



JBS AUSTRALIA GROUP

- SOCIAL RESPONSIBILITY POLICY -

JBS Australia Group (“**the Group**”) is committed to upholding human rights, not only with respect to its own employees but also in its supply chain and, as a responsible corporate citizen, is committed to embrace and support, within its spheres of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption through the enactment of this policy.

The Group expects our suppliers to respect and promote the core Group values in this policy. We seek to develop and strengthen partnerships based on transparency, collaboration and mutual respect. At a minimum, we require all suppliers to meet the standards and promote the principles outlined in this policy which are intended to advance the Group’s commitment to all aspects of sustainability (ethical, environmental and economic).

This policy is based on The Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work and The United Nations Convention against Corruption.

To sustain and achieve this commitment the Group will:

1. **Child labour:** Ensure that no underage labour is used.
2. **Forced or compulsory labour:** Ensure there is no forced, bonded, indentured or involuntary labour including involuntary prison labour.
3. **Inhumane treatment of employees:** Create and maintain an environment that treats all employees with dignity and respect and free of any threats of violence, sexual exploitation or abuse and verbal or psychological harassment or abuse.
4. **Living wage:** Ensure that wages and benefits paid for a standard working week satisfy the national legal standards.
5. **Freedom of association:** Adopt an open attitude towards the legitimate activities of trade unions and ensure that workers representatives are allowed to carry out their legitimate representative functions in the workplace and are not discriminated against.
6. **Employment Status:** Ensure workers are legally authorised to work.
7. **Environmental:** Comply with, or exceed, the requirements of all applicable environmental laws, regulations and guidelines.
8. **Anti-corruption:** Prohibit bribery, kickbacks or other improper payments or gains.

Signed

A handwritten signature in black ink, appearing to read 'Brent Eastwood', written over a horizontal line.

Brent Eastwood
President

Dated 1 June 2015



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We recognise that we must integrate our Group's values and operations to meet the expectations of our stakeholders.

This policy makes clear to all our stakeholders – our customers, our employees, our suppliers and the communities in which we operate – what our vision for Corporate Social Responsibility is and how we propose to work towards achieving it.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through the adoption of the following commitments whereas the Group will:

1. Child labour

- Ensure that no underage labour is used.
- Assure that the Group's actions take into account the best interests of the child and are consistent with the United Nations Convention on the Rights of the Child.

2. Forced or compulsory labour

- Ensure that employment is freely chosen and there is no forced, bonded, indentured or involuntary labour including involuntary prison labour.

3. Inhumane treatment of employees

- Ensure that no harsh or inhumane treatment or harassment is allowed.
- Create and maintain an environment that treats all employees with dignity and respect and free of any threats of violence, sexual exploitation or abuse and verbal or psychological harassment or abuse.

4. Living wage

- Ensure that wages and conditions applied comply with all industrial legislation and Fair Work Australia requirements.
- Ensure that all workers are provided with written and understandable information about their wages including the particulars of their wages for the pay period concerned each time that they are paid.

5. Freedom of association:

- Adopt an open attitude towards the activities of trade unions and their organisational activities.
- Ensure that freedom of association and the right to collective bargaining are respected.
- Ensure that the workers, without distinction, have the right to join or form trade unions of their own choosing and, where a significant proportion of the workforce agree, to bargain collectively.
- Ensure that workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

6. Employment Status:

- Ensure workers are legally authorised to work.
- Ensure all applicants who are not Australian or New Zealand citizens have a Visa Entitlement Verification Online (VEVO) check completed prior to employment.

7. Environmental:

- Implement and follow appropriate policies to ensure compliance with the requirements of all applicable environmental laws, regulations and guidelines.
- Ensure the Group's activities are managed in a manner that facilitates the ongoing minimisation of environmental harm.



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8. Anti-corruption:

- Prohibit bribery, kickbacks or other improper payments or gains.
- Those engaged in business entertainment must ensure it is not excessive and cannot reasonably be construed as inappropriate conduct.
- Implement and follow appropriate policies and procedures to ensure compliance with the requirements of all applicable trade practices and conflict of interest laws, regulations and guidelines.

We believe that this policy should inspire and define the way we carry out our business activities. By complying with this policy we build reputation, secure the trust of our stakeholders and maximise long-term value for our shareholders and society at large.

The Group expects suppliers to either adopt this policy in full themselves or have similar policy of their own and to be able to demonstrate such policy to the Group on reasonable request.

The Group reserves its right to not continue to purchase goods or services from any supplier that is found to be in breach of this policy.