



20
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THE MIDFIELD GROUP SUSTAINABILITY REPORT



DO BETTER TODAY FOR TOMORROW

2022 HIGHLIGHTS

More than
\$80 million
invested in energy efficiency
and GHG emissions reductions
in our operations



Regenerative farming
performed on over
42,000 acres
of southern
Australian land



More than
60 million
litres of water recycled



More than
47%
progress towards our
Scope 1 & 2 goal



Increase representation on
our executive team to
30% women

More than
\$250,000
invested in upskill training



Supplying more than
80 countries
providing quality animal
protein to help
nourish the world



SUSTAINABILITY STRATEGY OVERVIEW

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 to the long-term success of our business.

In 2021 we formalised our commitment to sustainability by implementing The Midfield Group Sustainability Strategy anchored around six key pillars:



The 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 across all facets of our business.

MESSAGE FROM OUR SUSTAINABILITY MANAGER

Here at The Midfield Group, we are committed to creating a workplace and environment that supports professional growth, development and provides a positive impact on the partners and community where we live and work.

We understand that we are fundamentally reliant upon both the land and our people, and we recognise that it is our responsibility to enhance our environment and help our people and community to thrive, all whilst providing nourishment to the world.



Our goal is to be leaders in the transformation of both our food and agricultural industries in order to help address the issues surrounding climate risk, supply chain continuity, and food security through innovative and nature-based solutions.

Based on six pillars, we have implemented specific initiatives in place to enhance the sustainability and productivity of The Midfield Group.

Our first Sustainability Report details our progress towards achieving our goals and targets regarding our initiatives.

Our approach will evolve over time to reflect our progress.

MALERIE JANES
THE MIDFIELD GROUP
SUSTAINABILITY MANAGER



OUR PEOPLE



The meat and dairy industry is sustained by loyal and hard-working individuals, dedicated to ensuring the global community is supplied with fresh quality food daily. Here at Midfield, we work closely with our employees, farmers, partners, customers, and communities to promote equality, inclusivity, and diversity throughout our entire supply chain.

3 GOOD HEALTH AND WELL-BEING



THE MIDFIELD WAY

At The Midfield Group, our employees are the backbone of our business. Without them, there is no Midfield. Together, our loyal employees combine their strength, knowledge, experience, and dedication to create a hardworking and enthusiastic team.

5 GENDER EQUALITY



We pride ourselves on bringing together diverse groups who share ideas, knowledge, and experiences to ensure our business can operate in a safe and sustainable way whilst providing nourishment to the world.

8 DECENT WORK AND ECONOMIC GROWTH



It is a policy at Midfield that every employee – no matter their position – upholds the highest standards of ethical and professional behaviour, that we treat people with respect and decency. To that end, our employees are dedicated to carrying out the Midfield mission as per our Code of Conduct and Ethics policy.

10 REDUCED INEQUALITIES



HEALTH, SAFETY & WELLBEING

We continue to work on enhancing our programs and policies to create a safer work environment for our employees and the wider community. We have expanded our team of Occupational Health & Safety (OH&S) Officers to include a Safety Advisor, dedicated to ensuring every Midfield team member arrives home safely each day, and ensures all initiatives implemented are completed and adhered to.



OUR PEOPLE



MOVING TOWARDS SAFER ROADS

Midfield prides itself on maintaining an active and open relationship with the community and the regulators. We understand the importance of working together as a group to resolve or avoid undesirable circumstances. Midfield Transport in conjunction with VicRoads has established a task force focused on improving road safety. By having regular discussions, the ongoing risks being faced by individuals on the road helps to not only educate both parties on perceived risks, but to mitigate the potential of future incidents.



EMPLOYEE ASSISTANCE PROGRAM

The Midfield Group is committed to putting our people first. We do this by encouraging and supporting them to achieve and secure a comfortable future. We offer a wide variety of flexible and inclusive work environments and programs to ensure employees have stability today and security in the future.

In 2022, Midfield introduced an Employee Assistance Program customised to support all our employees. This service includes online telephone and in-person counselling, as well as proactive wellbeing assessments to assist our employees in their everyday life. Over time, the program will continue to evolve to include further social and economic benefits for all our employees.



ANIMAL WELFARE



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



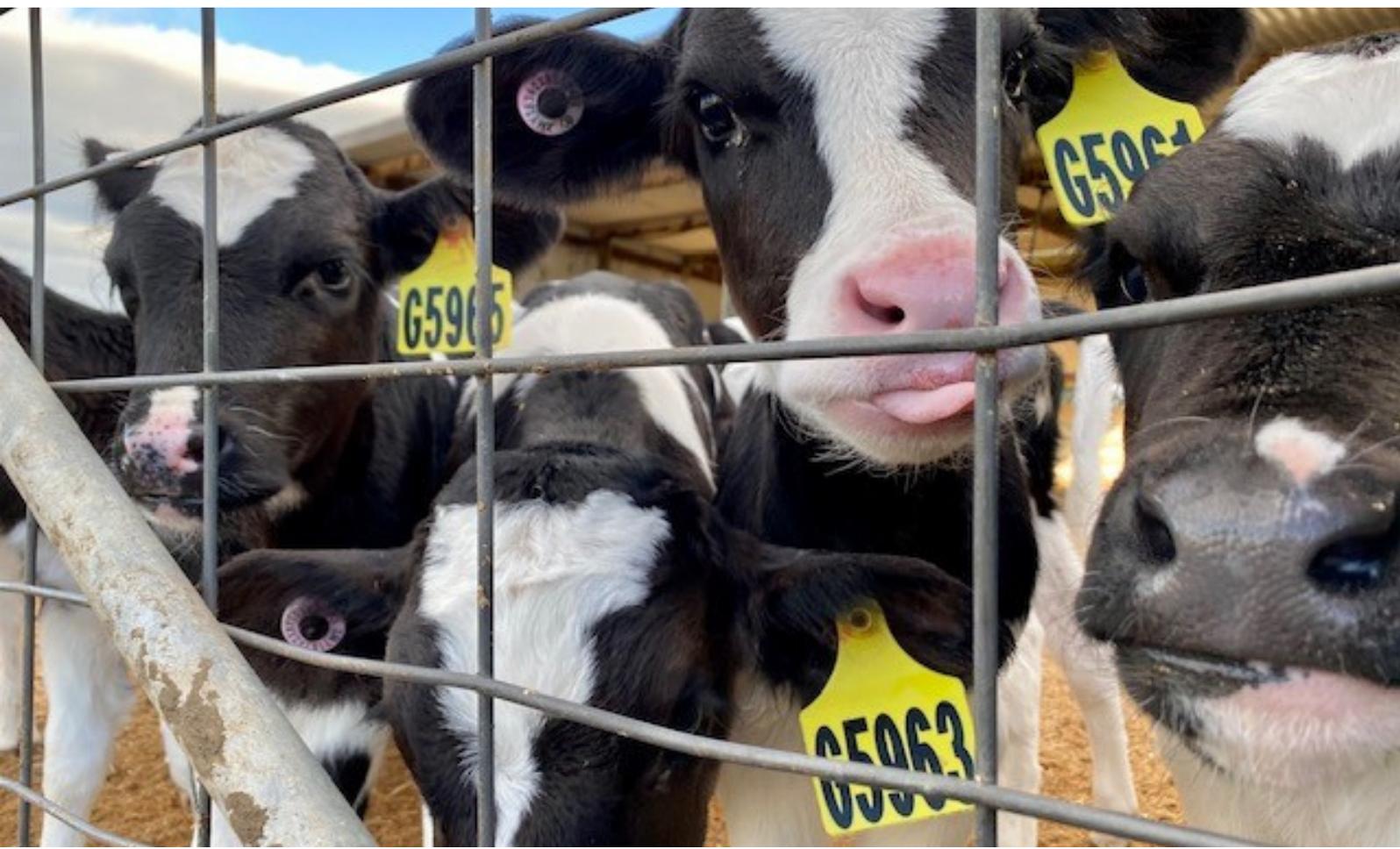
LEADERS IN ANIMAL WELFARE

The Midfield Group are proud to be recognised as leaders of animal welfare practices. We are committed to ensuring the best care for animals throughout all stages of life.

Midfield rears 5,000 plus calves annually, with over 99 per cent success rate. With full-time dedicated handlers, the calves are cared for 24/7 in a sheltered, clean environment, free from disease and exposure. Once ready, they are moved on to specific pastures where they can be monitored closely throughout the transition stages.

We have a zero-tolerance policy for abusive behaviour towards animals by employees, suppliers, and transporters across all our operations. We adhere to the globally recognised five freedoms for animals – freedom from hunger and thirst; discomfort; pain, injury or disease; fear and distress; and the freedom to express normal behaviour.

We are continuously working to improve and evolve processes to ensure the quality of life for all animals under our operations.



PARTNERS & PROSPERITY



2 ZERO HUNGER



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.

3 GOOD HEALTH AND WELL-BEING



SUPPLIER CODE OF CONDUCT

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.

5 GENDER EQUALITY



The Code includes standards in a range of areas including, among others:

- Legal Compliance & Ethical Conduct
- Human Rights
- Labour Standards
- Health & Safety
- Wage & Employment Conditions
- Quality & Food Safety
- Animal Welfare
- Environment

8 DECENT WORK AND ECONOMIC GROWTH



Midfield is a proud supporter of the South West Victorian District. Local farmers, contractors, and businesses form an integral part of our supply chain.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



As we have grown and prospered, so have the businesses around us.



QUALITY & SAFETY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



With suppliers across 80 countries, we understand that our consumers deserve the right to quality and safe products.

Our quality and safety policies and practices are built around the latest scientific practices. We implement these policies and practices throughout our operations and supply chain using the latest technology.

Here at Midfield, we strive to be leaders in the space and are quick to act when alerted of any food safety issue. Continuing on from 2021, we have maintained our excellent food safety auditing results, passing all regulatory and third-party audits. We have continued to maintain excellence in our globally recognised BRC audit with an A-grade rating.



ENVIRONMENTAL STEWARDSHIP



In 2022, The Midfield Group aligned itself with the Science Based Targets Initiative (SBTi). With help from a third party, we began conducting baseline accounting of GHG and developing a Net Zero roadmap.



Midfield has also committed itself to this target and is currently in the process of developing and setting emission reduction targets to limit warming to 1.5°C by 2050. This roadmap will set out the company's targets and initiatives which will ensure we reduce our emissions footprint in line with the SBTi requirements.



AVOIDANCE

As the demand for climate action increases, many in the agricultural community are beginning to invest in practices that will adapt traditional farming practices to reduce their environmental footprint whilst also increasing productivity. Below are some examples of what Midfield is doing in this space.



EFFLUENT MANAGEMENT

Midfield is currently developing our Effluent Management Strategy which is run in conjunction with our Methane Reduction Strategy. We are investigating innovative ways to better utilise our effluent streams and turn our waste into a valuable commodity. In doing this, we will reduce our methane emissions significantly.



FEED ADDITIVE

Enteric methane production accounts for 88 per cent of our pastoral systems Scope 1 emissions. In the coming 12 months, we will be trialling a feed additive, proven to reduce enteric methane by 30-50 per cent in one of our dairy systems. If successful, we will see the introduction of the additive into all our dairy systems and our feedlots.



ENVIRONMENTAL STEWARDSHIP



REDUCING LIQUID & SOLID WASTE

The Midfield Group adheres to the waste hierarchy system – Reduce, Reuse, and Recycle. Since 2018, we have managed to reduce our waste to landfill by 30 per cent. This has been achieved by educating employees on the waste produced, making each area accountable to their waste streams, diverting organics or recyclables out of general waste bins, removing plastic packaging where possible, and switching to recyclable packaging on appropriate product lines.



SOIL CARBON

Carbon farming is a term used to describe a variety of agricultural practices that sequester carbon in the soil. In the coming years, Midfield will be registering projects with the Clean Energy Regulator so we can measure and accrue carbon credits through our regenerative farming and carbon sequestering practices. These practices have the capacity to sequester hundreds of thousands of tonnes of carbon from the atmosphere over the coming decades.

ENVIRONMENTAL STEWARDSHIP



REVEGETATION

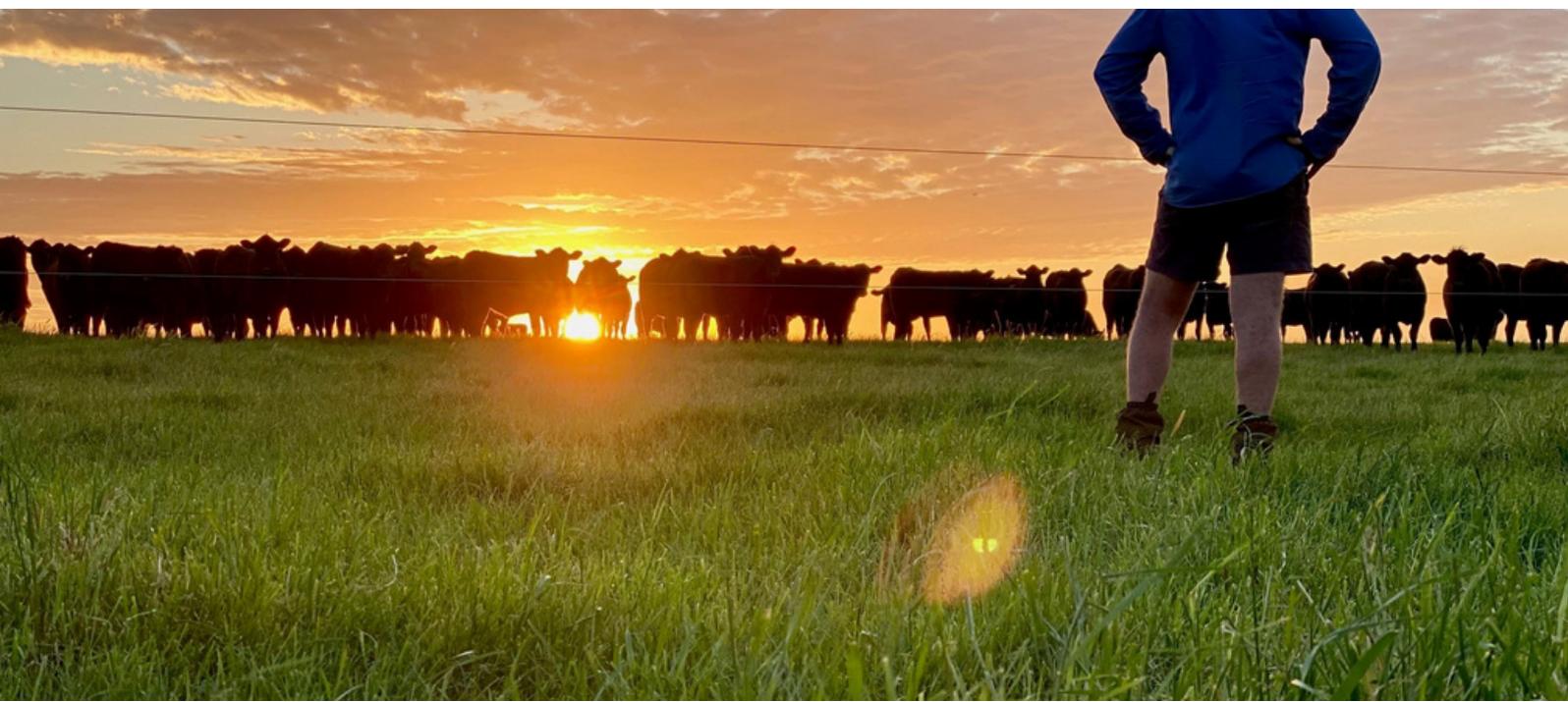
For the past 20 years, Midfield has, on average, planted 15,000 native trees each year on our pastoral properties. These are done in the form of riparian restoration, shelter belts to improve animal welfare, and plantation sites to encourage and diversify the return of native fauna.

The riparian repair has been particularly successful in the reintroduction of native macro and micro fauna. By removing invasive weed species and reintroducing native gums and shrubs to the banks of our creeks and rivers, we have seen the return of fish and bird species that haven't been seen in the area in decades.

REGENERATIVE FARMING

Regenerative agriculture is a set of practices that are intended to restore degraded lands to improve the health of the soil and ecosystem whilst also producing a yield. For several years, Midfield have introduced regenerative practices such as rotational intensive grazing management, perennial cropping, and effluent management. In order to further improve soil quality and structure; Midfield is moving to little or no till operations in our cropping systems.

We are looking into the benefits of companion crops such as legumes and clovers, and are working closely with soil experts to unlock nutrients in the soil to further reduce our need for synthetic fertilisers.



OUR COMMUNITY



1 NO POVERTY



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.

3 GOOD HEALTH AND WELL-BEING



Midfield 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.

4 QUALITY EDUCATION



Our community giving program is far-reaching capturing multiple sectors, including health, aged care, education, sport, arts and culture, and much more.



ACKNOWLEDGEMENTS

We thank you for your continued support in our efforts to improve our sustainability performance over time across all facets of our business.



Dean McKenna
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The Midfield Group

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