



Integrity Policy

1. Purpose

AUS-MEAT Limited (**Company**) has a commitment to creating and maintaining high standards of corporate, ethical and operational integrity. This applies to both AUS-MEAT and AUS-QUAL brands.

The purpose of this policy is to provide guidelines to the Company's staff members in relation to gifts, conflicts of interest and external employment.

2. Scope

The policy applies to all staff members of the Company and its subsidiaries.

3. Gifts

3.1 Definition of Gift

A gift is defined as any property, benefit or favour given in the course of a staff member's performance of their duties for which the staff member does not pay fair market value and may include meals or other hospitality, material goods (including product samples), travel and accommodation, tickets to sporting or cultural events, golf outings, discounts and any other merchandise or services.

3.2 Acceptance of Gifts

Staff members must not ask for or encourage the giving of any form of gift in connection with the performance of their duties.

Where a gift is such that an impartial person might reasonably conclude that it would influence the staff member's decision-making, it should not be accepted.

As a general rule, gifts from clients with whom the staff member deals in the course of the performance of their duties should not be accepted.

No gifts, product samples or similar items must be accepted for services provided before, during and/or after training courses and audits have been conducted.

Unsolicited gifts of nominal value presented to staff members under special circumstances such as at Christmas or to mark particular occasions or in accordance with established cultural practice and expectations may be accepted.

If a staff member is uncertain about whether they should accept a gift, he or she should discuss the matter with their supervisor or manager.

4. Conflicts of Interest

Any private business interests, shareholding or directorships held by the staff member or their immediate family members which may conflict with the staff member's duties, or which could reasonably be perceived as influencing their decision-making, must in general be avoided.



If a conflict of interest exists or arises, it must be disclosed to the Chief Executive Officer of the Company.

5. External Employment

The Company does not object, in principle, to its staff members engaging in employment outside the Company, provided such employment does not:

- a) affect the staff member's work performance with the Company;
- b) place the staff member in a situation, which could compromise him or her with regard to the Company;
- c) present an actual or potential conflict of interest;
- d) involve work tasks that would rightly be regarded as the staff member's duties with the Company; or
- e) involve the use of the Company's facilities or resources.

Examples of external employment that could contravene this policy are:

- a) evening work that is so demanding or tiring that it affects the staff member's work performance with the Company; and
- b) consulting or part-time work for a person or an organisation that is a client of the Company.

Any staff member engaged in or intending to engage in external employment that may contravene this policy must discuss the matter with his or her supervisor or manager and the Human Resource Manager of the Company.

A handwritten signature in black ink, appearing to read 'Ian King', with a long horizontal line extending to the right.

Ian King, CEO
January 2014