



THE MIDFIELD GROUP

SUSTAINABILITY REPORT FY'2023-2024

“DO BETTER TODAY FOR TOMORROW”

FOREWORD



A Brief Overview About The Company

As an Australian, family-owned agrifood business, The Midfield Group's approach to sustainability is grounded in responsibility, innovation, and leadership. We operate across the meat, dairy, and farming sectors and are proud to deliver premium products while actively reducing our environmental impact and supporting our people and communities.

Our sustainability framework is built on six key pillars:

Animal Welfare, Community, Our People, Environmental Stewardship, Quality & Safety and Partners & Prosperity.

As we reflect on the progress made this year, we're proud of our achievements in each of these pillars. We have continued to align our efforts with global best practices and the UN Sustainable Development Goals.

Together, we are driving real change — building a sustainable future for our people, our animals, our environment, and our communities.

Malerie Janes, Sustainability Manager

ANIMAL WELFARE

Animal care is central to Midfield's identity. Guided by the internationally recognised Five Freedoms, we implement high-welfare practices across the lifecycle of livestock.



KEY OUTCOMES:

01

100% of livestock received regular health checks and vaccinations.

02

Third-party animal welfare audits conducted across operations.

03

Strict zero-tolerance policy for mistreatment by staff, transporters or suppliers.

04

Operations exceed industry animal welfare expectations.



COMMUNITY



We are embedded in the communities we serve. Our focus is on social value creation through economic development, regional employment, education and charitable support.



FY'2023–2024 HIGHLIGHTS:

INVESTMENT

Investment in local schools, sports and health organisations.

EXPANSION

Expansion of agricultural support programs for rural resilience.

PARTICIPATION

Active participation in regional events, donations and volunteerism.

GOALS TO 2030:

INVESTMENT

Ongoing investment in infrastructure and social programs.

STRENGTHEN

Strengthen partnerships with Indigenous communities.

SHARED VALUE

Create shared value through long-term regional development.

OUR PEOPLE



Our 1,500+ employees are the foundation of Midfield's success. We prioritise health, safety, diversity and opportunity across the workforce.

KEY ACHIEVEMENTS:

01

41% of the pastoral workforce are women.

02

110 new roles targeted by 2025 across operations.

03

Zero incidents of workplace discrimination.

04

Mental health services provided via the Employee Assistance Program.

TRAINING & INCLUSION:

01

Upskilling initiatives and sustainability education programs.

02

Inclusive hiring and equal opportunity embedded in HR practices.



ENVIRONMENTAL STEWARDSHIP



We take an integrated and ambitious approach to environmental responsibility across our entire supply chain — from paddock to plate.

CLIMATE ACTION:

- 17% reduction in overall emissions since FY21/22.
- Scope 2 emissions: Zero CO₂e through renewable energy.
- Science-Based Targets initiative (SBTi) verification complete in FY23/24.

BIODIVERSITY & REGENERATIVE FARMING:

- 15,000 native trees planted annually.
- Riparian zones restored and monitored for habitat return.
- Regenerative farming practices expanded: no-till, rotational grazing, soil carbon.

WATER STEWARDSHIP:

- 26% decrease in water use intensity at meat processing facilities.
- 100% of wastewater reused or safely discharged at our dairy manufacturing site.

WASTE & CIRCULAR ECONOMY:

- 99% of waste diverted from landfill.
- 29,000 tons of organic waste composted at the Midfield Composting Facility.
- Goal: Zero waste to landfill by 2030.



QUALITY & SAFETY



Our vertically integrated business model ensures we maintain control over every stage of production, allowing for exceptional standards in food safety and product traceability.



FY'2023-2024 HIGHLIGHTS:

SAFETY

Zero food safety violations recorded.

QUALITY

100% of products passed rigorous quality assurance checks.

CERTIFICATION

Certified under Aus Qual HACCP and BRC Global Food Standards.

ONGOING COMMITMENTS:

MAINTENANCE STRENGTHEN

Maintain Australian-owned and operated status.

Strengthen traceability from paddock to plate.

TRAINING

Continuous staff training in food safety and microbiology.

PARTNERS & PROSPERITY



Our success depends on strong, ethical relationships with farmers, suppliers and stakeholders. We drive prosperity across our network through fair, transparent and sustainable practices.

HIGHLIGHTS:

01

100% of new suppliers screened for environmental and social criteria.

02

Supplier Code of Conduct enforced across the supply chain.

03

Ongoing support for local farming communities and businesses.

KEY INITIATIVES:

01

Timely payment to suppliers.

02

Co-investment in sustainability and transport decarbonisation projects.

03

Expansion of procurement from verified low-carbon suppliers.



OUR GOALS: LOOKING TO 2030:

15,000

trees planted
yearly to restore
biodiversity.

110

new roles
created and
filled by 2025.

Annual
transparent
reporting using
GRI and GHG
Protocol
standards.

SBTi-verified
emissions
targets
(achieved 2024).

Support suppliers
in developing
emission
baselines &
implementing
sustainability
strategies.

Implement
biodiversity and
regenerative
agriculture
programs such as
riparian restoration
& plantation
corridors.

MONITORING & TRANSPARENCY:

GRI-aligned
reporting
framework.

Third-party
verification of
environmental
data.

Stakeholder
engagement
and materiality
reviews.

THANK YOU

WHY IT MATTERS

We believe sustainable food production is the future — for our industry, our communities and our planet. Our actions reflect this belief, ensuring we deliver nutritious, safe and ethically sourced products while protecting the environment and uplifting those around us.

CONTACT

Corner Scott Street & McMeekin Road
Warrnambool Victoria Australia 3280
marketing@midfield.com.au
+61 3 55 634444

