

**Teys Australia Pty Ltd - Global Reporting Initiative (GRI)**  
G4 Content Index for 'In Accordance' Core - General Standard Disclosures

General Standard Disclosures	Report Status	GRI Description	Page Number, Link or Description			
G4-1		Statement from the CEO.	The CEO's Message			
<b>Organisational Profile</b>						
G4-3		Name of the organisation.	Tey Australia Pty Ltd			
G4-4		Primary brands, products &/or services.	About Tey Australia			
G4-5		Location of the organisations headquarters.	Eight Mile Plains, Brisbane, Queensland			
G4-6		Number of countries where the organisation operates.	Tey Australia supplies products to more then 40 countries globally.			
G4-7		Nature of ownership and legal form.	Proprietary Limited			
G4-8		Markets served.	About Tey Australia			
G4-9		Scale of the reporting organisation.	People Practices			
G4-10		Employee numbers.	4889 Employees			
G4-11		Collective bargaining agreement.	Approximately 15-20% of the workforce is covered by collective agreements.			
G4-12		Organisational supply chain.	Governance and Leadership>Our Supply Chain			
G4-13		Significant changes during the reporting period.	The CEO's Message			
G4-14		How the precautionary principle is addressed.	Environmental Protection and Sustainability			
G4-15		Externally developed initiatives to which the organisation subscribes or	Governance and Leadership > Multi-stakeholder platforms, partnerships, alliances and memberships			
G4-16		Membership of Associations.	Governance and Leadership > Multi-stakeholder platforms, partnerships, alliances and memberships			
<b>Identified Material Aspects &amp; Boundaries</b>						
G4-17		All entities in Tey consolidated financial statements.	Private and confidential			
G4-18		Process for defining report content and boundaries.	Appendix			
G4-19		All material aspects identified in the process for defining report content.	Appendix			
G4-20		Aspect boundaries within the organisation.	Appendix			
G4-21		Aspect boundaries outside the organisation.	Appendix			
G4-22		The effect of any restatements of information.	Appendix			
G4-23		Significant changes from previous reporting periods in scope and aspect boundaries.	About Tey Australia			
<b>Stakeholder Engagement</b>						
G4-24		Stakeholder groups engaged by the organisation.	Our Stakeholders			
G4-25		Stakeholder Identification.	Our Stakeholders			
G4-26		Stakeholder engagement process.	Our Stakeholders			
G4-27		Topics and concerns raised by stakeholders.	Our Stakeholders			
<b>Report Profile</b>						
G4-28		Reporting period for information.	July 1 <sup>st</sup> 2014 – June 30 <sup>th</sup> 2015			
G4-29		Date of most recent report.	Not Applicable. This is our first public report.			
G4-30		Reporting cycle.	We expect to report annually.			
G4-31		Contact point for questions regarding the report or its contents.	www.teyaustr.com.au			
G4-32		Report the 'in accordance' option the organisation has chosen.	Core			
G4-33		External Assurance.	This report has not been externally assured. However, in the future we plan to.			
<b>Governance</b>						
G4-34		Governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision making	Governance and Leadership > Governance Structure			
<b>Ethics and Integrity</b>						
G4-56		The organisations values, principles, standards and norms of behaviour.	Governance and Leadership > Our Values and Behaviours			
<b>Specific Standard Disclosures</b>						
DMA and Indicators	Report Status	GRI Description	Page Number, link or description	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
<b>CATEGORY: ECONOMIC</b>						

Economic Performance						
G4-DMA		Climate Change	Environmental Protection and Sustainability			
G4-EC2		Financial implications and other risks and opportunities for the organisation due to climate change.	Environmental Protection and Sustainability	Financial Implications, costs of actions to manage climate change and the magnitude of any impact.	We don't measure this.	We don't measure this.
Indirect Economic Impacts						
G4-DMA		Our contribution to the Australian economy	Community Enrichment and Economic Development			
G4-EC8		Significant indirect economic impacts, including the extent of the impacts.	Community Enrichment & Econ	Indirect economic impacts.	No data is currently available.	We don't measure this.
CATEGORY: ENVIRONMENTAL						
Energy						
G4-DMA		Energy Productivity and Plant Efficiency	Environmental Protection and Sustainability and Sustainability Performance.	-	-	-
G4-EN3		Energy consumption within the organisation.	Environmental Protection and Sustainability. Energy consumptions usage is calculated by invoices from suppliers and metering.	-	-	-
G4-EN5		Energy intensity ratio.	Environmental Protection and Sustainability	-	-	-
G4-EN6		Energy saved due to conservation efforts.	Environmental Protection and Sustainability	-	-	-
Water						
G4-DMA		Water, Reusing and Recycling Water	Environmental Protection and Sustainability and Sustainability Performance.	-	-	-
G4-EN8		Total water withdrawal by source.	Water usage and costs are calculated by invoices from suppliers and our own water meters.	-	-	-
G4-EN9		Water sources significantly affected by the withdrawal of water.	We comply with all the relevant regulation surrounding withdrawal of water from relevant sources.	Water Withdrawal Impacts	We don't currently measure if water withdraw impacts (if any) occur as a result of our business.	No substantial issues noted to date.
G4-EN10		Percentage and total volume of water recycled and reused.	Environmental Protection and Sustainability	Recycled and Reused Water	Recycled water data is not accurately measured.	We don't have processes such as metering in place to capture the exact amount of reuse water in our business.
Emissions						
G4-DMA		Energy Productivity and Plant Efficiency	Environmental Protection and Sustainability and Sustainability Performance.	-	-	-
G4-EN15		Gross direct (scope 1) GHG emissions.	CO2, CH4,NO ,PFCs & SF6 are included in this calculation. 2014-2015 is the base year.	Global warming potential and biogenic CO2.	We don't measure this.	We have had no previous requirement to calculate GWP or biogenic CO2.
G4-EN16		Gross indirect (scope 2) GHG emissions.	Environmental Protection and Sustainability > Energy Consumption and Reduction	Global warming potential and biogenic CO2.	We don't measure this.	We have had no previous requirement to calculate GWP or biogenic CO2.

G4-EN18		GHG emissions intensity ratio.	The ratio expresses our absolute emissions divided by the tonnes of red meat produced. Scope 1 and 2 emissions are included in the calculation.	-	-	-
G4-EN19		Total amount of GHG emissions reductions.	CO2, CH4,NO ,PFCs & SF6 included in this calculation and includes Scope 1 and 2 reductions.	-	-	-
<b>Effluents and Waste</b>						
G4-DMA			Environmental Protection and Sustainability and Sustainability Performance.	-	-	-
G4-EN22		Total water discharge by quality and destination.		The quality of waste water leaving operations under Teys Australia's control.	Private and confidential.	Private and confidential.
G4-EN24		Total number and volume of significant spills.	As a part of our environmental management process, we record all incidents of spills regardless of their severity. In FY2015, nil occurred which required regulator intervention.	The total number and volume of spills.	Private and confidential.	Private and confidential.
<b>Transport</b>						
G4-DMA		Transport and its Impacts	Environmental Protection and Sustainability	-	-	-
G4-EN30		Significant environmental impacts of transporting products and other goods and materials for the organisations operations and transporting members of the workforce.	Environmental Protection and Sustainability.	Environmental Impacts associated with transportation.	Teys Australia does not measure this.	We have had no previous requirements to measure the environmental impact of transportation.
<b>Environmental Grievance Mechanisms</b>						
G4-DMA		Stakeholder Environmental Complaints		-	-	-
G4-EN34		Total number of environmental grievances.		The number of environmental grievances.	Private and confidential.	Private and confidential.
<b>CATEGORY: SOCIAL</b>						
<b>SUB-CATEGORY: Labour Practices and Decent Work</b>						
<b>Employment</b>						
G4-DMA		Recruiting our People		-	-	-
G4-LA1		Total number and rates of new employee hires and employee turnover by age group, gender and region.		The number and rates of hires and turnover.	Private and confidential.	-
<b>OH&amp;S</b>						
G4-DMA		Workplace Health and Safety Performance, Safety Team	Workplace Health and Safety and Performance Data	-	-	-
G4-LA5		Percentage of the total workforce represented in formal joint management worker health and safety committees.	Workplace Health and Safety	-	-	-
G4-LA6		Rates of injury, occupational disease, lost days and absenteeism and number of work related fatalities, by region and gender.	Workplace Health and Safety and Performance Data	Rates of injury.	Private and confidential.	Private and confidential.
<b>Training and Education</b>						
G4-DMA		Employee Development, Support Services	People Practices and Well-being	-	-	-
G4-LA9		The average hours of training that the organisations employees have undertaken during the reporting period, by gender and employment category.	People Practices > Training	Hours of Training by gender and employment category.	We are currently improving the way in which we measure training.	We plan to report this in the future.
G4-LA10		Type and scope of programs implemented to upgrade employee skills.	People Practices	-	-	-
G4-LA11		Percentage of employees who received regular performance and career development reviews.	People Practices	-	-	-
<b>Diversity and Equal Opportunity</b>						

G4-DMA		Diversity and Inclusion	People Practices and Well-being	-	-	-
G4-LA12		Composition of the highest governance body and breakdown of employees per employee category according to gender, minority group membership, and other indicators of diversity.	The composition of the Senior Leadership team (SLT) can be found at <a href="http://www.teysaustralia.com.au">www.teysaustralia.com.au</a> but does not include the age of the SLT as this was found to be irrelevant.	Ethnic diversity of our workforce.	We are currently improving the way in which we measure the ethnicity of our workforce.	We plan to report this within three years.
<b>SUB-CATEGORY: Human Rights</b>						
<b>Assessment</b>						
G4-DMA		Labour Practices in Recruitment	People Practices and Well-being	-	-	-
G4-HR9		Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	People Practices > Labour Practices in Recruitment	-	-	-
<b>Human Rights Grievance Mechanisms</b>						
G4-DMA		Labour Practices in Recruitment	People Practices and Well-being			
G4-HR12		Total number of grievances about human rights.	People Practices > Labour Practices in Recruitment	-	-	-
<b>SUB-CATEGORY: Society</b>						
<b>Local Communities</b>						
G4-DMA		Enriching lives through community and employee contributions	Community Enrichment and Economic Development	-	-	-
G4-SO1		Percentage of operations with implemented local community engagement, impact assessments and development programs.	Community Enrichment and Economic Development & Performance Data.	Impact assessments, disclosure of results and consultation committees.	No prior requirements.	We have had no previous requirements to undertake impact assessments or participate in consultation committees.
<b>Anti-corruption</b>						
G4-DMA		Transparency and Accountability	Governance and Leadership	-	-	-
G4-SO3		Total number of operations assessed for risks related to corruption.	None in FY2015.	-	-	-
G4-SO4		Communication and training on Anti-corruption policies and procedures.	Our business conduct principles are signed on an annual basis by our salaried staff.	Anti-corruption policies and procedures are not communicated to business partners.	Not required.	We have no previous requirements to communicate policies to business partners.
G4-SO5		Total number of confirmed incidents of corruption.	None in FY 2015.	-	-	-
<b>Anti-competitive behaviour</b>						
G4-DMA		Anti-Competitive Behaviour	Governance and Leadership	-	-	-
G4-SO7		Total number of legal actions for anti-competitive behaviour.	Governance and Leadership (None in FY2015).	-	-	-
<b>SUB-CATEGORY: Product Responsibility</b>						
<b>Customer Health &amp; Safety</b>						
G4-DMA		Producing a safe product our customers can trust	Food Safety and Quality Practices			
G4-PR1		Significant product and service categories for which health and safety impacts are assessed for improvement	Food Safety and Quality Practices and Performance data.			
G4-PR2		Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period.		Incidents of non compliance.	Private and confidential.	Private and confidential.
<b>Product and Service Labelling</b>						
G4-DMA				-	-	-
G4-PR4		Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling.		Incidents of non compliance.	Private and confidential.	Private and confidential.