



 WHOLEGRAIN
MILLING CO.

WHY SUSTAINABILITY MATTERS

2025-26
EDITION



WE'VE BEEN SUSTAINABLE SINCE THE START



Wholegrain Milling Co. started where many of the best things do — around a kitchen table. Back in 1978, Wendy and Harry Neale set up a small, bench-top stone mill in their kitchen in Gunnedah, NSW and started grinding organic grain by hand. Almost five decades later, we've grown into one of Australia's leading suppliers of 100% Certified Sustainable and Certified Organic flours.

Today, our modern facility runs seven stone mills alongside a purpose-built roller mill, drawing grain supplied by our trusted growers from more than a hundred storage silos on site.

And yes, that first little stone mill still gets a run now and then, just to remind us all where we came from.

Just as the business has passed from one generation to the next, we believe the land is something you pass on, not use up. We take the long view — backing our sustainable and organic growers as they use farming practices that nourish the soil rather than deplete it, and embracing sustainable practices at the mill wherever we can. The result is flour that treads lightly, with a carbon footprint up to *54% lower than conventional flours. Oh, and it bakes pretty bloody good too.

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report



Wholegrain Milling Co. started almost 50 years ago. Since then, we've grown, but not in a "let's change everything" kind of way. We're still family owned. Still independent. Still working with farmers who look after their soil, crops and ecosystems like they're family. And we're still milling flour that's full of variety and goodness, because that's what good baking starts with.

A HISTORY OF DOING THE RIGHT THING

Wholegrain Milling Co. is founded

Wendy and Harry Neale begin stone-grinding organic grain at their kitchen table, driven by a belief that grain grown in healthy soils with fewer chemical inputs provides a better foundation for a healthier life.

1978



1984



1994



1995



A small customer base, a big reputation

Sixteen years in, organic flour is still a niche market, but our commitment to quality earns the trust of a loyal handful of customers.

Certified Organic

We become the first flour mill in Australia to be Certified Organic.

The next generation steps in

With demand for organic food growing, Craig Neale takes the reins and sets out to bring organic flour to bakers across the country.

Our own purpose-built mill

We expand into a purpose-built stone milling facility on Borthistle Road, Gunnedah.

2005



A new standard for sustainable food

As a lead processor, we helped develop the standard that would later become Certified Sustainable, supporting a traceable, chemical-free food system that benefits producers and consumers alike.

2015



2017



Heritage flours return

We introduce heritage wheat flour, bringing unique flavours and baking qualities back into Australian bakeries.

2018



2022



Powering up with solar

Five hundred solar panels are installed, supplying 33% of our energy needs.

2023



2025



More sustainable than ever

We proudly transition to a 100% renewable energy source to power our mill.

2026



Roller mill added to meet demand

We design and build our own roller mill to meet the growing demand for high quality flour.

2010



Reaching a major milestone

We achieve our first 10,000 tonne production year.

2017



Growing... and growing

Automated packing equipment is installed to improve consistency and output.

2022



Leading the way in sustainable baking

We complete the Bread Lifecycle Project, mapping Scope 1, 2 and 3 emissions from paddock to plate, demonstrating how better data and sourcing can deliver low-emissions outcomes alongside quality.

2025



FLOUR THAT'S BETTER FOR PEOPLE AND PLANET



We make flour the way it should be made. Just good grain, grown well, and milled with love. Sustainable and organic artisan and specialty flours, made by people who care.





SUSTAINABLE

Our Certified Sustainable flours come from Certified Sustainable farms using regenerative practices that improve soil health, grain quality and biodiversity over time. The idea is simple: leave the land better than you found it.



ORGANIC

Our Certified Organic flours are made from grain grown by Certified Organic farmers under strict organic standards, without the use of synthetic pesticides or herbicides. It's about working with nature, not against it.



GRAIN THAT'S FULL OF GOODNESS



At Wholegrain Milling Co. we believe diversity in both bread and nature is better for all of us. That's why we produce modern, heritage and ancient grain flour and retain our own custom-designed mill stones and associated machinery — so that artisan bakers have greater choice of quality flours to make magic with. This has environmental benefits too, increasing biodiversity and ensuring more wheat varieties survive so we can reduce our reliance on monoculture farming.

MODERN

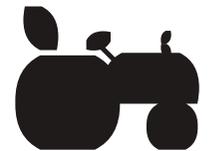
Developed to achieve higher yields and consistency of production for farmers. The certifications associated with the farming systems in which these crops are grown mean we can supply a premium product that offers versatility, and consistency of performance.

HERITAGE

An older wheat variety that doesn't contain the modern Mexican Dwarf gene. Previously lost to the modern farming system, heritage varieties showcase regional characteristics targeting taste, nutrition and baking performance.

ANCIENT

Like heritage wheat, flours made from ancient grains taste great, the way nature intended it. Thousands of years old, these varieties offer a nutritionally dense and flavoursome option for our bakers.





CERTIFICATION YOU CAN TRUST

The grains we mill are fully traceable and come from either Certified Sustainable or Certified Organic farms.



Certification is vital to our commitment to sustainability, offering independent validation of our actions and outcomes, and ensuring we meet industry benchmark environmental and ethical standards.

CERTIFICATION REFLECTS THE FACT WE ARE COMMITTED TO:



SUSTAINABLE AGRICULTURE

Our growers prioritise soil health, greater biodiversity, low impact farming and social contribution.

DELIVERING TRANSPARENCY & TRUST

Independent validation provides credibility.

MEETING MARKET & CONSUMER EXPECTATIONS

Sustainability is no longer optional; bakeries and consumers demand proof.

CONTINUOUS IMPROVEMENT

The certification process drives us to refine and strengthen our practices.

STRENGTHENING SUPPLY CHAIN INTEGRITY

Certification assures partners and customers that every step of our supply chain (from farm to flour) is aligned with sustainable principles.

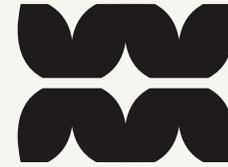
→ OUR IMPACT REPORTING

SUSTAINABILITY, PROVEN

FROM PADDOCK TO MILL, WE KEEP IT
REAL. THE BEST GRAIN. GROWN UNDER
STANDARDS THAT TIGHTLY CONTROL
CHEMICAL USE. NO SHORTCUTS. JUST
FLOUR THAT'S BETTER FOR PEOPLE AND
BETTER FOR THE LAND IT COMES FROM.

PIONEERS IN SUSTAINABLE FLOUR

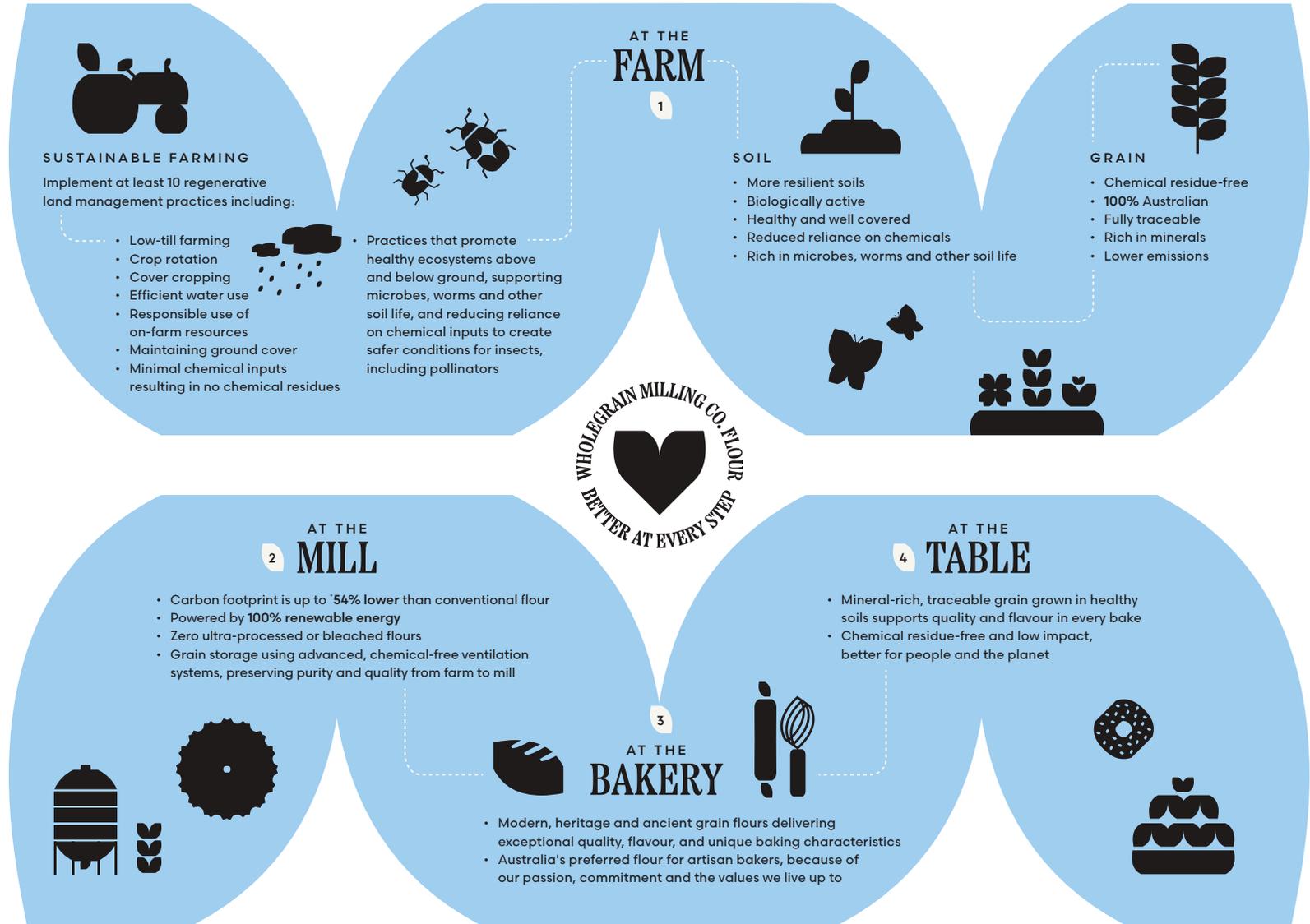
SINCE 1978



**WHOLEGRAIN
MILLING
CO.**



THE JOURNEY OF OUR
SUSTAINABLE FLOUR



* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report



“Almost 50 years ago —
long before sustainability
had a name — we were
already working this way.”

Mathew Jensen | General Manager
Wholegrain Milling Co.

WE WANT TO BE BETTER. EVERY. SINGLE. DAY.



People talk a lot about sustainability these days. But at Wholegrain Milling Co., we didn't choose it because it was fashionable. We chose it because it was the right thing to do.

Almost 50 years ago — long before sustainability had a name — we were already working this way. Looking after the land, respecting the people we work with, and thinking about what we'd leave behind.

When you live close to the land, you learn quickly that what you put in is what you get back. Do things properly, and everything is better for it.

As Australia's leading sustainable milling company, we hold ourselves to high standards. Not because we have to, but because we believe quality starts well before the grain reaches the mill. It starts in the paddock, with sustainable agriculture. It continues through ethical supply chains and responsible practices that value efficiency, stewardship of our environment, and positive outcomes for people and communities.

Sustainability isn't a box to tick. It's something baked into what we do, every day. And it's something we're always trying to improve.

Recently, that's meant making some important changes. We've shifted to 100% renewable energy to further reduce our carbon footprint. We're rolling out a company-wide recycling program to make better use of resources and cut down on waste. And we've invested in sharing the story of sustainable farming through PR and media, so more people understand where their food comes from and why it matters.

We've also opened our doors through the Wholegrain Milling Experience, inviting customers to visit the mill and see first-hand the farming and milling systems behind our flour. Because we believe transparency builds trust.

Importantly, we've also built sustainability into our planning, making it part of how we make decisions, set goals, and keep improving, year after year.

At the end of the day, this isn't about trends or titles. It's about doing right by the land, by our people, and by the customers who trust us. Because when you do things properly, everything is better for it.

Mathew Jensen | General Manager
Wholegrain Milling Co.



**WE ARE
THE INGREDIENT
FOR CHANGE**

POWERS THE MILL WITH

100%
GREEN
ENERGY

Aids the restoration of ecosystems and increased biodiversity by sourcing grains from farms that **use regenerative farming practices** for sustainable flours

SOURCES GRAIN FROM FARMS WITH

100%
VERIFIED REGENERATIVE
OR ORGANIC FARMING
TECHNIQUES

HELPS TO PROTECT
OUR WATERWAYS BY
SUPPORTING CROPS
GROWN IN SOILS
THAT RETAIN WATER
NATURALLY, REDUCING
RUNOFF AND POLLUTION

OUR FLOURS HAVE UP TO

54%
LOWER

CARBON FOOTPRINT THAN
CONVENTIONAL FLOURS

PROMOTES GREATER
SOIL HEALTH BY ONLY
SOURCING GRAINS FROM
REGENERATIVE FARMS
FOR SUSTAINABLE
FLOURS

ARE
100%
AUSTRALIAN

HAS BEEN A PIONEER
OF SUSTAINABLE AND
ORGANIC FLOUR SINCE
1978 AND REMAINS
INDEPENDENTLY OWNED

USES ONLY
MINERAL-RICH
GRAINS IN
SUSTAINABLE
FLOUR THAT
ARE CHEMICAL
RESIDUE-FREE

Produces flours where every ingredient is **fully traceable** to the farm

SUPPORTS
COMMUNITY
AND FARMER
WELFARE

Supports diversity in bread and nature, with modern, heritage and ancient grain flour giving artisan bakers greater choice of quality flours.

All while increasing biodiversity and ensuring more wheat varieties survive so we can reduce our reliance on monoculture farming.

PRODUCES ONLY

100%
CERTIFIED SUSTAINABLE
& ORGANIC FLOURS

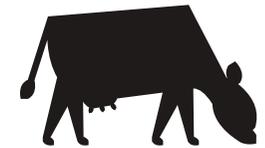
We've spent years sourcing quality grain, milling it into exceptional flour and supplying bakers who care about what they're using. We're always tweaking, learning and improving as we continue to do right by our customers and the land we all rely on.

BETTER AT EVERY STEP

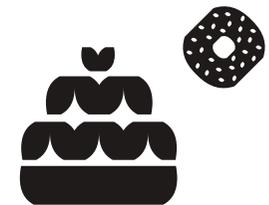
BETTER FOR BAKERS & BREAD LOVERS



BETTER FOR FARMERS & PLANET



BETTER FOR OUR PEOPLE & COMMUNITY



	DESCRIPTION (OUTPUTS)	IMPACT PRIORITIES	INTENDED OUTCOMES
<u>BAKERS</u>	→ Delivers consistent, high-quality flour made from Australian grain, with strict chemical-free storage and quality controls. Every batch is fully traceable back to Certified Sustainable or Certified Organic farms, supporting reliable baking performance.	<ul style="list-style-type: none"> • Quality and consistency • Sustainable sourcing 	<ul style="list-style-type: none"> • Support business growth and impact for bakers
<u>BREAD LOVERS</u>	→ Provides the essential ingredient, flour, that is not ultra-processed, nutritious, traceable, that bakes better and supports healthier eating; the flour in every loaf has a positive impact for people and planet.	<ul style="list-style-type: none"> • Traceability • Mineral-rich grains • Not ultra-processed or bleached 	<ul style="list-style-type: none"> • Healthy ingredients • Educate bread lovers on benefits of sustainable / organic
<u>FARMERS</u>	→ Supports farmer wellbeing through fair contracts, long-term partnerships, and reliable market access, underpinning regenerative farming systems that reduce input use and costs and support long-term land health.	<ul style="list-style-type: none"> • Trusted partnerships • Fair payment • Farmer wellbeing, long-term viability • Regenerative or organic farming practices • Biodiversity and soil health • Water retention 	<ul style="list-style-type: none"> • Sustainable, profitable farms • Reliable food chains • Improved farmer wellbeing
<u>PLANET</u>	→ Sources and mills grain certified under sustainable or organic practices, reducing synthetic chemical use, supporting biodiversity, and lowering the carbon footprint for healthier soils, cleaner water, and resilient climate outcomes.	<ul style="list-style-type: none"> • Carbon footprint reduction • Circular waste practices • Renewable energy • Regenerative or organic farming practices • Biodiversity and soil health • Water retention • Less chemical usage 	<ul style="list-style-type: none"> • Healthier soils • Lower emissions • Greater biodiversity • Resilient climate outcomes • Cleaner waterways
<u>OUR PEOPLE</u>	→ Builds employee wellbeing and local engagement by supporting livelihoods, wellness programs, and participation in local clubs; promotes staff health and a supportive workplace.	<ul style="list-style-type: none"> • Staff engagement • Health and wellbeing • Improved livelihoods 	<ul style="list-style-type: none"> • Engaged and healthy workforce • Safer and happier workplaces
<u>COMMUNITY</u>	→ Strengthens the local economy in regional towns, creates jobs, buys local and shares knowledge.	<ul style="list-style-type: none"> • Money and jobs recycled back into regional communities • Local jobs • Local procurement • Community participation 	<ul style="list-style-type: none"> • Stronger regional economies / communities



BETTER FOR BAKERS & BREAD LOVERS





BETTER FOR BAKERS



We're committed to always trying to do things better for bakers so they can deliver better baking results. That's why our flours are crafted with care, authentic, and not over-processed, so they help bakers create bread and baked goods with real character.



“No other mill in Australia matches Wholegrain Milling Co.’s support for bakers and farmers. There’s a real connection, trust, and quality in every bag.”

**BEHIND
THE BAKE:
AP BAKERY**

Dougal, Head Baker at Sydney’s AP Bakery, grew up on his family’s wheat farm. From an early age, he saw the hard work and uncertainty that sit behind every harvest. He also experienced the frustrations that come with commodity grain, where quality and care can get lost along the way.

As Dougal found his way into baking, that early experience shaped what he looked for in ingredients. He wanted flour he could trust. Flour with integrity. Something that respected the land it came from and the people who grew it. That search led him to Wholegrain Milling Co.

What stood out wasn’t just the performance of the flour, but the connection behind it. Wholegrain offered traceability back to Australian farmers committed to regenerative, chemical residue-free growing, along with genuine support for both growers and bakers.

Today, Wholegrain Milling Co. supplies the foundation for AP Bakery’s breads and pastries. For Dougal, it means high-performing flour, honest sustainability information, and confidence that farmer welfare is taken seriously.

BETTER FOR BREAD LOVERS



Every loaf and baked good that comes out of the oven of a baker using our flour, not only tastes good, it has a positive impact. It's better for people and the planet, with a carbon footprint up to *54% lower than conventional flour. Better all round.

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report





“If you’re making something with five ingredients, make sure they’re cracking ingredients. That’s why we choose Wholegrain Milling Co. flour.”

**BEHIND
THE BAKE:**

RUSTICA

At Rustica, every decision comes back to the same question: does this make our traditional sourdough better?

It’s a mindset shaped by tradition and by care. Only the highest-quality ingredients make the cut, with flour at the heart of it all, chosen not just for flavour and performance, but for how it’s grown and the impact it leaves behind.

Sustainability is built into Rustica’s DNA, shaping the standards behind every loaf that comes out of the oven.

That’s why they’ve partnered with Wholegrain Milling Co. This long-standing relationship, built on transparency and traceability, ensures they have flour sourced from Australian farmers using regenerative growing methods.

For Rustica, choosing the right ingredients is not only what makes uncompromising bread, it gives their customers confidence that great bread and genuine sustainability always go hand in hand.

THE HIGHLIGHTS

Why our flour is better for Bakers & Bread Lovers



CHEMICAL RESIDUE-FREE

Each certified sustainable grain crop undergoes independent MRL testing to confirm nil reportable chemical residues.

HALF THE CARBON FOOTPRINT OF CONVENTIONAL FLOUR

Our total flour production has a carbon footprint up to *54% lower than conventional flours.

MINERAL DENSE: HIGHER IN 9 OUT OF 11 KEY MINERALS

Our certified sustainable flour is made from sustainable wheat that outperforms conventional wheat in key minerals.

QUALITY ASSURED

Wholegrain Milling Co. goes above and beyond industry standards in terms of testing the physical and sensory characteristics of its flour, while ensuring it's free from nasties.

GRAIN IS UNIQUELY STORED FOR QUALITY AND CONTINUITY OF SUPPLY

Our large-scale storage holds grain for up to 18 months, reducing the ups and downs that come with changing harvests. Grain is organised by its natural characteristics and kept cool and dry using aeration, not chemicals, ensuring a more consistent supply of high-quality grain and flour.

CAREFUL HANDLING FROM THE PADDOCK TO THE MILL

From harvest, certified grain is transported straight to our mill by trusted carriers who help maintain purity and avoid chemical residues commonly associated with conventional storage and transport.

STONE MILLING TO PRESERVE GOODNESS

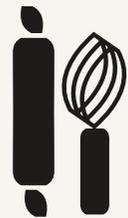
Our purpose-built mill stones and machinery move grain slowly through the mill, at cooler temperatures, which helps preserve its natural enzymes and nutrients.

ROLLER MILLING DESIGNED FOR SCALE

Our roller mill enables the production of premium flours in larger volumes to meet growing demand, delivering a smooth texture, reliable performance and a more subtle flavour, while maintaining the same care and consistency we're known for.

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report

OUR ONGOING IMPACT FOR BAKERS & BREAD LOVERS



Achievements

- HACCP, Organic, and Sustainability certifications for flour products: ensuring safety and responsible sourcing.
- Multi-million-dollar packing machine: improving production efficiency, food safety, and job retention.
- Sustainable bread project: promoting nutrition and environmental outcomes.

Future focus

- Secure longer-term contracts with growers for greater economic resilience.
- Expand packing, storage, and food safety infrastructure to reduce supply risk.
- Ongoing investment in milling technologies to uphold product quality, safety, and consistency.
- Invest in next-generation testing and analytics to strengthen measurement of key flour quality parameters and performance.

Key measures and results

- 100% fully traceable supply chain
- 100% Australian
- Milled from mineral-rich wheat (9 out of 11 key minerals)
- 100% chemical residue-free
- 0% ultra processed and unbleached

Impact priorities

- Quality and consistency
- Sustainable sourcing
- Traceability
- Mineral rich
- Not ultra-processed or bleached



BETTER FOR FARMERS & PLANET



BETTER FOR FARMERS



The grain we mill is fully traceable, coming only from Certified Sustainable or Certified Organic farms.

Supporting better farming benefits everyone. By minimising chemical inputs and boosting natural resilience, these Certified Sustainable and Organic practices lower costs, improve yields, and support farmer profitability.

Fair contracts and long-term partnerships also underpin farmer success, enabling our growers to invest in their land's future and confidently plan for generations to come.





“Growing food in a ‘low impact’ way directly supports people’s health and wellbeing, with more nutrients and fewer chemical residues in what we eat, along with healthier, more fertile soil so we can keep growing food.”

**BEHIND
THE CROP:**

**ROSSCOMMON
FARMING**

Scott and Clare Warby have been farming in regional New South Wales for well over a decade but switched to sustainable farming in 2017. From the beginning, they’ve managed their land with a clear intention: to farm in a way that leaves the soil healthier than they found it.

Stepping away from conventional agriculture wasn’t a decision taken lightly. But for Scott and Clare, protecting their soil and growing healthier, mineral-rich crops for Australian families mattered more than sticking with the status quo. Their partnership with Wholegrain Milling Co. has given them the stability to keep moving forward with fair pricing, recognition for the work they put into sustainable farming, and a genuine connection with a partner who shares their values.

Scott and Clare see themselves as custodians of the land, balancing ecological responsibility with the need to build a viable future for the next generation. Wholegrain Milling Co. supports that vision by prioritising traceability and rigorous quality standards, ensuring their growing practices are valued all the way through to the end user. With reduced chemical inputs and careful soil management, their crops are more resilient, nutrient-dense, and water efficient.

Together, Scott and Clare are proving that sustainable farming isn’t just good for the environment, it’s essential for long-term business success and strong, healthy communities.

BETTER FOR PLANET



Because of the way it's grown and milled, our total flour production has a carbon footprint up to *54% lower than conventional flour.

Certified Sustainable farmers use regenerative farming practices like low-till farming and crop rotation to build healthy, living soils and ecosystems that produce chemical residue-free grain.

Certified Organic farmers take a natural approach, growing grain without GMOs or synthetic fertilisers or chemicals of any kind.

These farming methods are not just better for crops, they're better for the entire planet.

Healthier soils support healthier ecosystems, hold more water, improve drought resilience and reduce runoff. And with fewer chemicals used, our waterways and oceans are better protected. Every grain milled upholds ecosystem restoration and contributes to a stable, sustainable planet for all.

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report



Wholegrain Milling Co. now operates entirely on 100% renewable energy.

BEHIND
THE SHIFT:

100%
GREEN
POWER

By powering our entire milling process from grain cleaning to stone and roller milling exclusively with 100% renewable energy, we're significantly reducing our carbon footprint and supporting Australia's clean energy transition. This commitment ensures the electricity used to produce every batch of our flour is fully backed by renewable energy, further improving the environmental sustainability of our supply chain and delivering a new standard for responsible baking in Australia.

THE HIGHLIGHTS

Why our flour is better for Farmers & Planet



100% FULLY TRACEABLE AND AUSTRALIAN SUPPLY CHAIN

100% CERTIFIED SUSTAINABLE OR CERTIFIED ORGANIC

Certified Sustainable and Organic, our grains offer outstanding natural qualities and flavour profiles, and are sourced from farmers with uncompromising ethics and standards.

100% REGENERATIVE FARMING

Our Certified Sustainable farms qualify for certification by using at least 10 sustainable land management practices.

OUR TOTAL FLOUR PRODUCTION HAS A CARBON FOOTPRINT UP TO *54% LOWER THAN CONVENTIONAL FLOUR

WE SUPPORT CERTIFIED SUSTAINABLE AND CERTIFIED ORGANIC FARMERS FOR DOING THINGS DIFFERENTLY

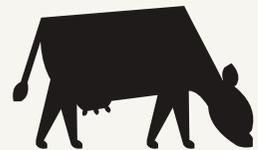
Fair contracts and long-term partnerships underpin farmer success.

RESPECTING THE SOIL

Our grains are grown in soil cared for by farmers who take a long-term view, maintaining land health for generations to come.

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report

OUR ONGOING IMPACT FOR FARMERS & PLANET



Achievements

- Achieved 100% renewable energy for milling operations via GreenPower and solar installations.
- Adopted compressed filtered air grain cleaning and minimal water / chemical use methods, supporting clean waterways and reduced wastewater.
- Sourced >50% of sustainable grain from the Fitzroy Basin, improving local water quality and supporting Great Barrier Reef programs.
- Increased demand for sustainable wheat (which further supports farmers to adopt sustainable farming practices, increasing the amount of sustainable farmland across the country).
- Launched customer mill tour / experience program focused on sustainable farming, sourcing and milling education and awareness.

Future focus

- Annual GHG emissions reporting across all business units.
- Activate broad-scale onsite recycling, segregation, and waste management solutions in partnership with council.

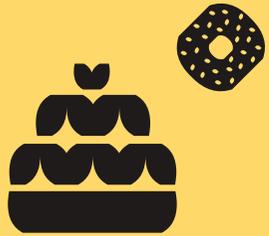
Key measures and results

- Support farmer welfare
- Promote soil health
- Protect waterways and help restore ecosystems
- Up to 75% lower environmental footprint
- 100% renewable energy

* Wholegrain Milling Co. 2024 GHG Emissions Calculation Report

Impact priorities

- Carbon footprint reduction
- Circular waste practices
- Renewable energy
- Trusted partnerships
- Fair payment
- Farmer wellbeing, long-term viability
- Regenerative or organic farming practices
- Biodiversity and soil health
- Water retention



**BETTER
FOR OUR PEOPLE
& COMMUNITIES**



BETTER FOR OUR PEOPLE



At Wholegrain Milling Co., we believe looking after people isn't a perk, it's just the right thing to do. That's why we try to create a workplace where people can thrive.

In practice, that means practical support for work-life balance, like an extra paid appreciation day off each month for full-time staff to help reduce burnout and support overall wellbeing. It also means a healthy, safe working environment, backed by workplace safety programs and a comprehensive 8-module Wellness and Wellbeing course for all employees. It's a people-first approach built on respect, care and doing what's right.





BEHIND
THE MILL:
**ADAM
BEASLEY**

**“Wholegrain is more than just milling—
it’s about people, care, and the quality
we create together. I’m proud to be
part of a business that supports good
jobs and great food in Gunnedah.”**

Adam Beasley has spent more than a decade baking in regional New South Wales. After honing his craft across Europe and Canada, he returned home to Gunnedah to raise his family and continue the work he loves at Wholegrain Milling Co.

Adam’s path through the business, from dispatch, to Senior Flour Miller, to Plant Manager reflects both his dedication and the opportunities available to people willing to grow. It’s a progression built on learning, commitment, and being part of a team that values its people.

What sets Wholegrain apart for Adam is the culture. Stable hours, genuine care for staff wellbeing, and the chance to build a long-term career without leaving the community he calls home.

He values the connections, working alongside other bakers, sharing technical knowledge, and helping keep skilled jobs in regional areas. At Wholegrain Milling Co., Adam has found a place where career growth, family life, and strong community ties can exist side by side.

BETTER FOR COMMUNITIES



Wholegrain Milling Co. is part of the local fabric. We were born in Gunnedah and grew up here. Our mill and our partnerships with farmers create jobs and contribute to the local economy. But it goes deeper than that. People from Wholegrain Milling Co. live local, shop local and ARE local. We are part of the community and together, we are all better for that.



BEHIND THE
COMMUNITY:
**ECONOMIC
EMPOWERMENT**

Wholegrain Milling Co. is strengthening local economies across regional Australia.

Through local procurement and employment, our operations help create lasting opportunities for regional suppliers and workers. In FY 2025, Wholegrain Milling Co. is projected to generate around \$19.9 million in economic value for local communities.

This amount was calculated using the LM3 (Local Multiplier 3) method

from a 3rd party, drawing on procurement and workforce data to show the positive effects of our spending and job creation.

By focusing on local investment at every stage, from sourcing grain to finished flour, Wholegrain Milling Co. supports high-quality, sustainable production while also fostering resilient community economies and a more inclusive supply chain.

THE HIGHLIGHTS

Why our flour is better for our People & Communities



LOCAL HIRING & PROCUREMENT

We provide secure employment for 30 staff in regional towns, paying above-award wages, and procuring from regional farms and businesses.

\$19.9 MILLION INTO LOCAL COMMUNITIES

Local jobs and procurement enabled \$19.9 million to be recycled into regional communities in FY25.

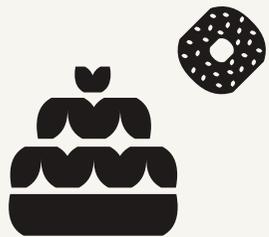
PRIORITISE EMPLOYEE WELLBEING

We prioritise staff safety and worker wellbeing, including flexible work environments and training on wellbeing.

FUND RESEARCH & DEVELOPMENT

We fund industry first research and technology development to progress innovation and sustainability in our industry.

OUR ONGOING IMPACT FOR OUR PEOPLE & COMMUNITIES



Achievements

- LM3 Local Multiplier methodology to map and maximise economic impact, \$19.9 million recycled into regional communities in FY25 through procurement and jobs.
- Above-award wages, flexible work options, and regional staff hiring, supporting local economic development.
- Monthly appreciation day and launch of staff wellness 8-module program for improved work-life balance and wellbeing.
- Direct participation in local clubs and ongoing local procurement support.
- Transparent staff training and leadership development with career progression path.

Future focus

- Roll out ESG awareness and training program for all staff.
- Further improve staff facilities and amenities.
- Continue expanding staff diversity and Indigenous employment programs.

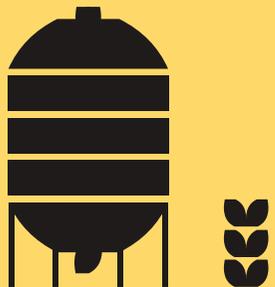
Key measures and results

- Local employment
- Local procurement
- \$19.9 million invested into local communities through jobs and procurement

Impact priorities

- Money and jobs recycled back into regional communities
- Local jobs
- Local procurement
- Community participation
- Staff engagement
- Health and wellbeing
- Improved livelihoods

Our story has always been a simple one. Source grain from farmers who look after the land, make flour that bakers can rely on, treat people properly, and respect the old wisdom while staying open to new ideas.





WHOLEGRAIN
MILLING
COMPANY

Craig Neale | Director
Wholegrain Milling Co.

Good conversations start the same way good flour does, with people. Whether you're a commercial, artisan or home baker, or just have a question, we'd love to hear from you. Get in touch.



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