



## Modern Slavery and Anti- Human Trafficking Statement

Alliance Group Limited (“Alliance”) is committed to acting ethically and with integrity to prevent all forms of slavery, exploitation, and human trafficking in all its operations, plants and supply chains. Alliance continuously works to improve our approach to identifying and mitigating modern slavery and human trafficking risks.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK).

### ***Our Company***

With a proud history starting in 1948, Alliance is a fully farmer-owned food and solutions company supplying red meat products to consumer markets throughout the world. Alliance is owned by approximately 4,000 skilled and passionate farmers who supply livestock to 7 processing plants throughout New Zealand. Alliance employs up to 5,000 people and has a long-standing working relationship with the New Zealand Meat Workers’ and Related Trades Union. Being a global company, Alliance also has offices in Singapore and the United Kingdom.

Alliance’s Business Integrity Policy sets out Alliance’s commitment to the highest standards of ethical behaviour in all its business dealings. We recognise that we have a significant influence on the communities in which we operate and are committed to maintaining fair dealings and behaving in an ethical manner in all aspects of our business.

### ***Our Workforce***

Alliance has employment policies and processes that are designed to maintain high standards of employment and to ensure ongoing compliance with applicable labour, immigration and health and safety law. Alliance’s recruitment processes ensure all employees employed at its plants and offices have the legal right to work in the applicable country during the period of employment. We have also the following policies and processes in place to mitigate the risk of modern slavery and human trafficking:

- i. *Code of Conduct* – This outlines the standards of behaviour expected by Alliance of its employees. It reinforces the requirements of all employees to take personal responsibility for ensuring they act with integrity and respect and in accordance with the law.
- ii. *Whistleblowing Policy* – this policy outlines employee’s options for reporting actual or possible serious wrongdoing to the company on a confidential basis. The purpose of this policy is to encourage people to report serious wrongdoing by providing protection for those employees who want to ‘blow the whistle’.
- iii. *Pastoral Care Policy* – This policy sets out the rules and expectations that are designed to ensure Alliance supports and settles migrant and New Zealand citizen employees who normally reside offshore. Alliance is an accredited employer AGL is required to comply with immigration law under the Accredited Employer Work Visa (AEWV). We also ensure that all contractors and agencies used to recruit employees are contractually bound to provide pastoral care in line with our Pastoral Care Policy.
- iv. *Policies and processes relating to discrimination, bullying and harassment* – these sets out Alliance’s support of equal employment opportunity and providing a workplace where workers can work free of unlawful discrimination, bullying and harassment.
- v. *Employee Assistance Program* – Alliance provides access to confidential external counselling support services free of charge to all its employees. There is no barrier

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to what employees can discuss at counselling sessions, confidential support is provided for any reason.

- vi. *Health and Safety policies - This policy sets out Alliance's approach to Health and Safety and providing a safe workplace.*

### ***Our Supply Chain***

SMETA Requirements: Alliance engages external auditors to conduct regular SMETA (Sedex Members Ethical Trade Audit) audits at its processing plants to ensure we continue to comply with responsible business practices in the areas of labour, health and safety, environment, and business ethics. SMETA monitors and reviews our compliance with a variety of internationally recognised standards, including labour and health and safety standards. Alliance follows internal processes to manage and address any notified non-compliances effectively and in a timely and effective manner.

Non-Livestock Suppliers: Alliance expects its business partners and associates to have and uphold similar standards. This is reflected in our application process for new non-farmer suppliers. In particular:

- i. *Standard Terms and Conditions* – our standard terms and conditions requires warranties from suppliers that they:
  - a. comply with minimum labour standards set out by the Ethical Trade Initiative and the International Labour Organization; and
  - b. all labour engaged in the manufacture or provisions of services has been engaged and remunerated in accordance with applicable law.
- ii. *Vendor Relationship Management* – our Procurement Teams continually review and monitor our non-livestock suppliers to ensure they operate in accordance with our Business Integrity Policy.
- iii. *Audit* – our Procurement Teams also undertake audits of our suppliers to ensure compliance with applicable legislation.

Should violation of the principles above become known to Alliance and not be remediated, Alliance takes serious action, including discontinuation of the business relationship.

### Livestock Suppliers:

Alliance's supplier farms are subject to regular audits and compliance reviews, including the Farm Assurance Programme audit. This audit covers, among other things, a supplier's compliance to relevant law, health and safety requirements and ethical business practices. Alliance always encourages the adoption of best practice standards and actively supports livestock suppliers working towards certification.

### ***Continuous review and improvement***

To ensure continuous improvement, Alliance reviews our key workforce and supply chain policies, practices, and procedures regularly to ensure they remain appropriate and in line with our Business Integrity Policy. In 2022 we introduced a new risk based approach to support our supplier onboarding and approval processes. We will continue to review our processes to ensure the fair and humane treatment of our people and those in our supply chain. We encourage all our people to raise any concerns so we can take appropriate action.

This statement has been formally approved by the board of directors of Alliance on 13 April 2023.



Murray Taggart  
CHAIRMAN