

MLA Supplier Code of Conduct

1 Background

This is the Supplier Code of Conduct of the MLA Group, which consists of Meat & Livestock Australia Limited ABN 39 081 678 364 (**MLA**) and its subsidiaries, Integrity Systems Company Limited ABN 34 134 745 038 (**ISC**) and MLA Donor Company Limited ABN 49 083 304 867 (**MDC**). In this Code of Conduct, the MLA Group may be referred to as “we” or “us”.

This Code of Conduct sets out the minimum standards we expect from all parties who supply or seek to supply goods or services to the MLA Group, including our suppliers, contractors and tenderers (together, **Suppliers**).

It reflects our commitment to operating ethically, safely, responsibly and sustainably, and requires our suppliers to uphold similar principles in their dealings with us, our people, our stakeholders and the broader industry.

The requirements outlined in this Code of Conduct apply not only during the delivery of goods and services under a contract, but also throughout the tendering and procurement process.

Our Suppliers are expected to familiarise themselves with this Code of Conduct and ensure that they and their personnel act in accordance with it. MLA Group may update this Code from time to time, and Suppliers are expected to comply with the most current version.

2 Expectations of honest and sustainable business practices

2.1 Maintain high standards of professional conduct

Suppliers to the MLA Group must conduct themselves in a manner that is fair, responsible, professional and free from bias. Suppliers are expected to act with integrity in all interactions with us and other stakeholders, and must not engage in conduct that is illegal, unsafe, exploitative, fraudulent, corrupt, collusive, deceptive or otherwise unethical. We do not tolerate dishonest practices or attempts to improperly influence our staff, processes or decisions.

2.2 Manage risk effectively

Suppliers must maintain effective systems and processes to identify and manage risks associated with their operations. These include, but are not limited to, risks relating to labour and human rights, significant events, health and safety, the environment, cyber security, ethical and corporate governance issues, and risks within the supply chain. Risks should be managed by the party best placed to control them and should not be transferred inappropriately down the supply chain.

2.3 Declare and manage conflicts of interest

Suppliers should have processes in place to manage actual, potential or perceived conflicts of interests relating to agreements with the MLA Group. Where actual, potential or perceived conflicts of interest are identified, they must be immediately reported to MLA Legal and recorded in MLA’s conflict of interest register. Conflicts of interest should then be managed appropriately. These processes should be followed during the conduct of a project, in the

course of the tendering process, or otherwise when acting as a supplier to the MLA Group.

2.4 Maintain accurate records

Suppliers must keep accurate, detailed and timely records of all financial transactions and information relevant to their business operations, including those relating to labour, workplace health and safety, and environmental management. Falsification or misrepresentation of information is not acceptable. Falsifying, withholding or misrepresenting records is considered a breach of this Code of Conduct.

2.5 Meet taxation obligations

Suppliers must comply with their relevant tax obligations, including payment of the correct amount of tax in Australia. Suppliers must also deal with relevant government authorities transparently, promptly and in good faith in relation to taxation matters.

2.6 Make prompt payments

Suppliers must make timely payments to subcontractors and other parties in accordance with their contractual obligations. MLA Group expects suppliers to use reasonable endeavours to ensure that their subcontractors also meet prompt payment obligations under their own contracts.

2.7 Cooperate with audits and assessments

Suppliers must conduct regular evaluations of their facilities and operations, and those of their subcontractors, as they relate to the performance of MLA Group contracts. Suppliers must cooperate openly and honestly with any audits, assessments or reviews undertaken by MLA or authorised third parties.

2.8 Commit to sustainable and environmentally responsible practices

MLA Group encourages its suppliers to adopt sustainable business practices and actively minimise environmental impacts. This may include implementing recycling programs, managing land and natural resources responsibly, seeking to reducing emissions from livestock operations, transitioning where practicable, to renewable energy sources, and adopting regenerative agriculture techniques where feasible. Suppliers must not misrepresent or exaggerate their environmental credentials.

3 Expectation of safe business practices

3.1 Manage workplace health, safety and security

Suppliers must comply with all applicable workplace health and safety laws and ensure that they and their personnel provide healthy, safe and secure working environments. We expect suppliers to implement appropriate safety systems, maintain a documented health and safety policy, and take all reasonable steps to minimise health and safety risks. Where relevant, suppliers must also adopt and maintain effective biosecurity measures to support the health of the broader livestock industry.

3.2 Act to prevent involuntary labour and human rights abuse

Suppliers must take all reasonable steps to ensure that they, and organisations in their supply chain, are not causing, contributing to or directly linked to human rights abuses such as coercion, involuntary and underage labour or modern slavery practice. This includes undertaking risk assessments to identify the risk of human rights breaches and taking appropriate action if such conduct has been identified. It must also verify that all employees and contractors are legally entitled to work under the law and their agreements.

3.3 Act to prevent discrimination, harassment and support diversity

Suppliers must provide workplaces that are respectful, inclusive and free from discrimination, harassment or bullying. Discrimination based on personal attributes such as gender, race, ethnicity, disability, religion, political opinion, union membership, sexual orientation or age is not acceptable. We expect suppliers to implement clear procedures for reporting and addressing inappropriate conduct, and to support diversity and equity in the workplace. Where issues are identified, suppliers must take timely and effective action.

3.4 Uphold employee rights

Suppliers are expected to respect the rights and entitlements of their personnel and comply with all relevant workplace legislation. This includes: ensuring that their personnel receive their correct entitlements on time including, but not limited to, wages, penalty rates, overtime, allowances, superannuation, leave, and compensation; and respecting the rights to freedom of association for employees and contractors, particularly their rights to choose to do or not do any of the following: join unions or other industrial associations, collectively bargain, and engage in lawful industrial activities.

3.5 Ensure compliance with animal welfare standards

Suppliers are expected to adhere to best practice animal welfare standards at all stages of the supply chain, including the transportation, handling and processing of animals. This extends to ensuring all its personnel are trained in animal handling practices and cooperation is maintained with any audit practices with respect to animal welfare regulations and industry codes.

4 Compliance with this Code of Conduct

We expect that our Suppliers will be proactive in upholding this Code of Conduct and prevent conduct that may breach its requirements. Suppliers are responsible for ensuring that their personnel and subcontractors understand and comply with this Code of Conduct at all times when supplying goods or services to the MLA Group.

Suppliers must:

- periodically review and self-assess their compliance with this Code of Conduct;
- maintain records of how they comply with this Code of Conduct and, upon request, provide MLA Group with evidence of such compliance;
- communicate this Code of Conduct to relevant personnel and across their supply chain, where applicable;
- cooperate with us to address any actual or suspected breaches, including through the

implementation of appropriate remedial actions;

- raise with us any concerns or potential breaches of this Code of Conduct in a timely and transparent manner; and
- notify us promptly of any relevant findings, rulings, or enforceable undertakings issued by a regulator or enforcement agency in connection with conduct covered by this Code of Conduct.

5 Consequences of Non-Compliance

MLA Group reserves the right to conduct business only with Suppliers who comply with this Code of Conduct.

We may decide not to engage or cease engaging with a Supplier where we reasonably consider that they have failed to meet the standards set out in this Code of Conduct. To the maximum extent permitted by law and by our contractual arrangements, a Supplier's failure to comply with this Code of Conduct may result in one or more of the following actions:

- Investigation by MLA Group into the Supplier's conduct;
- a requirement to take corrective or remedial action to address breaches of this Code of Conduct;
- notification to relevant stakeholders or agencies of any significant ethical, legal or compliance-related concerns;
- suspension or removal of the Supplier from tender process;
- termination or suspension of contracts (subject to the relevant agreement); and/or
- referral of serious matters to external regulators or law enforcement.

MLA Group recognises the importance of working with our Suppliers to promote continuous improvement. Where appropriate, we may engage with Suppliers to support improvements in their conduct before taking formal action.

6 Inconsistency

This Code of Conduct must be read together with any written agreement (including MLA's tender terms, if applicable) between MLA Group and the Supplier. If there is an inconsistency between this Code of Conduct and a term in a written agreement between MLA Group and the Supplier, the relevant term of the written agreement will prevail to the extent of the inconsistency.

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