

Tyrconnell Valley Pty Ltd as Trustee for the Carusi Family Trust

With FNQ Orchard Services Pty Ltd

Business Code of Ethics

Our business has a responsibility to the agricultural industry, customers, and people. We strive to:

- Maintain the highest standards of business conduct by using only legal and ethical means in all business activity.
- Actively promote and encourage the highest level of integrity within the agricultural industry.
- Cooperate in every reasonable and proper way with other farming bodies and work with them in the advancement of the industry.
- Be fair and respectful to employer(s), employees, associates, competitors, customers, the public, and all business or professional relationships.
- Legally comply with the minimum employment standards set by the Fair Work Act 2009 (Cth) and the National Employment Standards (NES), as well as any relevant modern awards or enterprise agreements.
- Legally and morally adhere to the situation and rights of employees by observing Equal Employment Opportunities, Bullying, Discrimination, Sexual Harassment, Human Rights, as well as Health and Wellbeing.
- Adhere to honesty in advertising and in all representations to the public concerning agriculture and products.
- Develop the production, processing and distribution chain of our product which is both socially just and ecologically responsible.
- Commit to the development and use of the highest standards and practices for production, processing, and handling, using the following as guidance documents:
 - Freshcare Food Safety and Quality Code of Practice and Resources.
 - Code of Practice General Principles of Food Hygiene CAC/RCP 1-1969, Rev 4-2003.
- Observe all state and federal laws and international regulations pertaining to agricultural production, processing and handling.
- Declare that we will make every effort to uphold this Code of Ethics.

Signed: *A. Carusi*
Date: July 2023
Authority: Farm Manager/Director

Date of Review: July 2025