



ANIMAL WELFARE POLICY

4 November 2020

Teys Australia is committed to all cattle being humanely treated 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.

All Teys Australia abattoirs operate under the Australia Livestock Processing Industry Animal Welfare Certification System (AAWCS). AAWCS is an independently certified animal welfare program that ensures livestock from receipt to humane processing that are under our control, are managed in accordance with best practice animal welfare standards. Further information is available at <https://aawcs.com.au/>. Teys Australia 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 Australia sources its grassfed cattle from properties that comply with the Teys Grasslands Standard which has a verified Animal Welfare component.

Teys Australia requires its 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"); and
- the new Australian Animal Welfare Standards and Guidelines for Cattle, currently undergoing national implementation. <http://www.animalwelfarestandards.net.au/cattle/>

All Teys Australia abattoirs 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 abattoirs 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 abattoirs at all critical animal welfare points.

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 and we continually review and enhance our animal welfare procedures with assistance from animal welfare experts.

A handwritten signature in black ink, appearing to read "Brad Teys", written over a horizontal line.

Brad Teys
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Geoff Teys", written over a horizontal line.

Geoff Teys
Executive Director
Livestock