

ANNEX A: Aviagen ANZ Biosecurity Declaration

Biosecurity Declaration



As set out in the Aviagen ANZ [Aviagen Australia Pty Ltd and Aviagen New Zealand Ltd] (**Aviagen**) Biosecurity Policy and Employee Handbook, maintenance of strict biosecurity standards is paramount to Aviagen's ability to ensure flock health, welfare and productivity. Accordingly any employee or contractor breach of Aviagen's biosecurity standards may have a significant impact upon Aviagen's reputation, profitability and business viability given non-compliance may result in significant disease and mortality in flocks infected with endemic diseases such as mycoplasmosis or the mandatory destruction of entire flocks through the introduction of exotic diseases such as avian influenza and Newcastle disease. As a result, Aviagen takes biosecurity very seriously and any breach of this declaration (and as a result your employment contract, contractor agreement and Aviagen's policies and procedures) may constitute serious misconduct and result in immediate termination of your employment or contractor engagement.

The following declaration is made for the purposes of compliance with Aviagen's Biosecurity Policy and must be signed by all employees or contractors at the commencement of their employment or contractor engagement with Aviagen, and annually thereafter.

I _____ declare that:

[Full name of employee/contractor]

1. No birds of any type, including poultry, ducks, or pet birds, are kept at my place of residence, at any time.
2. No pigs are kept at my place of residence, at any time.
3. I do not have direct contact in any way whatsoever (e.g. by way of secondary employment, hobby, education, volunteering) with the following:
 - a) Poultry or pet birds, including any non-Aviagen poultry farms, backyard poultry or any other avian species. This includes pet shops, zoos, wildlife parks etc;
 - b) Any poultry or other livestock processing plant or any other workplace that involves routinely handling raw poultry or pork meat;
 - c) Any operation that uses poultry or animal manure;
 - d) Any operation that manufactures and/or transports feed stuffs;
 - e) Any intensive livestock operation e.g. cattle in feedlots or pigs; and
 - f) Any laboratory that carries out biological work on animals or animal products
4. No one resides at my place of residence who has direct contact in any way whatsoever (e.g. by way of employment, hobby, education, volunteering) with the following:
 - a) Poultry or pet birds, including any non-Aviagen poultry farms, backyard poultry or any other avian species. This includes pet shops, zoos, wildlife parks etc;
 - b) Any poultry or other livestock processing plant;
 - c) Any operation that uses poultry or animal manure;
 - d) Any operation that manufactures and/or transports feed stuffs;
 - e) Any intensive livestock operation e.g. cattle in feedlots or pigs; and
 - f) Any laboratory that carries out biological work on animals or animal products.
5. I have had the biosecurity matrix (which is annexed to the Biosecurity Policy) explained to me, and I agree to abide by these requirements.
6. I agree to clean and sanitise any tools I may require in accordance with Aviagen's policies and procedures;
7. I have had the entry procedures explained to me and I will abide by those procedures, which includes (where required by entry procedures) showering head to toe including thoroughly washing hair, with shampoo, soap, and/or all-purpose body wash.

Biosecurity Declaration (continued)

- 8. I agree to change into Aviagen provided clothing/footwear, use footbaths and hand washing/sanitising stations as directed.
- 9. I will notify Aviagen immediately (or at least one week prior in the event of anticipated changes) of any changes in my (or my household's) personal circumstances (whether temporary or permanent) which may prevent my ability to comply with the requirements in this statement and in Aviagen's Biosecurity Policy.
- 10. I understand that my ongoing compliance with Aviagen's biosecurity processes set out in the Biosecurity Policy and this declaration is a strict condition of my employment with Aviagen, and that if my personal circumstances change in a way that will prevent my compliance with Aviagen's biosecurity requirements and processes, my ongoing employment with Aviagen may be at risk of termination.
- 11. I understand that under the Aviagen Code of Conduct, my employment contract or contractor agreement any failure to strictly comply with the biosecurity processes outlined in the Biosecurity Policy and related documents and this declaration (including but not limited to, failure to notify Aviagen under section 9 above) may be considered to be serious misconduct and lead to instant termination of my engagement with Aviagen.
- 12. I understand that if, as a result of an allegation/investigation into compromised biosecurity, if Aviagen has reasonable grounds to suspect that my place of residence and/or my living arrangements (for example, where a genuine concern is raised that I may have pigs or birds at my place of residence) poses a biosecurity risk to Aviagen, I acknowledge that Aviagen (i.e. a person nominated by Aviagen, for example an Aviagen manager who may have police clearance) may inspect my place of residence (with me present) in order to be satisfied that no biosecurity risk exists. Aviagen will generally give notice that an inspection will be carried out (albeit such notice may be short, e.g. within the same day).
I also understand that Aviagen will not randomly, i.e. without genuine grounds (e.g. serious concerns), inspect my place of residence but instead would only do so in the event of reasonable grounds to suspect a biosecurity risk. I understand that I can withdraw my permission (in writing/email/text message) for Aviagen to inspect my residence contained in this declaration at any time. I understand, however, that I am expected not to withdraw my permission without genuine grounds that are reasonable in the circumstances. In this respect, I understand that it would not be reasonable to withdraw my permission in order to hide or attempt to hide a biosecurity risk from Aviagen.

To the best of my knowledge the information provided in this Declaration is true and correct.

Dated: _____ day of _____ 20____

[Print Name of employee/contractor]

[Print Name of Witness]

[Signature]

[Signature]