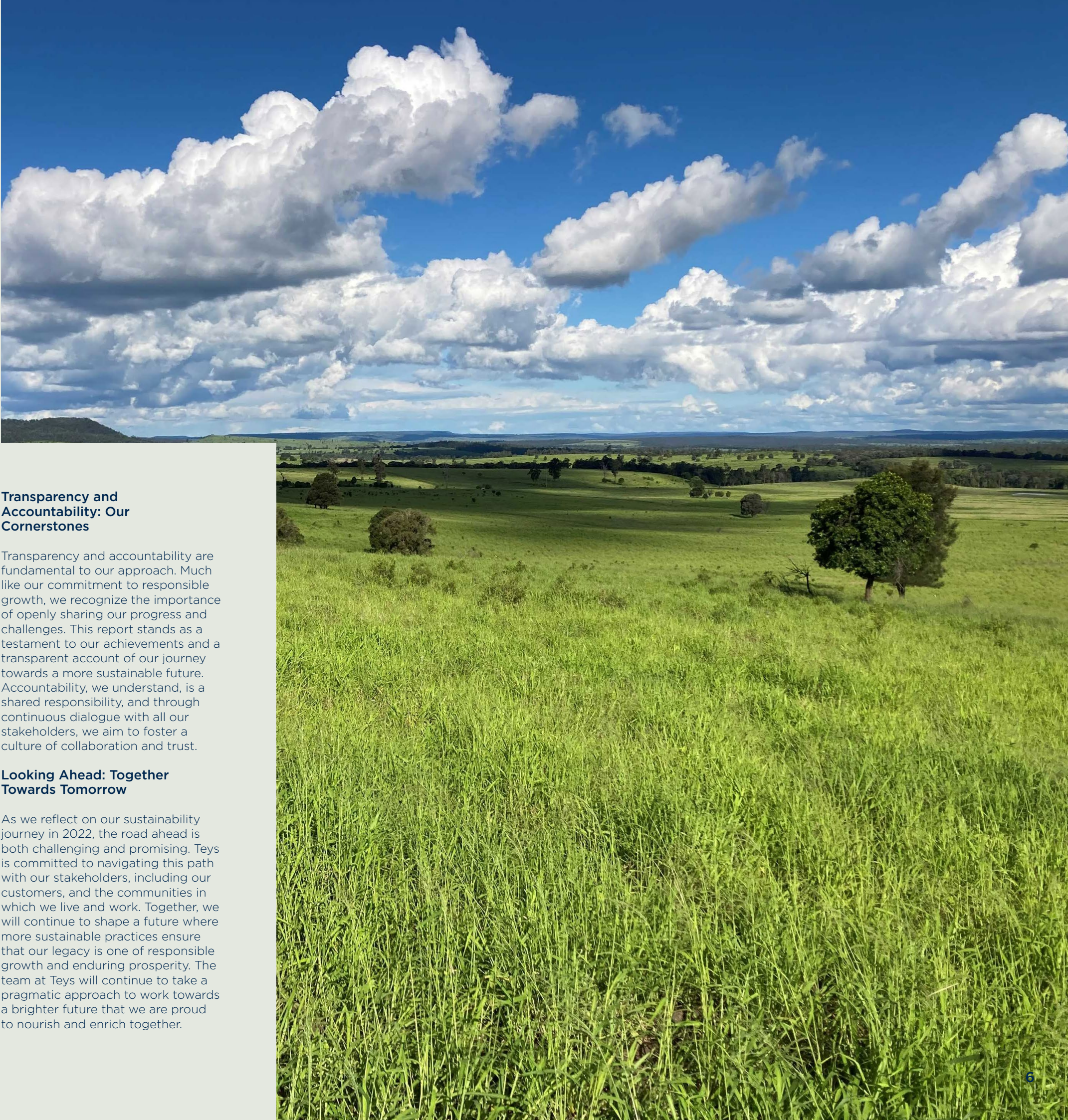
In building out our latest sustainability update, we draw inspiration from our purpose, “Feeding People, Enriching Lives.” This echoes in our commitment to securing a future for all. Sustainability, for us, isn’t just about safeguarding the environment; it’s about nourishing today and enriching tomorrow. This resonates in our commitment to responsible business practices, ensuring that every decision today contributes to a more resilient and prosperous tomorrow.

## Transparency and Accountability: Our Cornerstones

Transparency and accountability are fundamental to our approach. Much like our commitment to responsible growth, we recognize the importance of openly sharing our progress and challenges. This report stands as a testament to our achievements and a transparent account of our journey towards a more sustainable future. Accountability, we understand, is a shared responsibility, and through continuous dialogue with all our stakeholders, we aim to foster a culture of collaboration and trust.

## Looking Ahead: Together Towards Tomorrow

As we reflect on our sustainability journey in 2022, the road ahead is both challenging and promising. Teys is committed to navigating this path with our stakeholders, including our customers, and the communities in which we live and work. Together, we will continue to shape a future where more sustainable practices ensure that our legacy is one of responsible growth and enduring prosperity. The team at Teys will continue to take a pragmatic approach to work towards a brighter future that we are proud to nourish and enrich together.





# Our Business

**Feedlots** – Our vertically integrated feedlots are strategically located close to our processing facilities to provide grain fed cattle year round, at Condamine, Jindalee and Charlton. Together their current total capacity is over **67,000 head**.

**Production** - Our six processing facilities across three states of Australia, located in Biloela, Rockhampton, Beenleigh, Tamworth, Wagga Wagga, and Naracoorte have combined annual throughput of over **1.5million head of cattle**.

**Food manufacture** – Our three manufacturing plants produce products available in both chilled fresh and frozen formats for some of the largest retail and food service brands in Australia.

**Distribution** – Our central distribution centre seamlessly handles of up to **48,000 cartons in, and a similar number out every day**, operating 22 hours a day.

**Co-products** – Our co-product facility in Murgon re-purposes what would otherwise have been left over, producing the inputs for leather products, animal feed and bio-fuels, and all within a closed loop – **capturing 100% of waste water and salt** used in hide processing for treatment, recovery and reuse.

## Working with Industry

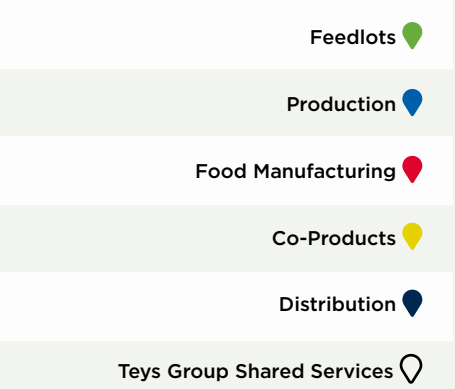
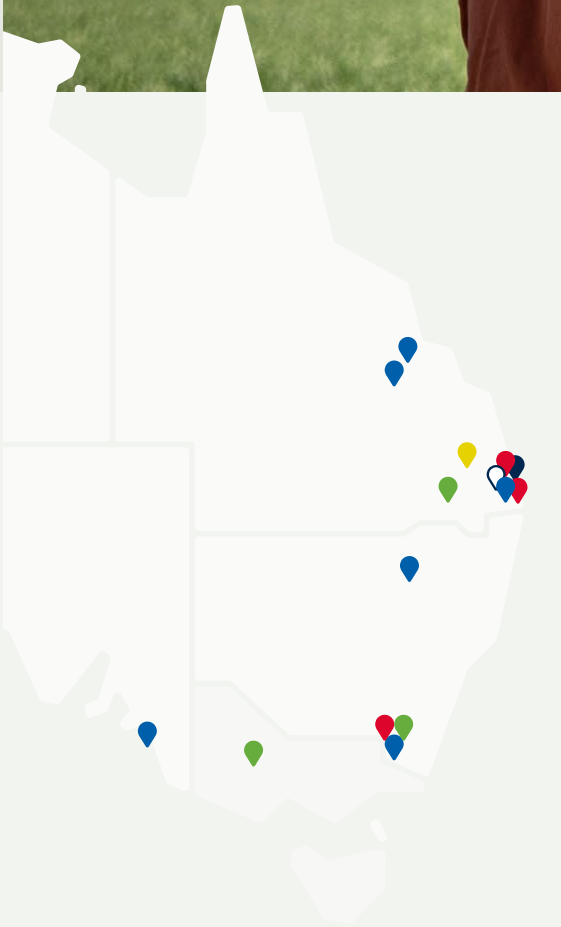
To advance a sustainable future, we value the importance of partnerships with other organisations and industry associations and we work with core bodies like MLA and AMPC to actively participate in sustainability initiatives including:

- climate impacts and environmental management,
- animal health and welfare,
- workplace health and safety,
- employment matters.

More broadly, Teys participates in industry via a broad range of partnerships and memberships – ALFA, ABSF, AMPC, RMAC, MLA, Cattle Australia, and ICMJ as well as university, education and local groups.

Our involvement helps us to better understand, support and take appropriate action to create sustainable outcomes for our business, industry, people and communities.

Our team at Teys are committed, solution-focused, proactive and work hard to ensure an active voice for the Australian beef industry for key matters determining long term sustainability.





# Company Summary

**Teys is a global meat processing and food production business, established by four generations of the Tey family since 1946, and now building on our heritage in joint venture with Cargill.**

We are best known for providing our customers quality beef products and offer a wide range of fresh beef, value-add product and co-product solutions. Our portfolio of trusted brands is developed to leverage market trends and meet consumer needs around the world.

We work with primary producers, suppliers and customers, and together, we're focused on creating brighter, better and more sustainable futures for our employees, communities and the planet – something we'll keep doing for generations to come.

Operating from 14 locations strategically located along the eastern seaboard of Australia, Tey has three feedlots, six beef processing facilities, two food manufacturing facilities, a hide processing site and a centralised cold store distribution facility. Tey Group Shared Services function is headquartered at Eight Mile Plains in Brisbane, Queensland.

Our vertically integrated operations driven by our processing facilities are chosen specifically for proximity to

prime cattle producing regions. This strategic advantage means Tey can minimise transportation times and confidently meet quality and animal welfare requirements while delivering the freshest beef to our customers.

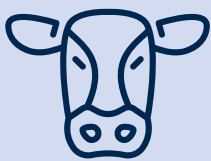
We are proud partners to more than 7000 Aussie beef producers and have more than 4500 people across our locations in four states.

Every year, we produce and distribute the equivalent of approximately 1.7 billion beef meals, exporting to more than 60 countries, with revenues coming from wholesale, retail and foodservice channels.

This report is for the year ended 31 May 2022 (FY 21/22) and provides a summary of our material environmental, social and economic sustainability impacts for the year.

## Our Sustainability Principles

Our strategy for sustainability addresses how we manage our economic, social and environmental impacts from our activities through delivery of initiatives for the following core principles:



### Best practice animal welfare

- Responsible livestock sourcing
- Ethical animal handling
- Positive influence on animal health outcomes



### Collaborative environmental stewardship

- Energy and emissions efficiency
- Responsible production
- Promote sustainable agriculture



### Thriving people and communities

- Safe places to work
- Career development pathways
- Strength from diversity
- Build strong communities



### Safe, healthy and affordable food

- Champion protein as part of balanced diet
- Advocate for red meat (beef) quality and integrity



### Economically resilient business

- Disciplined management
- Sustainable value chain
- Robust governance and decision making





# Our Sustainability Approach

We refer to the GRI Universal Standards for guidelines on reporting practices, general disclosures about our organisation and our approach to sustainability reporting.

Our **sustainability strategy** and action planning focus on the key areas and the initiatives that will best place us to continue to address sustainability impacts (both positive and negative) and these are managed through our Sustainability Initiatives Portfolio.

Our **materiality assessment** includes Stakeholder Engagement, reviewing the GRI Sector Standard, and risk assessments to identified material topics for reporting.

**Material Topics** identified focus on Teys activities that have significant economic, environmental, and people impacts, including on human rights. We report information about the most significant impacts (positive and negative) of activities and business relationships, both actual and potential.

The work we do in building a sustainable future is also guided by the United Nations (UN) Sustainable Development Goals (SDGs), and we reference the SDG goals against our key focus areas.

For each of our Sustainability Principles we have identified our Material Topics.

## **Economically Resilient Business**

- Responsible Business Conduct and Human Rights

## **Thriving People & Communities**

- Workplace Health & Safety, Employment Practices, Social Accountability & Employee Relations, Training and Education

## **Collaborative Environmental Stewardship**

- Environmental Compliance, Energy & Emissions, Water and Effluent, & Waste Management

## **Safe, Healthy & Affordable Foods**

- Customer Health & Safety

## **Best Practice Animal Welfare**

- Animal Health & Welfare

We deploy **stakeholder engagement** as it strengthens our ability to balance business needs and interests whilst managing impacts of our activities on the economy, environment, and people, including impacts on their human rights. It helps to prioritise impacts based on significance, or severity in the case of negative impacts, and determine material topics for reporting. It informs how we manage material topics through policy, prioritising initiatives and actions needed to prevent, mitigate or remediate negative impacts, and take opportunities to create value in a sustainable way, and measure the effectiveness of our management approach.

Stakeholder engagement helps us identify shared sustainability issues and opportunities where we can collaborate with our stakeholders to achieve long-term progress for a substantial positive impact. Regular engagement informs how we best deliver on our business promise, 'Creating sustainable and brighter futures'.





# Best Practice Animal Welfare

Our teams are always working hard to meet and exceed our best practice animal welfare standards.

Teys Animal Welfare Policy is committed to the humane treatment of cattle throughout the supply chain. We meet customer and community expectations for animal welfare by giving welfare the highest priority and work with our supply chain partners with the aim of improving animal welfare throughout the supply chain. The care and raising of healthy animals is part of our DNA and at the forefront of everything we do – it not only improves our production outcomes, but those of our producer community, and demonstrates respect for the animals we process.

Teys people have always genuinely cared about animals, starting with the founding Teys brothers, and to this day, we always act with animal welfare front of mind. We strive to continually improve our animal welfare handling, practices and promote leadership on animal welfare through the provision of certified animal welfare training to our people, who in turn bring our animal welfare standards to life.

## What we are doing

At Teys, we have animal experts across our operations. They lead the way for our business from our senior registered veterinarian, who oversees our animal welfare program, to our teams of consulting vets, who provide expert care and treatment to animals that need it across our facilities.

We require our cattle suppliers to commit to national standards and best practice for handling, loading and transporting of cattle.

Teys source grassfed cattle for its Grassland’s brand from producers and properties that comply with the Teys Grassland Pasturefed Standard which has an independently verified Animal Welfare component.

Our feedlots all operate under the National Feedlot Accreditation Scheme (NFAS) and our high animal welfare standards are assured by our rigorous and regular auditing, welfare monitoring programs, and industry accreditations through the Australian Livestock Feedlot Association (ALFA).

Teys pioneered feedlot shading in Australia – being the first business to introduce shade solutions to help with heat-load management, animal comfort and welfare.

Our beef processing facilities are accredited under the third-party verified Australian Livestock Processing Industry Animal Welfare Certification System (AAWCS) – an independently certified animal welfare system that ensures livestock under our control, from receipt.

### ALIGNMENT TO SDGs



## Focus Areas

- **Responsible Livestock sourcing**
- **Ethical animal handling**
- **Positive influence on animal**

## Case Study

### Animal Health Surveillance and Health Outcomes Reporting

Our approach to animal welfare is proactive and we work with suppliers to improve the welfare of animals under our care.

Through our own initiative, Teys provides detailed animal health reports back to all producers. We also offer backup support for producers to assist with their understanding of this information. The aim is to assist producers in improving their on-farm welfare and productivity through improvements in the overall health of their herds.

Teys also requires that cattle are purchased from producers who participate in the LPA scheme (Livestock Production Assurance) where the law requires records are kept on all diagnosis and livestock treatment.

Where appropriate, we also share our consolidated animal health data in a de-identified form with research scientists to assist them with their animal health and welfare related projects.

Teys is committed to continuing its relentless focus on best practice animal welfare and our people ensure this is a constant in our business, that we share across the supply chain.

## Key Statistics 2022

100% completion of shedding infrastructure at Charlton Feedlot – industry first

100% of livestock sourced from LPA or NFAS accredited facilities

100% transporters engaged by Teys under Livestock Transport Contracts are TruckSafe accredited.

Jindalee Feedlot Awarded Australian Feedlot of the Year (2021) (above 15,000 head)



# Collaborative Environmental Stewardship

Our commitment to environmental stewardship means not only making positive changes within our business, but also enabling change across our entire value chain.

Our Teys Environmental Policy commits to protecting both the environment in which we operate and the natural ecosystems in surrounding areas from harm arising from our operations. We aim to create sustainable value for our stakeholders and wider community through fulfilling our compliance obligations, legal requirements, and continuously improving our strategies to reduce pollution and waste.

We take a proactive approach to environmental stewardship, striving to be 'better than best practice' across environmental performance, as well as energy, water and emissions management. We progress this with regular internal and external audits and drive continuous improvement through our resource efficiency targets and utility reduction initiatives.

Our policy and environmental management activities are directed by our Board and cascade through the business to our CEO and Senior Leadership Team and our Sustainability and Environmental teams through Key Performance Indicators (KPIs).

## What we are doing

Across all dimensions of our operations, we participate in industry

and community programs that share our values and focus on sustainable futures, including participation in benchmarking industry data with Australian Meat Processor Corporation (AMPC) and the Australian Beef Sustainability Framework (ABSF).

### Energy and Emissions:

Tey's consumes energy that is both self-generated and procured externally from renewable and non-renewable sources, with 15.38% coming from renewables (against a target of 30%). Total energy consumed during the reporting period for 2022 was 1,798,252 GJ with a renewable energy component 276,556 GJ and non-renewable energy 1,521,696 GJ.

With a drive on efficient energy consumption, Teys has improved the control and optimisation of our refrigeration capability. The roll out of our refrigeration efficiency improvements, coupled new assets with better controls for improved refrigeration efficiency and is due for completion in FY23. We also continued with our LED lighting technology roll out throughout 2022.

Although we may not reach all our targets, the progress and learnings from data capture and monitoring is invaluable to future planning and action.

### ALIGNMENT TO SDGs



### Water and waste:

We have invested in industry-leading renewable energy and wastewater treatment systems, and now have biogas systems fitted across five of our six processing plants. Secondary treatment of wastewater occurs through the process of anaerobic digestion of wastewater. Anaerobic digestion removes up to 90% of organic material and produces energy-rich biogas as a by-product of the treatment process. We have an opportunity for biogas generated from these facilities to offset on-site thermal energy requirements by 30-40%. This significantly reduces our environmental impact by capturing emissions, offsetting fossil fuel use and improving water quality for the receiving environment.

We are investigating how to measure and track waste and understand where waste is currently being recycled through circularity measures or where there may be opportunities to increase recycling and reduce waste.

Tey's also continues to support and participate in the Wastes to Profits program. This industry project - Wastes to Profit - is supported by MLA and Department of Agriculture and Water Resources (DAWR) to capture potential market opportunity for the livestock sector by converting

waste into valuable commercial products.

### Packaging and consumables:

We continue to source, and use recycled cardboard cartons and make choices for new uses that reflect our understanding of waste impacts on the environment, human health and economic performance.

Our future focus and continuing commitments to the environment include our ongoing work with suppliers to eliminate single use plastics where possible.

In 2021 and 2022, packaging improvements remove 3 million cartons from Teys operations per annum, with more work underway.

## Focus Areas

- **Energy and Emissions Efficiency**
- **Responsible Production**
- **Promote Sustainable Agriculture**

## Key Statistics

15.38% energy from our renewable infrastructure behind the meter

14.9% reduction in carbon intensity for primary processing compared to baseline year

13.2% increase in water intensity above baseline year - result impacted by reduced throughput in reporting period

Energy intensity result for 2022 was 9.04% above the baseline year - result impacted by reduced throughput in reporting period

Packaging improvements remove 3 million cartons from Teys operations per annum, with more work underway.

## Case Study

### Utility Reduction Program (URP)

Our approach to energy efficiency and emission reduction acknowledges that every small step makes a difference towards our goals. Since 2013 the Teys URP has been in place, with energy and water use targets to reduce our reliance on natural resources and to reduce our GHG emissions.

Through local initiatives, Teys sites are encouraged to find opportunities in our day-to-day operations to reduce our environmental footprint and explore investment in areas that will best impact performance for their local operations.

In 2022, our team at Tamworth were recognised for their achievements on URP. Their site achievements and initiatives included:

Wastewater optimisation reducing energy consumption.

Steam audit used to identify opportunities and improvements in the site's steam system reducing return condensates flashing off to atmosphere.



# Thriving People

We enable lifelong learning, foster safe places to work and celebrate our diverse workforce

Our people bring our values to life, and through their beliefs they drive the Teys culture. We foster a culture that celebrates differences in our employees, our suppliers and our communities.

We also recognise that our team members are key to the continued success of Teys. By offering lifelong learning and development opportunities focused on innovative programs and building core skills, we are empowering our people and future proofing our workforce.

Our career paths are supported by traineeships, apprenticeships, school-based learning programs, a graduate program and leadership development.

The safety, health and well-being of our people is paramount, whether they are employees, contractors or visitors to our facilities. We place workplace safety as our top priority informing all we do, with a safety leadership culture.

Our diverse workforce and the unique contributions that each and every person makes all add up to a sustainable future. We value ideas, diversity and innovation and encourage our people to succeed, too.

## What we are doing

Provide a comprehensive Safety Management System (SMS) that is proactive, quantifiable approach for WH&S, with a positive safety culture

at its heart to ensure our people return home safely every day. This system is supported by Job Safety Analysis (JSA) and for high-risk tasks, a Standard Operating Procedure (SOP) is in place. Compliance and refresher training occurs regularly.

Ensure regulatory and legal compliance in all aspects of our people management practices to ensure safe, ethical, respectful and responsible operations. Policy frameworks address Modern Slavery Statements, WGEA reporting, WHS and all employment laws and regulations.

Nurture active pathways to careers in our industry with Teys via, traineeships, apprenticeships, school-based learning, the Teys graduate program and in-house leadership development. Our principal partnership with ICMJ (Intercollegiate Meat Judging) program is a key arena for talent recruitment.

Manage and support the career development of our teams with dedicated on-site HR and training teams. Our nationally accredited training programs are endorsed by the National Meat Industry Training Advisory Council. We focus on quality training outcomes Our trainers bring to life our people strategy, career planning, skill development and also facilitate the work-life balance of our employees with a locally attuned flavour.

### ALIGNMENT TO SDGs



Treat all employees with respect and go beyond regulatory requirements to support our people, including the Employee Assistance Program (EAP). Transitioning employees also have our training team facilitate pre-retirement planning.

Support and nurture our multicultural workforce with the provision of translations for core training and day-to-day work life and access to translators for those from Non-English-Speaking Backgrounds (NESB).

## Focus Areas

- **Safe Places to Work** (Safety leadership and Employee health and well-being)
- **Career development pathways** (Ongoing learning and development)
- **Strength from Diversity** (Diversity and inclusion, Sustainable workforce)

## Key Statistics 2022

4,500+ employees

65 nationalities

\$1M+ in training and skills programs

Zero workplace fatalities

## Case Study

### Innovation in Safety Learning

Our team always strive to improve and innovate, and in safety, it's no different.

We saw an opportunity for our teams to 'do safety differently' by changing our mindset to enable us to learn and improve from events.

Our approach is now about education. Our new safety leadership program enables our leaders to have meaningful safety conversations with their teams. From – preventing things from going wrong. To – making sure things go right.

Critical to success has been our focus on human and organisation performance, known as HOP. We are no longer focused on metrics alone, but instead focus on learning from events based on potential outcomes. Today, our safety culture acknowledges, shares, and accepts mistakes, for the learnings and improvements they bring.

Teys is committed to continuing its journey of safety differently and building on this culture of learning, with the positive results we know it brings for our people and our business.



# Celebrating Communities

We build and celebrate strong communities

We respect the local communities where we work, live and raise our families. We strive to enrich our communities through our people and business investments and linking Australian producers to global customers.

Our local partners, people and communities play a big role in what makes Teys special, and we are always looking for ways to give back and support the people who are supporting us. The agricultural industry is the number one employer in Tamworth, Naracoorte and Biloela, and is the second largest employer in Rockhampton and Wagga Wagga. We are proud to call these communities, home.

Everything we do in our local communities is driven by the Teys founding family values – focused on loyalty, integrity, and co-operation. We are constantly looking to strengthen our relationships with local communities by:

- employing people from the local communities where we operate
- building partnerships with local businesses
- supporting local organisations and causes with financial and in-kind support
- creating and supporting opportunities for our employees to give back
- supporting our producers, customers and industry, as well as future agribusiness and food leaders, to help them achieve their goals.

## What we are doing

Tey's continues to take a grassroots approach to community sponsorship and support acknowledging that each Teys site team is well placed to make tailored community connections and best understand local challenges and opportunities.

We regularly support local sporting clubs, events, schools, community festivals, health initiatives, emergency services and crisis relief, just to name a few. We are proud to play a small part in helping charitable and community groups continue to make a real difference. Whether it is a local touch football team, club sports for kids, charitable BBQs cook out, regional ball, rural fire service or outback camp draft – if it is important to our local communities, it is important to us.

In addition to the approved funding from our Donations & Sponsorship Committee, our people donate their time, expertise and often some great beef to great causes from central Qld to outback South Australia.

### ALIGNMENT TO SDGs



## Focus Areas

- **Build strong Communities** (Community engagement, Social impact investments)

## Case Study

### Driving local economies

Tey's is often the largest single employer in the regional towns in which we operate and we support economic wellbeing beyond our employees. We contribute to the economic stability of local communities by supporting more than 14,000 jobs in rural and regional Australia.

In 2021-2022 it is estimated that Teys continued to contribute over \$700 million annually to household incomes in regional areas and over \$1,900 million annually in value-added contribution to the economy. (Source: AMPC Project 2016, 2020)

## Key Statistics 2022

100+ community events and grassroots sponsorships

14,000 + jobs flow on in regional areas

\$700 million contributed to household incomes in regional areas





# Safe, Healthy Food

We champion protein, beef, as part of a balanced diet and advocate for red meat as a safe, nutritious and quality food source.

By holding ourselves to the highest safety standard for every step of the journey from paddock to plate, our customers and their customers can be confident that the food safety, nutritional value, quality and traceability of our Teys product is unmatched.

Our team works hard to ensure production of consistent, quality product our customers trust, and a range of brands and product lines that meet the expectations of consumers and recognise current global food trends.

This commitment to providing safe and nutritious food for our customer is at the centre of our business and is an area in which we are never prepared to compromise. Our customers' health and their confidence in the brands we produce is of paramount importance, and we have established quality management systems which comply with accreditation and certification requirements of state, federal and industry bodies.

## What we are doing

All Teys facilities are audited and certified by independent third parties using recognised global food safety criteria including International food safety process standards – Hazard Analysis and Critical Control Point (HACCP)

We maintain our Food Quality Management System to meet food safety standards, and continually identify ways in which we can improve our food safety practices.

We continue to work with our partners along our value chain to ensure risk is also mitigated outside of our controlled environment.

Continual review and refinement of our Product Development process is leveraging supply security and value-add capabilities to deliver affordable, high quality food products.

Our teams are responsible for top quality products, and this drives our Quality Assurance (QA) and Quality Control (QC) teams at each of our processing sites. No critical code or regulatory non-compliance during the reporting period of 2022.

### ALIGNMENT TO SDGs



## Focus Areas

- **Champion protein as part of balanced diet**
- **Advocate for red meat (beef) quality and integrity**

## Case Study

### Brands that resonate

With a dedicated focus on quality, it is an absolute honour to see our brands recognised on the world stage. This year, our flagship beef brands have won medals at the Prestigious Sydney Royal Fine Food Show 2022, and the World Steak Challenge 2022, held in Dublin.

#### 36 South

Silver - Sydney Royal Fine Food Show  
Gold - World Steak Challenge, Dublin

#### Riverine

Silver - Sydney Royal Fine Food Show

### Teys Certified Angus

Silver - Sydney Royal Fine Food Show  
Bronze - World Steak Challenge, Dublin

#### Grasslands

Silver - Sydney Royal Fine Food Show  
From our livestock buyers, to our load out operators – congratulations for the role you play in bringing our great Aussie beef to the world. Read more about our brands at <https://au.teysgroup.com/solutions/our-brands/>

## Key Statistics 2022

1.7 billion beef meals produced for families around the world

9 Teys beef brands in-market recognised for quality and consistency

Zero critical code or regulatory non-compliance for Food Safety



# Economically Resilient Business

To grow and prosper over the long term, and create a brighter future, we strive to make informed business decisions that support our sustainability goals.

Teys is committed to ensuring that the practices of its businesses are fair, responsible and sensitive to the needs of a diverse range of stakeholders.

We recognise that as a large enterprise and a purchaser of goods and services, our responsibility extends to the management of our supply chain, and we will engage with suppliers to share and encourage best practice.

Teys works on collaborative engagement with suppliers who demonstrate a commitment to take account of their ethics, labour rights, health and safety, security and the environmental responsibilities and align with an overall philosophy, approach and policies complementary to our own. Suppliers should share our commitment to best practice, continuous improvement, and collaboration to do well by doing good.

## What we are doing

To bring our values to life and enable our operations to be conducted lawfully, ethically and responsibly, our Governance Risk and Compliance Framework outlines the overall corporate governance principles for the Teys business. Each of our core operational areas maintains strong operating processes and controls to support and enable Teys to reliably

achieve its objectives, address uncertainties and act with integrity.

We work with our teams to manage risk and use audit, assessments, due diligence, remediations and stakeholder engagement to continually monitor our corporate commitments.

Our extensive policies and procedures provide a practical focus and reference for our people to guide us in 'what we do' and 'how we do it' – delivering transparency and accountability to our business performance and progress.

Our Supplier Approval process supports our approach to responsible sourcing.

Teys maintains and actively engages across industry and jurisdictions to comply with customer audits, quality and food safety standards accreditations, animal welfare accreditations, WHS, Human rights, environmental management and workplace and labour hire protocols and legislation – with many more forming a part of our extensive framework and guiding business principles.

Teys also engages in public policy issues that are important to our business, our stakeholders and our industry. In 2022 this included our work on industry animal welfare with the MLA on the Livestock Data Link project.

### ALIGNMENT TO SDGS



## Focus Areas

- **Disciplined management**
- **Sustainable value chain**
- **Robust governance and decision making**

## Case Study

### Supporting Ethical Trade

Social Audits undertaken by third party auditors provide an independent review of a company's endeavours, procedures and code of conduct regarding social responsibility and assess how well the company is achieving its goals or benchmarks for social responsibility and behaviour towards employees, society and the environment.

SEDEX is a membership organisation that provides companies an online platform to manage and improve working conditions in the global supply chain. SEDEX Members Ethical Trade Audit (it is the most widely used social audit in the world). Our facilities are audited in accordance with SEDEX 4 pillar framework that covers People,

Safety, Environment and Business Ethics

With third party auditors providing a formal review of how a company is achieving its sustainability goals, Teys facilities are audited in accordance with SEDEX 4 pillar framework that covers People, Safety, Environment, and Business Ethics. SEDEX is a member organisation providing an online platform to improve the global supply chain for SEDEX Members Ethical Trade Audit.

During 2022, the SEDEX Members Ethical Trade Audit (SMETA) was performed across Teys facilities, with positive results from the audit for our operations and commitment to driving continuous improvement.





## Notes to accompany this document

This summary, and the full report, is the eight consecutive annual sustainability report of Teys Australia Pty Ltd (Tey's), outlining the core initiatives, challenges, and performance during the reporting period 1 June 2021 to 31 May 2022.

This document, published annually in PDF for download and on <https://au.teysgroup.com/> and seeks to reflect the transformation process that Teys is currently experiencing. In addition to reporting concisely and objectively, we seek to balance the positive aspects and the points for improvement of the economic, social, and environmental aspects addressed and human rights impacts.

Tey's has considered the Global Reporting Initiative (GRI) framework in this report to help ensure that disclosures provide relevant and comparable information on its sustainability performance to stakeholders.

There have been no significant changes to the organisation and its supply chain, and there are no significant changes to the information published in previous reports.

This report has not been externally assured, however, independent third-party audits occur annually on all financial, operational, safety and food quality departments.

When developing this document, we welcomed the opinion of our Leadership Team and department leads. These stakeholders were selected according to three criteria: extensive knowledge of our business, extensive industry knowledge, and relationship with the organisation. In a consultation process, we discussed the aspects that they consider most important for Teys sustainability – which formed the basis for our material topic focus.

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Website: Teys maintains a website at <https://au.teysgroup.com/>. Any references to documents included on Teys' website are for convenience only, and information contained in or otherwise accessible through this or a related website is not a part of this document.