



Sustainability Report 2024



01 Introduction

In 2024, Hewitt continued its journey toward becoming the world's most sustainable meat producer, guided by a clear and enduring purpose: to feed the world with a system that lasts forever. Our philosophy remains simple and unwavering — treat animals well, treat people well, and treat the land well.

This approach has shaped Hewitt since 1929, when the Hewitt family farm was first established in Theodore, Queensland. Today, it continues to guide every decision we make across our integrated global supply chain.

As we present our fourth annual Sustainability Report, we reaffirm our commitment to innovation, integrity, responsibility and accountability, with a strong focus on continuous improvement. Throughout this report, we outline our performance and progress across key areas including people, environment, product and performance, and reflect honestly on both our achievements and the challenges that remain.

We recognise there is still work to be done, but we are proud of the meaningful progress made over the past year. At the heart of this progress are our people — the foundation of Hewitt's quality products and award-winning practices. We would like to sincerely thank every member of the Hewitt team for their dedication, leadership and ongoing commitment to sustainability.

By leading through action and holding ourselves accountable, we remain focused on building a stronger, more resilient business for generations to come.

Mick Hewitt and Tony Reeves

ACKNOWLEDGEMENT OF COUNTRY

Our collective family at Hewitt, both today and for generations before, were born, were raised, explored, and contributed to the development of many places and communities across Australia. These lands hold special significance as the ancestral territories of Aboriginal and Torres Strait Islander language groups and peoples, many of whom our ancestors worked alongside throughout history.

In recognition of this, we respectfully acknowledge the Traditional Custodians and their enduring connections to the land, sea, and community. We also honour the ongoing cultural, spiritual, and educational practices of First Nations people and express gratitude for their continuing dedication to caring for this land.

We commit to upholding and honouring these values into the future. We commit to strengthening historical ties by seeking to advance our nation collectively. And we commit to walk together towards reconciliation, side by side on this land, addressing the issues that can bring us closer as a nation.



ABOUT THIS REPORT

The information has been prepared for all Australian entities operating within Hewitt. Hewitt is a privately owned and operated primary animal producer, processor, farming land grazer, product manufacturer and distributor, with operations across Australia and United States of America. The head office is situated in Brisbane, Australia.

The legal entities incorporated into this report, unless otherwise stated, include:

- **“Hewitt”** refers to Sapphire Cattle Company Pty Ltd and its controlled entities within Australia at a group level as at 31 December 2024, including Hewitt Agribusiness and Hewitt Foods.
- **“Hewitt Agribusiness”** refers to Hewitt Agribusiness Pty Ltd bodies.
- **“Hewitt Foods”** refers to Hewitt Foods Pty Ltd.

The flowing entities are within the Hewitt group, but excluded from the report:

- **“Hewitt Foods USA”** refers to Hewitt Foods USA LLC¹.
- **“HF Vermont”** refers to HF Vermont LLC². Hewitt acquired a 40 percent interest in this entity during 2023. Unless otherwise specified, data relating to NPC Processing has been omitted from this report.

This report covers our sustainability performance in the reporting period of 1st January 2024 to 31st November 2024 (2024) and this reporting period reflects our annual financial statements.

Our report has been prepared with guidance from the Global Reporting Initiative (GRI) standards and a GRI index table of material topics has been included for reference in “Determining Our ESG Focus Areas”. Alignment to United Nations Sustainable Development Goals (SDGs) has also been noted where applicable.

Through this Sustainability Report, Hewitt aims to provide reliable and transparent sustainability related reporting disclosures which represent our operations, commitments and 3rd party producers, to customers and key stakeholders. The Board has reviewed the Sustainability Report and approved its publication. All content within this Sustainability Report is based on information available prior to the date of publication. The content has not been independently verified but has been subject to detailed internal review, using all reasonable care to state accurate facts and reasonable opinions. The content includes some forward-looking statements which by their nature involve factors which are uncertain and may change and no representation or warranty is made as to the fairness, accuracy or completeness of the information and opinions contained in this Report.

We value feedback from our stakeholders. Please forward any comments on this report or requests for additional information to info@hewittfoods.com.

1. Hewitt Foods USA was previously known as Oasis International Services, LLC, and was renamed in 2024.

2. Hewitt held a 40 percent interest in HF Vermont through 2024. HF Vermont was previously known as NPC Processing, LLC and was renamed to HF Vermont, LLC in 2025.

02 Who we are

Hewitt is an integrated, multi-protein supply chain. Our Hewitt-run properties span over 2 million hectares of grazing land across Queensland, New South Wales, and the Northern Territory, supporting a carrying capacity of approximately 97,000 cattle and 46,000 sheep. Our supply chain is further strengthened by our high-quality third-party suppliers, with over 85% of our Australian supply chain certified organic.

Headquartered in Brisbane, Hewitt includes Hewitt Agribusiness and Hewitt Foods. In 2023, Hewitt expanded its USA presence with acquisition of Hewitt Foods USA and HF Vermont, diversifying our direct-to-market sales. Our principle businesses are:

- Hewitt Agribusiness Pty Ltd – Hewitt Agribusiness manages Hewitt’s upstream agricultural operations, including land, livestock, and grazing systems, with a focus on responsible production and long-term sustainability.
- Hewitt Foods – Hewitt Foods operates the downstream processing, manufacturing, and supply chain, ensuring food safety, quality, and traceability from farm to customer.
- Hewitt Foods USA – manages the sales, procurement, customer and logistics capabilities in the USA.
- HF Vermont- A multi-protein manufacturing, value adding and cooking facility in the US, allowing for improved service to customers for retail ready products.

OUR OPERATIONS

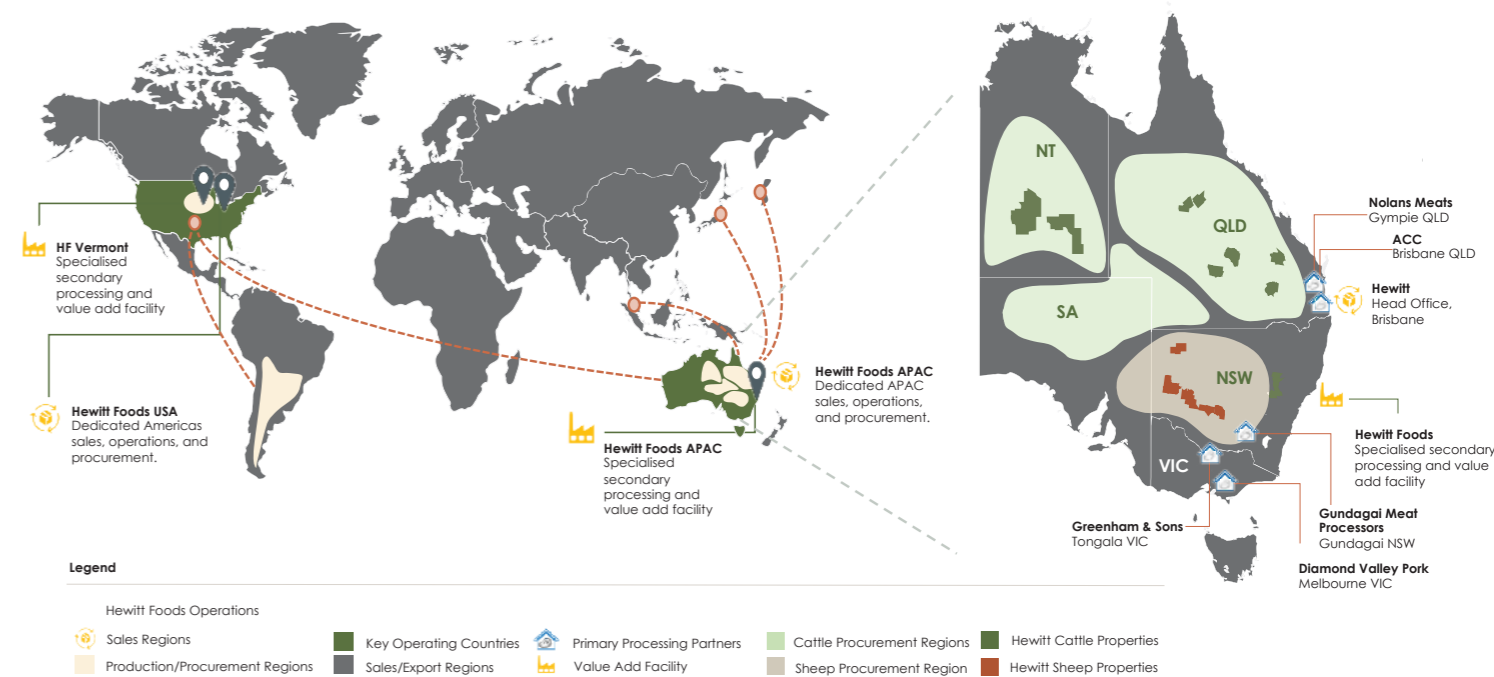
Hewitt has a diverse geographical reach, enabling year-round supply. Under the consolidated Hewitt brand, our fully integrated supply chain operations cover:

- Breeding and grazing livestock;
- Farming the land;
- Livestock harvest and processing;
- Product distribution and retail; and
- Sales and marketing.

In Australia, Hewitt’s products predominately service the organic and high-end meat markets through retail and wholesale channels and is exporting internationally to Asia, the Middle East and America.

Hewitt’s operations within the USA purchase primals from Australia and South America to supply organic, grass fed or natural beef and lamb to major grocery retail chains in the USA and other large customers. We also sell organic ground beef to major retail chains made from Australian certified organic beef.

2024 ESG Reporting Boundary: Hewitt comprises a strategic global network with diversified high claims procurement coverage and dedicated manufacturing capabilities.



OUR APPROACH TO SUSTAINABILITY

We are guided by the simple philosophy of “treat people well, treat animals well, and treat the land well.”

Our Values

Sustainable business practices are at the core of Hewitt’s strategy, and this is reflected in our company’s vision and mission. As a result, sustainability is not seen as an “add on” or a “nice to have” but rather an integral part of our business and the decisions we make. All sustainability-related commitments and initiatives are developed by the Safety and Sustainability Committee, with endorsement from the Board, and are integrated into the corporate strategy and industry leading practice risk frameworks.



Purpose

Feeding the world with a system that lasts forever



Vision

To be the world’s most sustainable meat producer



Mission

Creating sustainable foods

Hewitt’s corporate strategy is underpinned by our four critical success factors. These factors act as foundations on which we build our Environmental, Social and Governance (ESG) focus areas.



PEOPLE

Empowering people to safely grow our culture and providing opportunities for Hewitt to proudly deliver company-wide outcomes with integrity.



PRODUCT

Highest quality products, most efficient systems, and a culture of continual improvement through innovation. Delivering authentic, certified products.



ENVIRONMENT

Industry leading sustainable outcomes through innovation, integrity, and cultivation of responsible practices. Continuing to strengthen the environmental performance of our operations, products and services.



PERFORMANCE

Leading industry in commercial outcomes for domestic and international markets. Prioritising efficiency in all business practices, to grow business responsibly.

DETERMINING OUR ESG FOCUS AREAS

Our 2024 Sustainability Report includes mapping Hewitt’s ESG focus areas to the relevant GRI sector standard topics. We have adopted GRI 13: Agriculture, Aquaculture and Fishing (GRI 13) as the preferred reporting framework due to its sector alignment and provisions.

An initial list of topics was collated using a range of inputs including:

- Internal stakeholder interviews
- Internal and external stakeholder survey
- Review of peer disclosures and industry trends
- Review of regulatory and legislative requirements.

The materiality assessment was conducted following the guidance detailed in GRI 13 – Material Topics, which incorporates materiality of the organisations actual and potential negative and positive impacts on the economy, environment and society, as well as impacts on the performance of the company (double materiality).

MATERIAL TOPICS IDENTIFIED IN 2024

Critical success factor	ESG focus area	What it means to our business	GRI 13 reference
People	Occupational health and safety	The measures taken to prevent harm to our workforce, maintain safe working conditions and promote health and wellbeing	13.19
	Employment Practices	Prioritising fair, supportive, and fulfilling employment by investing in our people, offering strong working conditions, and creating opportunities for growth and wellbeing.	13.20
	Non-Discrimination & Equal Opportunity	Committing to a diverse, inclusive workplace where everyone is treated fairly, protected from discrimination, and provided equal access to opportunities.	13.15
	Local Communities	Continuing to work and partner with our communities to improve the quality of the life.	
Environment	Emissions	Monitoring and reporting on emissions into the air, including greenhouse gas (GHG) emissions and other significant air emissions regarded as pollutants	13.1
	Climate adaptation and resilience	Understanding our climate-related risks and ensure our business has the resilience to adapt and withstand the impacts of climate change	13.2
	Biodiversity	Our approach to managing our natural assets in a way which protects the variability of living organisms found around our operations. We believe healthy landscapes are intrinsically linked to healthy livestock, organic production and food security	13.3
	Soil health	The capacity of our soils to function as a living ecosystem to sustain productivity, promote animal health and maintain or enhance water and air quality	13.5
Product	Food safety	Our approach to ensure the safety of our food system and the products we are producing	13.10
	Animal health and welfare	Our approach to the treatment of animals, controlling potential impacts to their health and preventing disease among livestock.	13.11
	Supply chain traceability	Our ability to trace the source, origin, or production conditions of the raw materials and final products used in our operations, including suppliers.	13.23

3.0

Our commitments

OUR SUSTAINABILITY-RELATED COMMITMENTS

In 2024, we strengthened our commitment to embedding sustainability across our operations, focusing on building reliable data foundations, improving transparency, and supporting long-term environmental resilience. This year represented a shift toward deeper implementation, with significant effort placed on refining our ESG monitoring processes and ensuring we have the evidence and insights needed to make informed, future-focused decisions.

By integrating sustainable practices across our people, environment, product, and performance priorities, we continued to build a more accountable and resilient organisation, committed to continuous learning and practical progress on our sustainability journey.

3.1

Social

PEOPLE

In 2024, we strengthened the foundations of our people strategy, recognising that our workforce is central to the organisation's long-term performance.

Throughout the year, we advanced initiatives aimed at enhancing workforce capability, improving employee experience, and supporting retention across all areas of the business. We invested in leadership development, and expanded training and development opportunities.

We also deepened our engagement with the communities in which we operated.

These actions reinforced our role as a responsible employer and contributed to positive social and economic outcomes across our regional footprint.

Our commitments

Occupational Health & Safety

We are committed to providing a safe, healthy workplace by minimising risks, strengthening our WHS systems, and fostering a culture where safety is a shared responsibility.

Employment Practices

We prioritise fair, supportive, and fulfilling employment by investing in our people, offering strong working conditions, and creating opportunities for growth and wellbeing.

Non-Discrimination & Equal Opportunity

We are committed to a diverse, inclusive workplace where everyone is treated fairly, protected from discrimination, and provided equal access to opportunities.

Local Communities

We continue to work and partner with our communities to improve the quality of the life.

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety is a high priority for Hewitt. During the year, we recorded an increase in work related injuries. Although this resulted in higher incident metrics, it also reflected a meaningful shift in the strength of our reporting culture. Employees showed a greater willingness to report all incidents, including minor injuries and near misses, which improved our visibility of risk and allowed us to implement more timely and effective controls.

This increased transparency demonstrates the maturity of our safety culture and supports ongoing improvement in occupational health and safety.

	2021	2022	2023	2024
Number of fatalities as a results of work related injuries	0	0	0	0
Number of high-consequence work related injuries (excluding fatalities)	1	1	0	2
Number of recordable work-related injuries	44	72	63	92
Number of lost time incidents (LTI)	9	5	8	6

Table 1: Occupational Health and Safety across all sites 2021-2024
Note: 2021-2023 data has been updated due to improved system documentation.

EMPLOYMENT PRACTICES

At Hewitt, we prioritise creating a workplace that attracts and retains talented individuals. We are committed to nurturing a diverse and inclusive environment where employees feel valued, supported, and inspired, and to ensuring that working at Hewitt is both fulfilling and enjoyable.

Hewitt operates through two closely connected enterprises—Hewitt Agribusiness and Hewitt Foods.

Hewitt Agribusiness is responsible for the core agricultural operations across our stations. This includes the management of our land, grazing systems, and livestock, as well as the implementation of our environmental and animal welfare practices. The Agribusiness team ensures that our production systems are efficient, responsible, and aligned with our long-term sustainability goals.

Hewitt Foods takes responsibility for the next stage of the value chain, managing the processing, supply chain, and facilities that support the delivery of our premium organic meat products. This enterprise oversees food safety, manufacturing standards, logistics, and customer fulfilment, ensuring that the quality achieved on-farm is carried through to the final product.

Together, these two enterprises form a fully integrated system that enables Hewitt to maintain high standards of quality, traceability, and environmental stewardship from paddock to plate.

	2021	2022	2023	2024
Average headcount	235	272	234	239
Leavers	136	184	139	99
New hires	173	178	182	92
Employees turnover rate	57.9	67.6	59.4	41.4

Table 2. Employment movements across Hewitt

While the sector is often challenged by high turnover rates due to the demanding physical nature of station work, our 2024 results show a positive trend. We have seen a measurable

decrease in turnover as our team members gain a better understanding of how they can progress their careers and grow professionally within the company.

NON-DISCRIMINATION AND EQUAL OPPORTUNITY

We are committed to cultivating an inclusive workplace where all employees are afforded equal rights, opportunities, and respect.

Our dedication to fairness is reinforced through comprehensive policies and procedures, including our recruitment and anti-discrimination frameworks, which ensure equitable treatment across all aspects of employment.

	Directors	Executive Team	Senior Leadership Agribusiness	Senior Leadership Foods	All other employees
Male	4	3	3	2	125
Female	1	1	2	2	101
Under 30	0	0	0	0	102
30-50	3	3	2	4	85
50-60	1	1	3	0	28
60-70	1	0	0	0	10
Above 70	0	0	0	0	1

Table 3. Employment diversity statistics

LOCAL COMMUNITIES

Hewitt actively contributes to the wellbeing and resilience of the regional communities in which we operate. We do this by prioritising local employment, partnering with regional businesses through local procurement practices, and supporting access to essential services in remote areas.

Our long-term community partnerships, sponsorships, and engagement activities help strengthen local economies.

3.2 Environment

Land is Hewitt’s most important asset, so we are committed to responsible stewardship. Our dedicated team is advancing a broad suite of climate and nature-positive initiatives, using new insights and emerging technologies to guide our decision-making.

Of special note was the continuation of the multi-year ‘Food for the Future’ programme in partnership with Meat & Livestock Australia (MLA). It includes an emissions baseline assessment and reduction plan, biodiversity and natural asset audit, and a supply chain collaboration plan.

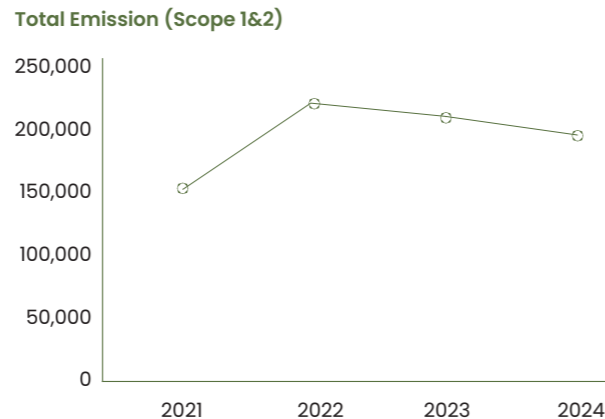
Our commitments:

- **Emissions:** Measuring, reporting, and reducing our greenhouse gas emissions through continuous improvement of our practices.
- **Climate adaptation and resilience:** Develop and implement a decarbonisation roadmap to mitigate climate change-related risks. In doing so, provide Hewitt with the resilience to adapt to the anticipated impacts from climate change.
- **Biodiversity:** Establishing a baseline profile of biodiversity and natural values across Hewitt properties, including flora and fauna surveys, and identify impact projects and interventions to enhance natural capital values.
- **Soil health:** Maintaining healthy soil through consistent environmental management and regenerative farming practices is key to our business operations.

EMISSIONS, CLIMATE CHANGE AND RESILIENCE

Following changes to national calculation methodologies, our reported emissions figure for the previous years have been updated.

Scope 3 increased as Hewitt grew its business through acquisition and scale of operations.



	2021 Results	2022 Results	2023 Results	2024 Results
Scope 1 GHG emissions	150,040	213,800	208,111	198,147
Scope 2 GHG Emissions	453	1,984	2,075	1,986
Scope 3 Emissions	158,692	863,659	515,546	665,737
Total Emission (Scope 1&2)	150,493	215,784	210,186	200,133

Table 4 Scope 1, 2 & 3 emissions for 2021 to 2024 group level

Emissions intensity is an important measure for Hewitt, as it demonstrates the impact of technology adoption and sustainability practices across our operations. Emissions intensity is measured through production GHG emissions, which reflect emissions calculated on a pre-farm-gate basis.

During this reporting period, beef emissions intensity increased by 5%, primarily due to the inclusion of land-use change impacts (+18%), which were underestimated in the previous year and have since been corrected. Importantly, production emissions intensity declined by 13%, reflecting improvements in on-farm efficiency and management practices.

	Units	2023	2024
Production GHG emission intensity, beef	kgCO ₂ -e/kg	14.6	15.6
Production GHG emission intensity, lamb	kgCO ₂ -e/kg	9.4	9.4
Production GHG emission intensity, pork	kgCO ₂ -e/kg	5.02	5.2
Production GHG emission intensity, chicken	kgCO ₂ -e/kg	4.5	4.4

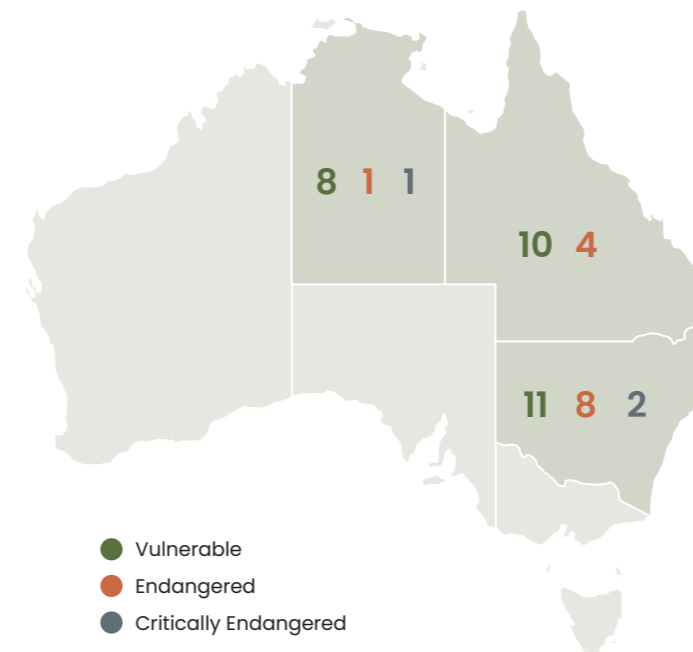
Table 5 Emission intensity per live weight to processing gate for each Hewitt's protein products

Retail shelf emissions capture emissions from processing and supply chain activities through to the point of sale. During the reporting period, Hewitt achieved lower retail shelf emissions intensity for lamb, pork, and chicken. Beef retail shelf emissions intensity increased, reflecting adjustments to land-use change data and improved accuracy in emissions accounting.

	Units	2023	2024
Retail Shelf GHG emission intensity Beef	kgCO ₂ -e/kg	36.8	38.8
Retail Shelf GHG emission intensity Lamb	kgCO ₂ -e/kg	28.1	27.1
Retail Shelf GHG emission intensity Pork	kgCO ₂ -e/kg	6.5	6.4
Retail Shelf GHG emission intensity Chicken	kgCO ₂ -e/kg	8.0	7.9

Table 6 Emissions intensity per live weight to retail shelf for each of Hewitt's protein products

BIODIVERSITY AND SOIL HEALTH



- Vulnerable
- Endangered
- Critically Endangered

Table 7 Number of species vulnerable, endangered species identified by state

As part of the 'Food for the Future' project, we have successfully identified key species inhabiting our properties nationwide. In collaboration with Bush Heritage Australia, we conducted comprehensive ecological surveys over a four-month period.

The results provided vital data on the presence of vulnerable, endangered, and critically endangered species across our various holdings, reinforcing our commitment to biodiversity and land stewardship.

Soil health underpins all of Hewitt's operations. Following the soil workshops delivered across our supply chain in late 2023, our teams strengthened their understanding of soil function and built skills in assessing soil condition, undertaking soil tests, and applying these insights directly in the field. These skills now support our ongoing monitoring and improvement of soil health, as well as the soil-analysis requirements that contribute to our broader regenerative programs, including Regenerative Organic Certified (ROC) status, where applicable.

4.0 Product

OUR PRODUCTS

Hewitt Foods' brand portfolio delivers trusted, high-quality protein across retail, butchers and foodservice. Our brands - Cleaver's Organic, Organic Rancher, Borrowdale Free Range Pork, Warilba Organic Lamb and The Organic Meat Co. - are designed to meet different customer needs while sharing a commitment to responsible production. Supported by defined production standards, recognised certifications, and a strong focus on animal welfare, traceability and product quality, these brands demonstrate how sustainability is embedded across our supply chain and reflected in the products we bring to market.

We pride ourselves on delivering trusted, responsibly-grown protein through a fully integrated supply chain that prioritises animal welfare, resource efficiency, and environmental care. Our production systems are designed to ensure consistency, integrity, and transparency

from paddock to plate—supported by rigorous certifications, strong regional relationships, and continuous improvements across our operations.

Our commitments:

- **Food safety:** We are committed to delivering safe, high-quality food by maintaining rigorous frameworks, strong manufacturing practices, and strict testing and traceability systems across our supply chain.
- **Animal welfare:** We continue to partner with animal welfare organisations and ensure our people receive training and are equipped with the techniques needed to champion animal welfare throughout our operations.
- **Supply chain traceability:** We consider ESG throughout the supply chain through the screening, selection, monitoring or engagement with suppliers on their ESG impact.

Certifications

Through obtaining and maintaining certifications from independent third-party certification bodies, Hewitt can ensure the distribution of the highest quality of organic and regenerative organic products.

Certifications such as Organic, Global Animal Partnership (GAP) and ROC (for cattle and sheep) are evidence that our suppliers maintain compliance with each certification annually. The auditing process

ensures that our suppliers consistently meet the high standards set by the criteria.

In 2024, the Hewitt livestock supply chain expanded significantly, with a notable increase in certified suppliers. This growth was further strengthened as several suppliers adopted new certifications, including ROC, increasing the overall proportion of certified suppliers across our network.

Certifications proudly held by Hewitt include:



FOOD SAFETY

Food safety is a core commitment of Hewitt. Across all processing facilities, Hewitt implements robust, science-based food safety management systems aligned with Hazard Analysis and Critical Control Points (HACCP) principles, Good Manufacturing Practices (GMP), and internal governance policies that guide operational decision-making.

Hewitt also maintains comprehensive traceability processes through digital platforms and lot-tracking technologies, supporting timely verification of product integrity and effective response to potential incidents.

System effectiveness is regularly verified through internal audit, management review, and independent third-party certification, with findings escalated through established governance and risk management forums.

Continuous improvement is embedded within Hewitt's food safety framework through adherence to internationally recognised certifications, including SQF, as well as compliance with applicable regulatory and customer requirements. These measures support the consistent delivery of safe, high-quality products and reinforce trust across domestic and international markets.



ANIMALS WELFARE

Across our properties and supply chain, we apply nationally recognised best-practice husbandry standards, ensuring livestock is managed humanely.

Our approach reflects the Australian definitions of animal husbandry and welfare, incorporating the Five Domains (nutrition, environment, health, behaviour, and mental state).

In 2024, we strengthened our commitment by partnering with animal-welfare organisations and ensuring staff across stations and facilities received ongoing training in humane handling, low-stress stock movement, and practical welfare skills.

SUPPLY CHAIN TRACEABILITY

Our supply chains are traceable from paddock to plate. We submit to Australia's Livestock Production Assurance (LPA) system, which provides lifetime animal traceability and underpins food safety, animal welfare and biosecurity outcomes. This is complemented by third-party verified certification

Hewitt maintains Global Animal Partnership (GAP) Level 4 certification, ensuring livestock have access to pasture-based systems and environments that support natural behaviours. Additionally, our Regenerative Organic Certification (ROC) encompasses strict welfare provisions, reinforcing transparency and accountability across our supply chain. These certifications align with the Australian Beef Sustainability Framework's Best Animal Care pillar, demonstrating our leadership in high-welfare production systems.

Animal welfare also delivers operational and environmental benefits. Improved transport logistics, low-stress handling, and health-focused production systems have translated into increased productivity, reduced shrinkage, more accurate carcass grading, and lower emissions linked to livestock stress.

programs including Organic, Global Animal Partnership (GAP) and Regenerative Organic Certified (ROC), which provide independent assurance across on-farm practices, processing and supply chain controls.

5.0 Performance

Hewitt's commitment to transparent, ethical and responsible business practices is the foundation of our corporate governance structure.

We pride ourselves on maintaining effective governance frameworks and systems to ensure we manage and mitigate risks for the benefit of our people, our communities, our products, the wider domestic and international markets, and the environment.

Performance relating to commercial outcomes and monitoring is discussed within financial reports and the relevant compliance documentation.

Our commitments:

- **Performance:** To uphold and continuously improve our ESG reporting processes and governance practices to operate and report accurately, transparently and with integrity.

OUR ESG GOVERNANCE STRUCTURE

The Board maintains overall responsibility for the company's corporate governance, however the Safety and Sustainability Board Subcommittee takes the primary remit for ESG performance and management.

The role of chair is fulfilled by the Chair of the Board and membership consists of two directors, the CEO as well as operational leaders. Conflicts of interest are managed and mitigated on a case-by-case basis under supervision of the Chair or other Director as appropriate and with guidance from the General Counsel or external legal advisors.

ETHICS AND BUSINESS CONDUCT

We continue to encourage and monitor compliance with policies and procedures and the reporting of any unethical and/or unlawful behaviours, with regular communication and policy review by the Board.

A number of policies in place to promote integrity and ethical business practices include:

- Anti-Bribery and Corruption Policy;
- Modern Slavery Policy;
- Anti-Discrimination Policy;
- Email and Internet Usage Policy;
- Privacy Policy;
- Security Policy;
- Whistleblower Policy; and
- Workplace Bullying and Harassment Policy.

All policies are made available to Hewitt employees and contractors upon the commencement of employment. Formal processes are in place to notify employees and contractors of changes to these policies and ensure that key policies are refreshed on an annual basis.

SOCIAL RESPONSIBILITY

Hewitt is committed to conducting business according to the highest ethical, professional, and legal standards. We recognise that our social, economic, and environmental responsibilities to our stakeholders are integral to the success of our business. We continue to deliver on our Social Responsibility Policy with reference to the principles of the International Labour Organisation (ILO), with particular focus on the following objectives:

1. The end of child labour;
2. The elimination of forced or compulsory labour;
3. The protection of employees from harassment and discrimination;
4. The provision of a living wage to all employees;
5. The recognition of freedom of association and right to collective bargaining;
6. Authorisation to work; and
7. Compliance with applicable environmental laws, regulations and guidelines.

RISK MANAGEMENT

Risk management has been a major focus for business operations in 2024 with our recent successfully implemented initiatives including:

- Using sustainability report to identify gaps in data management, processes, policies.
- TNFD identified areas to improve or consider regarding risk management.
- Developed processes to assess cattle yard infrastructure and safety, for both employees and livestock, to commence implementation from 2024.

INDUSTRY ASSOCIATIONS

Hewitt takes great pride in being the world’s largest organic red meat protein supply chain and being in a position to lead and influence domestic and global markets.

We are a prominent member of the Australia Organic Limited (AOL) and a significant contributor to the Australian sustainability and certified organic industry through policy participation and the payment of levies.

In addition, Hewitt, via Hewitt Foods, is a member and signatory to the Australian Packing Covenant Organisation (APCO). We have been a signatory to the Covenant since 2020 and therefore share the commitments and joint responsibilities, along with other signatories, to achieve “The 2025 National Packaging Targets” of:

- 100% reusable, recyclable or compostable packaging.
- 70% of plastic packaging being recycled or composted.
- 50% of average recycled content included in packaging.
- The phase out of problematic and unnecessary single-use plastics packaging.

Sustainable packaging

	Units	2024
Total plastic	Tonnes	20
Recycling plastic	Tonnes	20
Paper and board	Tonnes	584
Aluminium	Tonnes	2
Total packaging	Tonnes	626

Table 8 Breakdown on material used for packaging, excluding private label

Within the meat and livestock industry, Hewitt is represented through their membership to Meat and Livestock Australia (MLA). We continue our support of MLA through studies and projects, in particular the “Food for the Future: Sustainability and Australia’s red Meat Industry” project which aims to demonstrate how combined sustainability actions (emissions reduction planning, enhanced biodiversity, improved natural capital outcomes, and expanded regenerative agriculture techniques) can be successfully implemented within red meat supply chains.



