



The Midfield Group Sustainability Strategy



**Do Better Today
For Tomorrow**



About Our Company

The Midfield Group is a multi-faceted meat processing and dairy company built on solid farming foundations.





Our Strategy

The Midfield Group is a multi-faceted meat processing and dairy company built on solid farming foundations.

As a company that has always relied on the land, a loyal workforce, and local farming communities to produce our world-class meat and dairy products, we have long recognised the importance of sustainability in ensuring the success of our business.

We have now formalised our commitment to sustainability by implementing the Midfield Group Sustainability Strategy anchored around six key pillars:

1. **Our People;**
2. **Animal Welfare;**
3. **Partners & Prosperity;**
4. **Quality and Safety;**
5. **Environmental Stewardship; and**
6. **Community.**

The sustainability strategy's goals and targets have been set to 2030 to reflect the UN Sustainable Development Goals and were developed with reference to the Australian Beef Sustainability Framework and the Australian Dairy Industry Sustainability Framework.

Our sustainability strategy goals and targets will evolve as we seek continuous improvement in our sustainability performance over time like all facets of our business.



Our People



Our Goals:

1. Protect the health & safety of our people
2. Promote a workplace culture built on strong Values

UN Sustainable Development Goals



Our employees are the backbone of our company – without them, there is no Midfield. We employ 1500 people Australia-wide and fully understand that without them it would not be possible to deliver quality Australian products fresh to the world daily. Our loyal employees combine their strengths, knowledge, and dedication to create a hard-working and enthusiastic team that is the backbone of our company. We are proud of our loyal staff and consider them our extended family.

Health & Safety

The safety of our employees is our number one priority. We are committed to protecting our people and maintaining the highest safety standards in everything we do. We are continually reviewing health and safety actions to ensure every team member is able to work in a physically and psychologically safe environment.

Culture & Values

We embrace diversity and inclusion and celebrate what makes us unique. We are committed to the principles of human rights, equal employment opportunity, and the provision of a safe and healthy work environment. Our employees know and appreciate our business values. We are working to deliver learning at all levels generating a strong talent pipeline to enable us to deliver our strategic goals.



Animal Welfare



Our Goals:

3. Ensure our Animals are treated as they should be: respected, nurtured, tended at all times, and have unfettered access to comfort & optimum nutrition

UN Sustainable Development Goals



Animal welfare at Midfield is front of mind and our passion. The McKenna family are first and foremost animal lovers. This is reflected in our farms and our homes where animals are part of our everyday lives. We remain committed to ensuring the best care for all animals for the whole of life and 100 percent compliance with legislated animal welfare standards across Midfield Group-owned operations that exceed all industry standards and expectations.

The legal responsibility to animal welfare is a given and it is the McKenna family's moral expectation to exceed all legal requirements. The internationally recognised 'Five Freedoms' of animal welfare provides valuable guidance to our approach, which is implemented through our stringent Animal Welfare Standard Operating Procedures. We are dedicated to not only meeting but exceeding animal welfare standards through our hands-on management, innovation, training, and support.

We challenge you to find a more responsible, passionate farming family with a "Paddock to Plate/Grass to Glass" supply chain in the world.



Partners & Prosperity



Our Goals:

4. Ensure our suppliers meet our standards for doing business
5. Increase the prosperity of our farmers and local suppliers
6. Pay suppliers in a timely manner

UN Sustainable Development Goals



The partnership with our suppliers and farmers is a relationship built around mutual prosperity and respect.

We expect our suppliers to meet the same standards for doing business that we have set for ourselves. This helps to ensure the quality of products we supply to our customers and that we can meet our sustainability goals.

We have implemented a Supplier Code of Conduct that all suppliers must agree to meet as a condition of doing business with the Midfield Group. The Code includes standards in a range of areas including, among others:

- Legal compliance and ethical conduct
- Labour standards
- Wage and employment conditions
- Animal Welfare
- Human rights
- Health and Safety
- Quality/food safety
- Environment

The Midfield Group is a proud supporter of the South West Victorian district. Local farmers, contractors, and businesses form an integral part of our supply chain. As we have grown and prospered, so have the businesses around us.



Quality & Safety

Our Goals:

7. Remain 100% Australian owned & operated
8. Provide quality products, which are nutritious and safe
9. Ensure the traceability of our products through the supply chain



UN Sustainable Development Goals



The Midfield Group operates within some of the toughest quality assurance and safety frameworks in the world, and we do so with pride.

Australian Owned & Operated

The Midfield Group is a 100 percent Australian, family-owned, and operated business. Our head office is located in Warrnambool, the heart of Victoria's pristine Great South Coast region, farming across Western Victoria and South East South Australia – one of the greatest and greenest regions in the world.

We are built on solid farming foundations and embrace the values of life on the land. The Midfield Group is a diverse operation, which is proud to supply quality Australian products to the world and will continue to do so for generations to come.

Quality Products

Here at The Midfield Group, our stringent quality assurance programs begin on the farm, with our supplier farms adhering to regularly audited best practice food safety programs.

Our processing plants are export registered and accredited, which means we operate under a strictly controlled, government-supervised program and a Meat Safety Quality Assurance Program incorporating world-recognised HACCP principles for the production of wholesome products for the global market. Our products are audited by the Department of Agriculture and Water Resources (DAWR) and Aus-Meat.



Quality & **Safety** Cont.



We operate NATA accredited laboratories on our processing sites, which are overseen by qualified microbiologists. We provide our staff with intensive training to ensure all product for the entirety of its life cycle meets or exceeds quality assurance guidelines.

We are certified under the trusted international assurance program FSSC 22000. To view the full list of our current certificates, please see [here](#).

Supply Chain Traceability

We will continue to take a holistic approach to our business and be actively involved in our product's entire journey from the farm to the family table.

It's our "Paddock to Plate" and "Grass to Glass" philosophy that underpins our national and international reputation and sets us apart from competitors.



Environmental Stewardship



Our Goals:

- 10. Reduce greenhouse emissions and play our role in combating climate change
- 11. Reduce and, where possible, eliminate our waste
- 12. Protect, restore and promote biodiversity & healthy ecosystems
- 13. Practice regenerative agriculture

UN Sustainable Development Goals



As a company built on solid farming foundations, we have long recognised the importance of environmental stewardship.

Without healthy land, water, ecosystems, and a stable climate there is no long-term viability in any farming operation or businesses reliant on the agricultural sector.

Environmental stewardship for the Midfield Group reflects a multi-generational approach. Our philosophy is to leave it better than we found it.

Our environmental road map shows the evolution of our environmental initiatives dating back to the early 2000s and what we intend on doing in the years to come.

Environmental Stewardship Cont.



Climate Change

We are committed to reducing greenhouse emissions and play our role in combating climate change. In 2013, the Midfield Group commenced reporting on its Greenhouse Gas Emissions (GHG) and we were proud to announce in 2020 that we had reduced our Scope 2 GHG carbon emissions by 100 percent to Zero through our group-wide purchase of renewable energy through Diamond Energy and our own farm solar installations.

Looking towards the future, we have set the ambitious target for our Midfield Meat International, Midfield Protein Solutions, and Pastoral properties to be Net-zero Carbon emissions (Scope 1 and 2 emissions) no later than 2025.

From there, we aim to be a Net Zero Carbon Emissions business across all operations by 2030.

As we move towards our 2030 target, we have set a number of intermediate targets.

- By 2023 we will complete The Midfield Group methane reduction strategy
- No later than 2025 carbon sequestration projects producing Carbon offsets will be implemented across all Midfield-owned farms
- By 2025, a min. of 25 percent of Midfield's energy needs to be met from self-sufficient renewable sources (e.g. solar)
- By 2030, a min. of 30 percent renewable fuel used in heavy transport vehicles



Environmental **Stewardship** Cont.



Waste

We have always been committed to the waste hierarchy – reduce, reuse, and recycle. It's a fundamental tenant of an efficient business. We have set a target of Zero liquid waste from the group's operations by 2025, followed by a target of Zero solid waste to landfill by 2030.

These ambitious targets will be met as we build on the considerable work already underway. Currently, the only waste going to landfill from our sites is non-recyclable plastic. All organic processing waste is composted through our EPA registered compost facility, where it's turned into a high-quality soil conditioner. The product is then spread back onto our farms to encourage microbial activity, improve soil quality, and increase productivity.

Our first action on Zero waste is to eliminate all unnecessary waste. Following that, all waste that can be recycled or reused through our multifaceted business is recycled or reused.

We are also trialing innovative technologies to further treat our wastewater, which will enable us to use the water either back through our processing facility or on our pastoral properties for irrigation purposes. On our pastoral properties, we have been trialing a form of bio remediation by adding specific algae to our effluent ponds to improve water quality and reduce methane production. We have found that the algae also filter excess nutrients out of the effluent pond, significantly improving water quality. This allows the water to be irrigated on pastures more quickly than if using a more traditional settling treatment.

We will continue to innovate by trialing new recycling technologies with our industry partners towards our Zero waste goal.



Environmental **Stewardship** Cont.



Biodiversity & Healthy Ecosystems

On Midfield Group farms we are committed to protecting, restoring, and promoting biodiversity & healthy ecosystems. Through our Native Revegetation Program, which commenced in 2002, approximately 15,000 trees are planted each year on Midfield properties. Some of the trees are planted in shelterbelts, which line the paddocks providing shelter for the livestock. Native trees and shrubs are also planted in dedicated plantations, particularly along watercourses, to promote improved biodiversity and healthy ecosystems.

We have partnered with a local wildlife rehabilitation center, which is using our plantations to reintroduce native animals back into the wild. Our tree planting efforts will increase as we explore options for sequestering carbon as part of our climate change commitments.



Regenerative Agriculture

By definition, regenerative agriculture is any agricultural practice that actively restores soil quality, water quality, ecosystem health, and biodiversity, whilst also ensuring high productivity in farming produce. Midfield's core business relies on the productivity of our farming properties and therefore we remain committed to practicing regenerative agriculture.

Our Community

Our Goals:

14. Support & enhance our local community



UN Sustainable Development Goals



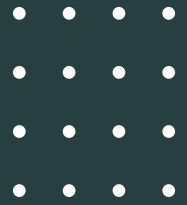
The Midfield Group is committed to supporting the communities that support us. We couldn't operate without our local community, which is why we are dedicated to supporting our community to grow.

We are passionate about supporting our staff and our communities, and investing in education, training, and the long-term future of our community.

We will continue to play a pivotal role in our region's day-to-day life, by proudly supporting and giving back to local businesses, community groups, and charitable organisations.

The Midfield Group remain committed to regularly participating in local events, volunteering time at fundraising initiatives, and supporting worthy causes through the donation of goods, services, and funds to local charities and community groups. Our community giving program is far-reaching capturing multiple sectors, including health, aged care, education, sport, arts and culture, and much more. For more information on our community giving program and the recipients visit www.midfield.com.au.





"Leave it better
than you found it"

Dean McKenna - General Manager



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