

ALLIANCE GROUP LIMITED

MODERN SLAVERY POLICY



ALLIANCE

FARMERS' PRODUCE

1.0 BACKGROUND

- 1.1 This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK).
- 1.2 Alliance Group Limited (“Alliance”) is committed to acting ethically and with integrity to prevent all forms of slavery, migrant exploitation and human trafficking in all of its operations, plants and supply chains.
- 1.3 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.

2.0 POLICY

- 2.1 Alliance recognises that talented and committed employees are essential to the company’s ongoing success. Alliance has employment policies and processes that are designed to maintain high standards of employment and to ensure:
- 2.1.1 Ongoing compliance with applicable labour, immigration and health and safety laws;
 - 2.1.2 Acceptable working conditions and fair remuneration;
 - 2.1.3 Freedom of association with any lawful group; and
 - 2.1.4 Freedom from discrimination as set out in applicable Human Rights legislation.
- 2.2 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.
- 2.3 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. Alliance follows internal processes to manage and address any notified non-compliances effectively and in a timely manner.
- 2.4 Most of Alliance’s supplier farms in New Zealand 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.
- 2.5 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 and standard supply terms. Should violation of the principles espoused by this policy become known to Alliance and not be remediated, Alliance will take serious action, including discontinuation of the business relationship.
- 2.6 This policy reflects Alliance’s Corporate Social Responsibilities Policy and Alliance’s Child Labour Policy.

3.0 VARIATION OF POLICY

- 3.1 This policy may be varied or updated at any time at Alliance’s sole discretion to ensure it complies with any applicable standards consistent with New Zealand and international legislation and other requirements.

4.0 APPROVAL OF POLICY

- 4.1 This policy has been formally approved by the board of directors of Alliance.



Murray Taggart
CHAIRMAN



David Surveyor
CHIEF EXECUTIVE