THE MIDFIELD GROUP

SUSTAINABILITY REPORT

FY2024-2025

"Do Better Today for Tomorrow."

FOREWORD

As an Australian, family-owned agrifood business, The Midfield Group's approach to sustainability is grounded in responsibility, innovation, and long-term stewardship. Operating across the meat, dairy, and farming sectors, we remain focused on delivering premium products while strengthening the resilience of our people, communities, animals, and environment.

Our sustainability strategy, established in 2022, is built around six key pillars: **Animal Welfare, Community, Our People, Environmental Stewardship, Quality & Safety, and Partners & Prosperity.** These pillars continue to guide how we invest, operate, and measure progress across our vertically integrated business.

FY2024–2025 represented a year of tangible progress and consolidation, as we moved from commitment to delivery across priority sustainability areas.
During the year, Midfield:

- Continued progress against our science-based emissions reduction targets, verified by the Science Based Targets initiative (SBTi).
- Achieved further reductions in emissions, water use intensity, and waste to landfill.
- Strengthened animal welfare oversight and assurance processes across operations.
- Expanded initiatives supporting workforce wellbeing, safety, and regional employment.
- Advanced circular economy and regenerative farming practices across our supply chain.

Sustainability at Midfield is embedded in how we do business, from paddock to plate and grass to glass. Our focus remains on practical, data-driven actions that deliver measurable outcomes today while safeguarding long-term value for future generations.

This Sustainability Summary Report outlines our FY2024–2025 performance, highlights key initiatives in action, and demonstrates how we are tracking toward our 2030 sustainabilitygoals. It reflects our commitment to transparency, continuous improvement, and responsible growth aligned with recognised reporting frameworks and stakeholder expectations.

Malerie Janes

The Midfield Group
Sustainability Manager

ANIMAL WELFARE

Animal welfare is fundamental to The Midfield Group's values and operations. As a vertically integrated agrifood business with direct involvement across farming, transport, and processing, we recognise our responsibility to ensure the respectful, humane treatment of animals at every stage of their lifecycle.

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

Our approach is guided by the internationally recognised Five Freedoms of Animal Welfare, which underpin our standards, procedures, and training programs across all Midfield-owned operations. These principles are embedded into daily practices and reinforced through strong governance, accountability, and continuous improvement.

OUR APPROACH

Animal welfare expectations apply across:

01 **On-farm management and husbandry.**

02 **Livestock transport and handling.**

03 **Lairage, processing, and slaughter operations.**

We maintain clear policies, standard operating procedures, and zero-tolerance expectations for mistreatment by employees, contractors, or suppliers. These requirements are supported through regular training, supervision, and independent assurance.

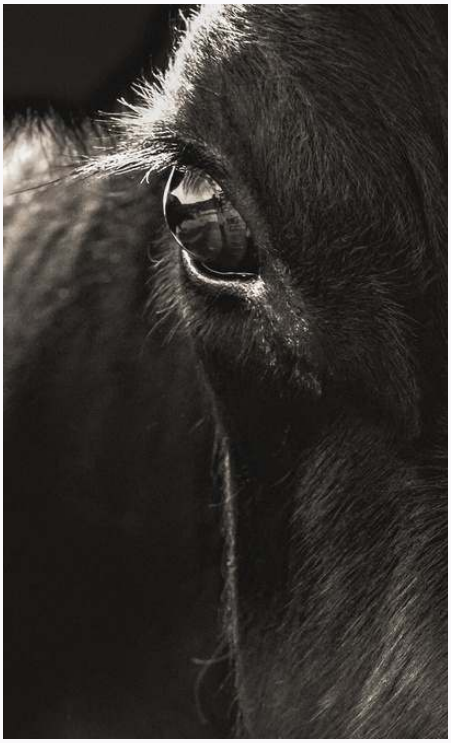
ANIMAL WELFARE

GOVERNANCE, TRAINING & ASSURANCE

To ensure high standards are consistently met:

- Animal welfare practices are monitored through routine internal inspections and third-party audits.
- Employees involved in animal handling receive role-specific training, with refresher programs delivered as required.
- Animal welfare performance is reviewed as part of broader operational and risk management processes.

Any non-conformance is investigated promptly, with corrective actions implemented and monitored to prevent recurrence.



LOOKING AHEAD

Animal welfare remains a priority area as Midfield continues to evolve its operations and respond to emerging best practice. We will continue to:

- Strengthen training and capability across animal handling roles.
- Enhance monitoring and assurance processes.
- Work collaboratively with transport providers, suppliers, and industry bodies to raise welfare standards across the supply chain.

By embedding animal welfare into decision-making and day-to-day operations, Midfield aims to deliver outcomes that reflect both our ethical responsibilities and our commitment to producing high-quality food and beverage.

COMMUNITY

The Midfield Group is deeply embedded in the regional communities in which we operate. As a major employer and contributor to the agrifood economy, we recognise that our long-term success is intrinsically linked to the strength, resilience, and prosperity of regional Victoria and surrounding communities.

Our approach to community investment focuses on creating shared value, supporting economic growth, strengthening local capability, and contributing to the social fabric of the regions that support our business.

ECONOMIC CONTRIBUTION & REGIONAL INVESTMENT

During FY2024–2025, Midfield continued to invest millions of dollars into projects and initiatives that directly contribute to regional economic growth. This investment supports:

- Local employment and skills development
- Regional supply chains and service providers
- Infrastructure and operational projects that strengthen long-term regional resilience

By prioritising local procurement and reinvestment, Midfield plays an active role in sustaining economic activity across the communities in which we operate.

COMMUNITY

STRENGTHENING COMMUNITY ENGAGEMENT

In FY2024–2025, Midfield introduced a Community Dashboard, providing a structured and transparent platform to improve how we engage with, listen to, and respond to community stakeholders. The dashboard creates clearer pathways for:

- Community feedback and enquiries
- Visibility of community investment and initiatives
- Improved communication between Midfield and local stakeholders

This initiative reflects our commitment to openness, accountability, and continuous improvement in how we engage with the communities around our operations. Midfield continues to provide long-standing support to local schools, sporting clubs, and community organisations, recognising their vital role in building healthy, connected, and resilient communities.

LOOKING AHEAD

As Midfield continues to grow, our focus remains on ensuring that our presence delivers lasting benefits to the communities we serve. We will continue to:

- Invest in projects that strengthen regional economies
- Expand transparent and accessible community engagement tools
- Support education, sport, and community-led initiatives that deliver long-term social value

Through ongoing collaboration and investment, Midfield aims to contribute positively to the economic and social sustainability of regional communities.

OUR PEOPLE

Our people are fundamental to The Midfield Group's success. Across farming, processing, logistics, and corporate operations, we are committed to providing a safe, inclusive, and supportive workplace that enables our workforce to thrive.

In FY2024–2025, Midfield achieved a significant milestone in workforce diversity, with women comprising 50% of the pastoral workforce. This reflects ongoing efforts to broaden participation, remove barriers to entry, and support diverse career pathways within pastoral and on-farm roles.

The health, safety, and wellbeing of our people remains our highest priority. We continue to strengthen safety systems, deliver targeted training, and provide access to wellbeing and mental health support services across the business.

Midfield also invests in capability development through role-specific training, leadership development, and on-the-job learning, supporting long-term skills growth and workforce resilience.

Looking ahead, we remain focused on maintaining a strong safety culture, strengthening diversity and inclusion, and supporting meaningful employment opportunities within regional communities.

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

LOOKING AHEAD

Looking forward, Midfield will continue to:

- Strengthen diversity and inclusion across all areas of the business
- Maintain a strong safety culture with shared accountability
- Support skills development and career pathways within regional communities

By investing in our people, Midfield aims to build a resilient, capable workforce that supports the long-term sustainability of the business and the regions in which we operate.

ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is central to The Midfield Group's long-term sustainability. We recognise our responsibility to manage environmental impacts across our operations and supply chain, from farming through to processing and distribution.

Our approach focuses on measurable performance improvement across emissions, water, waste, and land management, supported by ongoing investment in systems, infrastructure, and innovation.

CLIMATE & ENGERY

During FY2024–2025, Midfield achieved a 20% reduction in Scope 1 emissions intensity, reflecting continued improvements in operational efficiency and emissions management across processing, farming, and transport activities.

Midfield also maintained zero Scope 2 emissions, supported by the partnership wiith our carbon positive energy supplier. These outcomes align with our science-based emissions reduction targets and longer-term decarbonisation pathway.

ENVIRONMENTAL STEWARDSHIP

WATER STEWADSHIP

Water is a critical shared resource. In FY2024–2025, Midfield reduced water use intensity by 10%, demonstrating continued progress in improving water efficiency across sites.

This improvement reflects a combination of operational optimisation, infrastructure investment, and ongoing monitoring to ensure water is used efficiently and responsibly.

WASTE & CIRCULAR ECONOMY

Midfield continued to divert 99% of waste from landfill during FY2024–2025, reinforcing our commitment to waste minimisation and circular economy principles.

Our EPA-licensed composting facility plays a key role by transforming organic by-products into high-quality compost. This approach:

- Diverts organic material from landfill
- Reduces methane emissions
- Returns nutrients to agricultural land supporting meat and milk production, closing the loop within agricultural systems

ENVIRONMENTAL STEWARDSHIP

BIODIVERSITY & LAND STEWARDSHIP

Biodiversity protection remains a core focus of Midfield's environmental strategy. Our long-standing riparian planting and revegetation programs continue across Midfield-owned farms, delivering benefits beyond tree establishment. Riparian planting supports:

- Improved waterway health and reduced erosion
- Enhanced habitat connectivity for native flora and fauna
- Improved water quality through natural filtration
- Greater resilience of surrounding agricultural landscapes

LOOKING AHEAD

Looking forward, Midfield will continue to:

- Deliver emissions reductions aligned with SBTi-verified targets
- Improve water efficiency across operations
- Progress toward zero waste to landfill
- Strengthen biodiversity outcomes through riparian and land stewardship initiatives

QUALITY & SAFETY

Quality and safety are fundamental to The Midfield Group's operations and reputation. Across our production systems, we maintain rigorous standards to ensure food safety, product integrity, and full traceability from origin through to customer.

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

Our quality and safety systems are embedded across all stages of production and are supported by robust governance, continuous monitoring, and a strong culture of accountability.

FOOD SAFETY & QUALITY ASSURANCE

During FY2024–2025, Midfield maintained consistently high performance across all food safety and quality metrics. Our operations continued to operate under internationally recognised certification and audit frameworks, supporting safe, reliable, and high-quality product outcomes. Key achievements for the year included:

- Zero food safety violations recorded
- 100% of products meeting quality assurance requirements
- Ongoing certification under HACCP, ISO, and FSSC 22000 standards

These outcomes reflect the strength of our systems, processes, and workforce capability.

QUALITY & SAFETY

TRACEABILITY & COMPLIANCE

Midfield's integrated approach to quality management supports strong traceability across the supply chain, enabling rapid response and assurance in the event of quality or safety issues.

Compliance is supported through:

- Routine internal inspections and audits
- Government and third-party oversight
- Continuous improvement of procedures and controls

LOOKING AHEAD

Looking forward, Midfield will continue to:

- Maintain robust food safety and quality assurance systems
- Invest in training and capability development
- Strengthen traceability and compliance across operations

By maintaining consistently high standards, Midfield aims to protect consumer trust and support long-term business resilience.

PARTNERS & PROSPERTIY

Strong, trusted partnerships are essential to The Midfield Group's long-term success. We work closely with farmers, suppliers, service providers, and stakeholders to build shared value, support regional prosperity, and uphold high standards across our supply chain.

Our approach is grounded in transparency, fairness, and mutual accountability, recognising that resilient supply chains underpin both business performance and community outcomes.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Midfield maintains clear expectations for ethical, social, and environmental performance across its supply chain. These expectations are formalised through our Supplier Code of Conduct, which applies to all suppliers and contractors. During FY2024–2025, we continued to:

- Apply environmental and social screening for new suppliers
- Uphold standards relating to labour practices, human rights, animal welfare, and food safety
- Monitor supplier performance through established governance and procurement processes

This approach supports consistency, risk management, and alignment with Midfield's broader sustainability objectives.

PARTNERS & PROSPERTIY

SUPPORTING FARMERS & LOCAL SUPPLIERS

Local farmers, contractors, and regional businesses remain a vital part of Midfield's supply network. By prioritising long-term relationships and local procurement where possible, Midfield contributes to economic stability and growth within the regions in which we operate. Our focus includes:

- Fair and timely payment practices
- Ongoing engagement with farming and supplier partners
- Collaboration to support productivity, quality, and sustainability outcomes

PROSPERITY THROUGH PARTNERSHIP

Midfield recognises that prosperity is created through collaboration. By working alongside suppliers and partners to improve efficiency, manage shared risks, and pursue sustainability opportunities, we aim to strengthen the resilience of our supply chain over the long term.

LOOKING AHEAD

Looking forward, Midfield will continue to:

- Strengthen supplier engagement and accountability
- Support regional businesses and farming communities
- Embed sustainability expectations across procurement and partnerships

Through responsible partnerships, Midfield seeks to create lasting value for suppliers, customers, and the communities that support our operations.

KEY INITIATIVES IN ACTION

During FY2024–2025, The Midfield Group continued to focus on practical initiatives that deliver measurable sustainability outcomes across operations. These initiatives support progress across environmental stewardship, people, animal welfare, and community, while strengthening long-term business resilience.

EMISSIONS REDUCTION & ENERGY EFFICIENCY

Midfield continued to implement operational improvements aimed at reducing emissions intensity across processing, farming, and transport activities. These initiatives contributed to a 20% reduction in Scope 1 emissions intensity during the year.

The continued use of zero emission supplied electricity across sites enabled Midfield to maintain zero Scope 2 emissions, supporting alignment with our science-based emissions reduction targets.

WATER EFFICIENCY IMPROVEMENTS

Ongoing optimisation of water use across operations resulted in a 10% reduction in water use intensity during FY2024–2025. Improvements were driven by operational efficiency measures, monitoring, and infrastructure upgrades focused on responsible water stewardship.

KEY INITIATIVES IN ACTION

CIRCULAR ECONOMY AND COMPOSTING

Midfield's EPA-licensed composting facility remains a cornerstone of its circular economy approach. During the year, the facility continued to divert organic by-products from landfill and convert them into high-quality compost. This initiative supports:

- 99% waste diversion from landfill
- Reduced methane emissions from organic waste
- The return of nutrients to agricultural land supporting meat and milk production

By closing the loop between processing and farming, the composting operation delivers both environmental and productivity benefits.

BIODIVERSITY & RIPARIAN RESTORATION

Riparian planting and revegetation programs continued across Midfield-owned land, supporting improved waterway health, erosion control, and habitat connectivity. These initiatives contribute to:

- Enhanced biodiversity outcomes
- Improved water quality through natural filtration
- Increased resilience of surrounding agricultural landscapes

PEOPLE, COMMUNITY & PARTNERSHIPS

Key initiatives during FY2024–2025 also focused on strengthening social outcomes, including:

- Advancing workforce diversity, with women comprising 50% of the pastoral workforce
- Continued investment in regional communities, including support for local schools and sporting clubs
- The introduction of a Community Dashboard to improve transparency, communication, and engagement
- Ongoing application of the Supplier Code of Conduct to support ethical and responsible supply chains

MEASURING PROGRESS & LOOKING FORWARD

Measuring progress is essential to ensuring The Midfield Group's sustainability commitments translate into meaningful, long-term outcomes. Across all six pillars of our sustainability strategy, we track performance using defined metrics, internal governance processes, and recognised reporting frameworks.

During FY2024–2025, we continued to strengthen our approach to data collection, performance monitoring, and transparency. This enables us to assess progress against targets, identify opportunities for improvement, and support informed decision-making across the business.

TRACKING PERFORMANCE

Midfield monitors sustainability performance through a combination of:

- Operational data and intensity-based metrics
- Internal reviews and management oversight
- Third-party audits, assurance, and certification processes

Key focus areas measured during the year included emissions, water use, waste diversion, workforce safety and diversity, animal welfare, and supply chain standards.

Our emissions reduction targets have been verified by the Science Based Targets initiative (SBTi), providing confidence that our climate actions are aligned with global best practice. We continue to use intensity-based metrics to ensure performance improvements remain comparable as the business evolves.

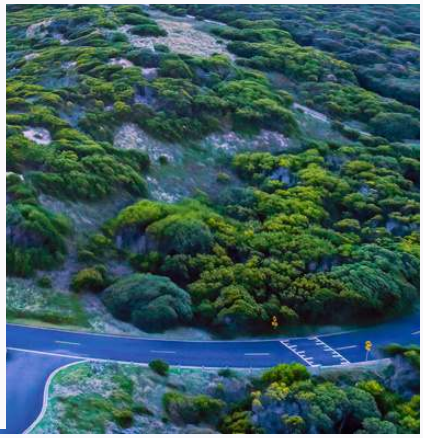
MEASURING PROGRESS & LOOKING FORWARD

TRANSPARENCY & REPORTING

Midfield is committed to transparent and consistent sustainability reporting.

Our reporting approach aligns with recognised frameworks, including the Global Reporting Initiative (GRI) and the Greenhouse Gas Protocol, supporting clarity and comparability for stakeholders.

We also continue to strengthen how we communicate performance and engage with stakeholders, including employees, suppliers, customers, regulators, and communities.



WHY IT MATTERS

Sustainable food production is essential to the long-term success of our business, our communities, and the environments on which we depend. For The Midfield Group, sustainability is not a separate program — it is embedded in how we operate, invest, and plan.

Our approach recognises the interconnected nature of people, animals, land, water, and supply chains. By maintaining high standards in animal welfare, quality and safety, and ethical partnerships, while delivering measurable improvements in environmental performance and social outcomes, we aim to create long-term value for all stakeholders.

The actions outlined in this report matter because they:

01 **Support resilient regional economies and employment.**

02 **Protect natural resources critical to food production.**

03 **Strengthen trust with customers, suppliers, and communities.**

04 **Reduce risk and improve long-term business resilience.**

As expectations around sustainability continue to evolve, Midfield remains committed to transparency, accountability, and continuous improvement. By taking practical, data-driven action today, we are working to ensure a sustainable, responsible future for our business and for the generations that follow.

ACKNOWLEDGEMENTS

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

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