



# THOMAS FAMILY GUARANTEE

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## OUR PARTNERS



# THOMAS FAMILY GUARANTEE

We want to ensure the place our families lived in the past, to the place we live in today, will still be the world all our families can enjoy and live in for generations to come.

The Thomas Foods International Group ("TFI") have always been dedicated to producing the highest quality meat products and is why we are proud to have our own certification program in Australia, the Thomas Family Guarantee ("TFG").

Through the establishment of the TFG, our own farms and close network of farmers uphold the highest ethical and environmental standards. Through third party oversight, we continue to deliver on our promise of supplying ethically and sustainably raised beef, lamb, mutton and goat products, for all to enjoy across the world.

At TFI, we continue to be committed to providing you and your family safe, nourishing and sustainably raised meat products to the highest standards of quality and integrity.

From our Family to Yours,



**DARREN THOMAS**  
CHIEF EXECUTIVE OFFICER



**CHRIS THOMAS**  
FOUNDER AND MANAGING DIRECTOR



## PURPOSE

The TFG program ensures producers who supply the Group operate responsibly in accordance with all relevant Australian livestock production industry standards and requirements. This manual details the requirements that participating producers and their livestock production systems must meet, along with the process to ensure ongoing compliance.

The program ensures integrity of the 'raising' claims; raised without antibiotics, no added hormones, humanely raised and sustainable. It also extends to TFI's additional programs; Grass Fed, Grain Fed and organic for participating producers.

## SCOPE

This manual addresses the following specific elements of the *TFG* program:

- Standards
  - Farm Accreditation
  - Traceability
  - Animal Welfare
  - Livestock Transport
  - No Antibiotics
  - No Added Hormones
  - Humanely Raised
  - Sustainable
- Additional Programs
  - Grass Fed
  - Grain Fed
  - Organic



# 1. STANDARDS

## 1.1 FARM ACCREDITATION

### Livestock Production Assurance Program

All producers must be accredited producers of the LPA program.

All livestock movements must be accompanied with a current and fully completed LPA NVD with the producers TFG number stated in section 9 (for lambs) and section 7 (for cattle).

All LPA documentation is required to be kept up to date and reviewed annually.

### Meat Standards Australia

Producers must be registered and certified through MLA's MSA program.

## 1.2 TRACEABILITY

It is a minimum requirement for producers to have a system in place to demonstrate complete all of life traceability of livestock and their movements between owners and properties. It is strongly recommended that RFID tags are used in conjunction with the NLIS system to manage full life traceability of livestock.

Endorsed software systems that may be used to record information include: AgriWebb, AgLive, Maia Technology (Maia Grazing) and Protrace Solutions.

## 1.3 HUMANELY RAISED

Producers must adhere to the standards outlined in the Endorsed Australian Animal Welfare Standards and Guidelines handbook. Compliance is audited in line with LPA certification.

### Surgical Procedures

A Veterinary Practice or Veterinarian must be nominated by the property.

Surgical procedures are to be kept to a minimum and performed by a Veterinarian or a trained and experienced individual. Pain relief must be administered to livestock of all ages that undergo a surgical procedure where blood is drawn.

Other methods used to complete the task below (eg. rubber rings) must be completed between the specified age ranges:

#### Tail Docking

- After 24 hours old and before 3 months old.

#### Castration

- After 24 hours old and before 3 months old for lambs.
- After 24 hours old and before 6 months old for cattle.

#### Mulesing

- After 24 hours old and before 3 months old.

#### De-Horning

- Cattle consigned to the Angus Pure Program are not to be de-horned.



## **Animal Health**

### **Treatments**

Producers are required to provide care for sick and injured livestock within 24 hours of the illness or injury identification.

All sick or injured livestock must be treated according to the *Endorsed Australian Animal Welfare Standards and Guidelines*. In an instance where antibiotics are required to be administered, the animal will be treated by a trained individual, identified by an ear tag and removed from the TFG program.

All medicines must be stored in line with the directions on packaging. All needles / sharps are to be disposed of responsibly.

Basic animal health treatment practices such as drenching and vaccinating can continue on property. Approved products used to treat livestock are listed in the TFI's List of Prohibited and Allowable Treatments. Animal treatment records must be kept and regularly updated.

### **Euthanasia**

Properties must have a procedure in place and known to all staff outlining livestock euthanasia procedures. If use of a firearm is the method of euthanasia, staff nominated to do so must hold a current and appropriate gun license.

An appropriate and safe procedure must be in place for carcass disposal and known by all staff.

If a disposal pit is used, it must be fenced off and secured from external access by livestock.

### **Hygiene**

Chemicals, disinfectants, baits etc. must be stored according to labelling directions and away from stock feed.

Equipment used to administer treatments should be cleaned appropriately after use.

Chemicals must be stored in a secure store and to the directions on the labels. Signage must identify the chemical storage area. Empty containers are to be rinsed and disposed of responsibly.

## **Animal Husbandry**

### **Staff**

All staff must understand the basics of animal husbandry and are skilled to perform assigned duties.

Contractors employed to perform on-farm activities must be licensed and/or skilled in their performed activity.

### **Facilities**

Appropriate and safe facilities must be available to intervene with troubled births if required.

Properties and livestock handling facilities must be safe, secure and meet the requirements outlined in the Australian Animal Welfare Standards and Guidelines.

## **Feed and Water**

Fresh feed and water must be available to livestock at all times.

Stockfeed treatment and purchase records must be kept up to date.

Appropriate measures must be taken to ensure contamination does not occur when mixing feedstuff. Contractors used to mix stockfeed must be certified.

For feeding requirements specific to Grass Fed, Organic or Grain Fed programs, please refer to Section 3 of the TFG manual "*Addition Programs*".



## 1.4 LIVESTOCK TRANSPORT

### Dispatch

When preparing for dispatch, livestock are to remain off feed and water for no longer than 24 hours. All livestock are to be assessed and agreed fit for travel between the producer and transport driver before transport commences.

### Transport

Livestock Transport must be in line with the standards set out in the *Australian Animal Welfare Guidelines - Land Transport of Livestock*.

Appropriate rest breaks must be taken for livestock traveling greater than 24 hours, in line with the *Australian Animal Welfare Guidelines - Land Transport of Livestock*.

All livestock movements must be recorded and accompanied with a current and fully completed LPA NVD with the producers TFG number stated in section 9 (for lambs) and section 7 (for cattle).

### Transport Drivers

All drivers must be able to communicate with plant in case of an emergency, delay in delivery or problems where help is required.

Appropriate rest breaks must be taken by the driver in line with the *Australian Animal Welfare Guidelines - Land Transport of Livestock*.

## 1.5 RAISED WITHOUT ANTIBIOTICS

Livestock participating in the TFG program must NEVER be treated with antibiotics.

Animals treated with antibiotics must be done so under supervision of, or by an experienced individual. The animal treated must be identified clearly identifies and removed from the program.

If a cow in gestation or with a calf at foot is treated with antibiotics, both the cow and the calf must be removed from the program. The administration of antibiotics must be recorded on an animal treatment record and disclosed on the NVD.

### List of Prohibited Treatments

Antibiotics (including Ionophores):

The following list includes, but is not limited to, injectable, oral and stockfeed antibiotics that cannot be administered/ consumed by livestock destined for the TFG Grass Fed program. If in doubt, please consult with your veterinarian before treatment commences.

Table 1 List of Non-Allowable Treatments

Oxytetracyclines/Chlortetracyclines	Alamycin Engemycin Terramycin
Trimethoprim/Sulfonamides	Tribactral Trisoprim Trivettrin
Beta-lactams (Penicillin, Ampicillin, Amoxycillin, Cloxacillin, Ceftiofurs)	Benzathine Excenel Excede
Macrolides	Micotil Draxxin Erythromycin
Aminoglycosides	Neomycin Gentamicin Streptomycin
Phenicols	Florfenicol Chloramphenicol
Streptogramin	Virginomycin
Glycolipids	Flavophospholipol
Ionophores	Monensin Sodium Salinomycin Sodium Lasalocid Acid



## 1.6 NO ADDED HORMONES EVER

Hormone Growth Promotants (HGP's) are not to be administered to livestock. Livestock administered HPGs are to be identified and removed from the program.

The following list includes, but is not limited to, hormone growth promotants that cannot be administered to livestock destined for the TFG program.

Table 2 List of Prohibited Hormones

Hormonal Growth Promotants	Revalor Compudose Synovex Component
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## 1.7 SUSTAINABLE

### Environment

Producers must meet the requirements of the TFI's Producer Environmental Declaration. The declaration outlines that the participating properties meet the below requirements to maintain and preserve the land for future generational use. The guidelines recommend producers are looking for ways to or are:

- Comply with the applicable legal requirements that relate to environmental aspects of primary production.
- Implementing procedures to prevent the pollution of the air and waterways and minimise the consumption of resources. The following are examples:
  - Reduce waste through recycling.
  - Recycling water through effluent irrigation, garden water etc.
  - Planting trees / native vegetation to encourage biodiversity.
  - Reducing chemical application across crops and pastures.
  - Fencing off creeks / rivers to deter erosion.
  - Adopting renewable energy (solar bores, solar panels).
  - Adopting no till farming methods to increase organic matter soil content and deter top soil erosion.
  - Mindful of chemical / fertilizer run off by implementing procedures to avoid the contamination of creeks / waterways.
  - Organic and inorganic chemicals and application equipment must be stored in an appropriate place and disposed of responsibly to minimise contamination and pollution.
- Employees are trained to carry out tasks in an environmentally responsible manner.

### Biosecurity

As part of the LPA program, properties must have a Farm Biosecurity Plan in place to prevent the outbreak of disease. It is recommended that South Australian producers are part of PIRSA 1B program.

Invasive wildlife control is to be conducted humanely by a contractor or experienced operator. The appropriate permits must be obtained to control native wildlife.



## 2. PROGRAMS

## 2.1 GRASS FED

Producers participating in the Grass Fed Program will undergo an audit after application and will be issued with a certificate of compliance. A fully completed and signed TFI Grass Fed Declaration must accompany all livestock to plant, consigned to the TFG Grass Fed Program.

### Requirements

- Only vendor bred livestock or livestock with full traceability records are eligible for Grass Fed classification.
- Grass and forage shall be the feed source consumed for the lifetime of the animal, with the exception of milk consumed prior weaning.
- The diet shall be derived solely from forage consisting of grass (annual and perennial), forbs (e.g. legumes, Brassica), pulses, browse, or cereal grain crops in vegetative (pre – grain) state. Animals cannot be fed grain or grain by products and must have continuous access to pasture during the growing season. Hay, haylage, baleage, silage, crop residue without grain, and other roughages sources may also be included as acceptable feed sources. Routine mineral and vitamin supplementation may also be included in the feeding regimen.
- Feed supplementation may occur due to inadvertent exposure to non-forage feedstuff or to ensure the animals wellbeing at all times during adverse environmental or physical conditions.
- The producer must fully document the supplementation that occurs including the amount, the frequency, and the supplements provided. Paddocks that have had a cereal grain crop harvested may be grazed by eligible animals provide that at least one of the following elements is met to avoid the risk of animals gaining access to grain that has shed during harvest:
  - Over 75% of the paddocks average vegetative regrowth is higher than 10cm when animals are first grazed.
  - Five days after a post-harvest rain fall event of 5mm
- The inadvertent consumption of cereal grain which has matured within a pasture is permitted when such a cereal grain was not deliberately made available to the livestock, is derived from volunteer or early maturing plants and constitutes less than 1% of the area being grazed.
- Routine mineral and vitamin supplementation may be given to livestock. Lick blocks, must be free from hormones and antibiotics.
- Livestock are to be kept on open pastures, have access to roughage/forage at all times and never confined to a feedlot.
- When assigning Grass Fed livestock to TFI, Grass Fed must be stated in Section 7 for small stock or Section 9 for cattle on the NVD with the TFI Grass Fed Declaration must be attached.



## 2.2 ORGANIC

Livestock are to be kept on open pastures, have access to roughage/forage at all times and never confined to a feedlot.

Producers are to be certified through USDA's National Organic Program (NOP). A copy of organic certification must be supplied with the TFG application form and will be kept on file at TFI's head office with plant access.

A copy of organic certification must accompany each fully completed MSA declaration and LPA NVD.

## 2.3 GRAIN FED

Livestock to be included in the TFG Grain Fed program must be sourced from an NFAS (cattle) or LPAS (lambs) accredited feedlot.

Rations fed to livestock must be free of meat, organs and products from ruminant animals; Bovine semen, Bovine embryo and ova; meat and bone meal, meat meal, poultry offal meal, feather meal; dry greaves, fishmeal, dicalcium phosphate, gelatine, and their mixtures.

Rations must be free from antibiotics, in line with TFI's list of prohibited and allowable treatments.

Grain Fed certification must accompany the fully completed LPA NVD when consigning livestock to a TFI processing facility.

Lambs must be fed for a minimum of 35 days.

Cattle must be fed for a minimum of 100 days.





### 3. ACCREDITATION PROCESS

### 3.1 SUPPLIER APPLICATION

Applicants will be reviewed and approved upon receipt of the TFG application.

Documentation required on application is as follows:

- TFG Application Form
- TFI Environmental Declaration

Plus one of the following:

- TFI Grass Fed Declaration
- LPAS or NFAS Certificate
- NOP Certificate

The minimum standards of the TFG must be upheld from date of application. Successful applicants will receive a TFG supplier number and a certificate of compliance.

When booking in livestock with TFI buyers, producers are required to quote their TFG number.

### 3.2 PROPERTY AUDITS

Grass Fed producers will receive an initial audit for program certification, then undergo additional audits on a random basis.

All other properties will be audited by a TFI representative on a random basis. At least seven days' notice by email, phone and letter correspondence will be given to producers that an audit is required to be completed.

The TFG is a third-party verified program by AUS-MEAT. At random, properties may be re-audited by an AUS-MEAT auditor or a TFI auditor may be accompanied by an AUS-MEAT auditor.

### 3.3 CORRECTIVE ACTIONS REPORT

Severity of CAR:	Resulting action of CAR:
Observations	Observations made throughout an audit that may become an issue in time, can be verbally recommended to the property manager during an audit.
Minor	A minor non-compliance identified in line with the TFG Program standards. Producers will be placed on an audit schedule of 2 years.
Major	A major non-compliance identified in line with the TFG Program standards. Producers will be placed on an audit schedule of 1 year.
Critical	A critical non-compliance identified in line with the TFG Program standards. Certification to supply the TFG Program will halt immediately. A producer will have 28 days to rectify the issue before the property will be re-audited.





## 4. EXTRA INFORMATION

## 4.1. DOCUMENTATION

All documentation will be controlled by TFI head office, with plant access.

The following documents must be fully completed and accompany livestock to all TFI processing facilities:

- LPA NVD
- MSA Declaration (for cattle)
- NFAS Grain Fed Declaration (if applicable)
- Organic Certificate (if applicable)

## 4.2. PROGRAM CONTACTS

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### LIVESTOCK ASSURANCE PROGRAM

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## 5. GLOSSARY

<b>ALFA</b>	Australian Lot Feeding Association
<b>CAR</b>	Corrective Action Report
<b>ESI</b>	Export Slaughter Interval
<b>GF</b>	Grain Fed
<b>GFYG</b>	Grain Fed Yearling
<b>GMO</b>	Genetically Modified Organism
<b>HGP</b>	Hormone Growth Promotant
<b>LPA</b>	Livestock Production Assurance
<b>ME</b>	Metabolisable Energy
<b>MJ</b>	Mega joules
<b>MLA</b>	Meat and Livestock Australia
<b>MRL</b>	Maximum Residue Limit
<b>MSA</b>	Meat Standards Australia
<b>NLIS</b>	National Livestock Identification System
<b>NFAS</b>	National Feedlot Accreditation Scheme
<b>NVD</b>	National Vendor Declaration
<b>SOP</b>	Standard Operating Procedure
<b>TFG</b>	Thomas Family Guarantee
<b>TFI</b>	Thomas Foods International
<b>USDA</b>	United States Department of Agriculture
<b>WHP</b>	Withholding Period



## 6. DEFINITIONS

<b>AUDIT</b>	An independent examination by a certified individual/company to determine compliance to outlined standards and procedures of a program.
<b>CORRECTIVE ACTION</b>	Improvements issued identifying concerns around the quality of farming practices.
<b>DECLARATION</b>	A formal statement or announcement signed and dated by the individual applying for the program.
<b>EXPORT SLAUGHTER INTERVAL</b>	The minimum time required to lapse between the treatment and slaughter of livestock to meet MRL's for entry international markets.
<b>GENETICALLY ENGINEERED MATERIAL</b>	Material that has been altered using genetically modified organisms.
<b>GENETICALLY MODIFIED ORGANISM</b>	An organism who's DNA has been altered using genetic engineering techniques.
<b>GRAIN</b>	Wheat, barley, oats, corn, rice, sorghum, rye, millet, triticale, amaranth, buckwheat and quinoa crops, grown to produce staple foods.
<b>GRAIN FED</b>	Livestock raised on a diet where grain is the main ingredient in the ration.
<b>GRASS FED</b>	<ul style="list-style-type: none"> <li>Grass and forage shall be the feed source consumed for the lifetime of the animal, with the exception of milk consumed prior weaning.</li> <li>The diet shall be derived solely from forage consisting of grass (annual and perennial), forbs (e.g. legumes, Brassica), pulses, browse, or cereal grain crops in vegetative (pre – grain) state. Animals cannot be fed grain or grain by products and must have continuous access to pasture during the growing season. Hay, haylage, baleage, silage, crop residue without grain, and other roughages sources may also be included as acceptable feed sources. Routine mineral and vitamin supplementation may also be included in the feeding regimen.</li> <li>Feed supplementation may occur due to inadvertent exposure to non-forage feedstuff or to ensure the animals wellbeing at all times during adverse environmental or physical conditions.</li> <li>The producer must fully document the supplementation that occurs including the amount, the frequency, and the supplements provided. Paddocks that have had a cereal grain crop harvested may be grazed by eligible animals provide that at least one of the following elements is met to avoid the risk of animals gaining access to grain that has shed during harvest: <ul style="list-style-type: none"> <li>Over 75% of the paddocks average vegetative regrowth is higher than 10 cm when animals are first grazed.</li> <li>Five days after a post-harvest rain fall event of 5 mm</li> </ul> </li> <li>The inadvertent consumption of cereal grain which has matured within a pasture is permitted when such a cereal grain was not deliberately made available to the livestock, is derived from volunteer or early maturing plants and constitutes less than 1% of the area being grazed.</li> </ul>
<b>ORGANIC</b>	Livestock produced without the use of chemical fertilizers, pesticides, or other artificial chemicals.
<b>SECOND PARTY AUDIT</b>	An external examination of farming practices and record keeping documentation performed by the customer.
<b>SELF-ASSESSMENT</b>	An internal examination of farming practices and record keeping documentation performed by an employee of the business.
<b>SUPPLEMENT</b>	Feedstuff added to a ratio in order to complete or enhance dietary requirements.
<b>SURGICAL PROCEDURE</b>	A produce involving an incision with an instrument, performed to repair or deter disease and/or infection. This includes but is not limited to mulesing, tail docking and castration by gas knife, caesarean and de-horning.

<b>SUSTAINABLE</b>	Producers are implementing procedures in line with the TFI Producer Environmental Declaration to maintain the land and resources to ensure that the needs of today's generation are met without jeopardizing the ability of future generations to meet their needs.
<b>THIRD PART AUDIT</b>	An external examination of farming practices and record keeping documentation performed by an independent body of the supplier and the customer.
<b>YEARLING</b>	Livestock that is a year old or that is in its second year.
<b>WITHHOLDING PERIOD</b>	The minimum time that must elapse between the treatment and slaughter of livestock to meet the MRL's for sale into domestic markets.

## 7. REFERENCES

The following documents are used for reference with the *Thomas Family Guarantee*:

- Meat Standards Australia Requirements for Handling Cattle.
- Meat Standards Australia Requirements for Handling Sheep.
- Australian Animal Welfare Standards and Guidelines – Land Transport of Livestock (*Edition One, Version 1.1, 21 September 2012*).
- Australian Animal Welfare Standards and Guidelines for Cattle (*Edition One, Version 1, Endorsed January 2016*).
- Australian Animal Welfare Standards and Guidelines for Cattle (*Edition One, Version 1, Endorsed January 2016*).
- AUS-MEAT Animal Raising Claim Framework for Beef Production Systems in Australia, 27/10/2017.
- Livestock Production Assurance – Level 1 On-Farm Assurance Approved Standards, (*Version 22, 2018*).
- Export Slaughter Intervals (ESI's) of veterinary chemicals for use in Cattle, Australian Pesticide and Veterinary Medicines Authority, 30/07/2018.
- Export Slaughter Intervals (ESI's) of veterinary chemicals for use in Sheep, Australian Pesticide and Veterinary Medicines Authority, 30/07/2018.
- AUS-MEAT Animal Raising Claims Framework for Sheep Production Systems in Australia, 14/11/18.
- Food Safety and Inspection Service Labelling Guideline on Documentation Needed to Substantiate Animal Raising Claims for Label Submissions, December 2019.

