SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct (Code) sets outs Consolidated Pastoral Company's (CPC) expectations for suppliers in relation to the goods and services they provide to CPC.

The Code supports CPC's commitment to high standards of environmental, social and governance (ESG) responsibility, and to promoting honest and ethical business conduct. CPC expects suppliers to adhere to the spirit of this Code, recognising that some of the principles set out in this Code may be more relevant to some suppliers than others.

WHO DOES THIS CODE APPLY TO?

This Code applies to all suppliers of goods and services to CPC. Suppliers are expected to ensure that their own business and supply chain meet these standards.

PEOPLE & SAFETY

CPC is committed to the health, safety and wellbeing of all our people, complying with labour laws and upholding fundamental human rights. We want to do business with suppliers who demonstrate the same commitment.

Health, safety and wellbeing

As well as complying with all workplace health and safety laws and regulations, suppliers must provide a safe working environment and have processes and practices designed to reduce risks to employees' physical and mental health in the workplace. Suppliers should also provide all necessary supervision, resources and training to employees.

Fair treatment of employees

Suppliers must respect all employees' workplace rights and entitlements and ensure compliance with all relevant workplace laws and regulations. This includes properly paying employees, giving them their entitlements, not discriminating unlawfully and committing to workplaces free of harassment.

Human rights

Suppliers should make all reasonable efforts to ensure that businesses within their supply chain are not involved in human rights abuses, including modern slavery, forced labour or child labour.

Suppliers are expected to identify, assess and manage modern slavery risks in their operations and supply chains, and to take reasonable steps to prevent, mitigate and remediate any actual or suspected modern slavery practices.

Workplace diversity

Suppliers should have policies and practices in place to encourage diversity and equal employment opportunity for all people.

Indigenous protection

Suppliers should take all reasonable steps to avoid damage to sacred sites and sites recognised as being of cultural significance.

THE ENVIRONMENT

We are dedicated to the welfare and sustainable management of our environment. Our ESG targets include reductions in emissions, more efficient use of natural resources and maintaining the biodiversity on our land. We aim to procure goods and services that have the least possible impact to our environment.

Suppliers should minimise their environmental impact plus support and encourage others to do the same. Suppliers must comply with all applicable local and national environmental laws and regulations.

Suppliers must manage their waste, wastewater, and pollutants responsibly and commit to the sustainable use and management of all resources they control.

Wherever possible, suppliers will make a positive contribution to biodiversity.

SUPPLIER CODE OF CONDUCT

ANIMAL WELFARE

The welfare of our animals is of paramount importance to everyone at CPC. The good care of our animals is core to what we do as individuals and a business.

Suppliers must use humane procedures designed to prevent the mistreatment of animals and ensure the proper handling and humane slaughter of animals.

Suppliers must at least comply with industry standards, guidelines and legislation for the care and welfare of animals.

CPC reserves the right to inspect the facilities and assets of our customers and supply chain where CPC animals are transported, managed or slaughtered, and to withhold supply if, in CPC's discretion, we are not satisfied with the standards under which CPC animals are being cared for.

CORPORATE GOVERNANCE

At CPC, robust governance, ethical business practices and sensible risk management support our long-term strategy and drive corporate sustainability. We want to do business with suppliers who demonstrate the same standards.

Compliance with relevant legislation

Suppliers must comply with the laws applicable to them and must obtain and maintain all necessary, licences, permits, registrations and other approvals for the supply of goods or services.

Anti-bribery and corruption

CPC has zero tolerance for bribery or corruption in connection with its operations and activities.

Suppliers must not engage in any corruption or bribery (for example, kickbacks), either directly or through intermediaries.

Ethical behaviour

CPC expects its suppliers, and their employees to act with honestly and with integrity. Suppliers must not engage in fraudulent or corrupt activities, including bribery or money laundering.

We expect our suppliers to avoid actual or potential conflicts of interest with CPC and to promptly report any conflicts to their usual business contact.

Quality of goods and services

Suppliers must provide goods and services to the standard agreed upon with CPC.

Biosecurity, food safety and product integrity

Where relevant to the goods or services supplied to CPC, suppliers must comply with all applicable biosecurity, food safety, residue management, animal health and livestock disease prevention requirements. Suppliers must promptly notify CPC of any actual or suspected issue that may affect CPC's livestock, land, supply chain, products or reputation.

Privacy, Data Protection and Information Security

CPC expects all suppliers to comply with laws relating to privacy and data protection and to maintain appropriate information security and cybersecurity controls to protect CPC's confidential information, systems and data from unauthorised access, misuse, loss or disclosure. Suppliers must promptly report any actual or suspected privacy, data protection or cybersecurity incident involving CPC information, systems or data. CPC also expects suppliers to respect the confidentiality of information received from CPC, including by executing confidentiality agreements on reasonable terms where required.

COMPLIANCE WITH THIS CODE

CPC is committed to working with its suppliers to help achieve compliance with this Code. Suppliers may be required, on request, to confirm their compliance with this Code and provide reasonable information or evidence to support that confirmation. For any concerns about compliance or ethical issues while working for or with CPC, or to report illegal or unethical activities:
Email: compliance@pastoral.com

All matters raised in good faith through this reporting method will be handled in a confidential manner and CPC will not tolerate retaliation against any person who raises a genuine concern in good faith.

For further Information, please contact;
admin@pastoral.com | 07 3174 5200
Effective Date: Sept 2026 | Next review date: Sept 2028