

# **Modern Slavery And Human Trafficking Statement 2020**



**GOLDEN  
COCKEREL**  
*Chicken*

**This statement covers the activities of Golden Cockerel Pty Ltd  
ABN 84 009 906 432**

## OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Golden Cockerel is an independent Poultry Processor which currently employs 505 people. Our head office and processing facility are located in Mount Cotton, Queensland Australia.

Golden Cockerel is jointly owned by two families who have been involved in the Australian poultry industry for three generations. We process in excess of 35 million broilers per annum and account for 25% of Queensland production.

All operations are conducted in Australia and the supply chain including procurement of services are sourced from Australia suppliers. Given the simplicity of our supply chain we conclude the risk of encountering modern slavery in our operation is unlikely.

Golden Cockerel strives to ensure integrity, ethics and transparency in all activities. We are fully committed to ongoing review of our risk profile and prepared to respond in the most appropriate way.

## OUR POLICIES

Our Code of Conduct explains our company values and how we will conduct ourselves. It covers a range of important elements about how we do business, including behaving ethically and lawfully. It sets out the standards of behaviour we expect of our people, including our directors, employees and contractors.

We have the following Policies in place to ensure our commitment to good corporate governance and responsible business practices as well as assisting with the identification of potential risks to modern slavery.

- Employee Code of Conduct
- Business Ethics & Integrity Policy
- Whistleblower Policy
- Recruitment Policy
- Environmental Policy
- Contractor Management Procedure

## DUE DILIGENCE PROCESSES

In 2019 we undertook a review of our supply chain for potential risks of modern slavery practices. This review was closely mapped to our internal risk assessment process and based on various key factors:



**100% procurement from Australian suppliers**



Summary Of Procurement Activities	% of total expenditure	Risk
Livestock for processing	62 %	Low
All other goods, materials and services are sourced from first-tier-suppliers	38 %	Low

**Overall we conclude that modern slavery risks within our supply chain and operations are unlikely.**

In addition to our supply chain review Golden Cockerel's processing operations are subject to regular internal auditing to ensure compliance with relevant legislation, regulations and strict quality standards. We are also subject to rigorous external auditing through our customers respective Social Accountability programs which thoroughly examine our operation and business practises for slavery and other human right concerns.

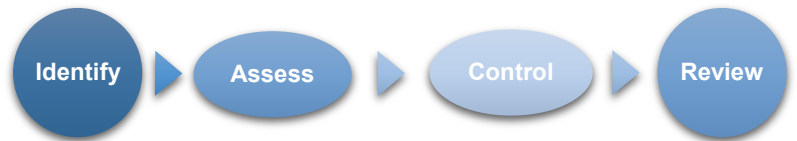
Golden Cockerel has also been a member of [Sedex \(Supplier Ethical Data Exchange\)](#) since 2018.

## RISK DETECTION AND MANAGEMENT

Despite no known risks, we are committed to continually improving how we work with the supply chain to meet our ethical obligation to combat potential modern slavery risks and to make sure it does not occur in our company or supply chain.

We are focussing efforts on deepening our understanding of specific types of human rights risks associated with similar industries and further developing policy to support our commitment to this statement and our overall strategy.

**Should a potential risk be identified we are committed to responding appropriately using our internal risk management process**



Concerns regarding potential modern slavery issues can be raised internally through the established grievance process or externally through the process outlined in the published Whistleblower Policy.

## TRAINING

Training is an essential component of our risk management, governance and compliance framework. Training ensures all employees are aware of their obligations under our compliance policies, and are able to access further information when required.

Training completed in 2019 / 2020 in relation to policy, awareness, ethical management and business practices includes:

- Policy and procedure refresher training for all employees – including an update on the Code of Conduct.
- Publication of the Whistleblowing Policy advised to all employees – including an overview of the policy, scope and how to report a matter of concern.
- Business Ethics and Integrity Policy – implemented 2019 and discussed through a toolbox session by the Senior Management Team.
- Sedex information workshop – various department key stakeholders attended.

## KEY AREAS OF FOCUS 2020 / 2021

- Reviewing and updating risk related policy and governance control measures
- Increasing stakeholder engagement and awareness to the modern slavery issue
- Continue participation in internal and external auditing around social accountability and modern slavery practises
- Incorporating requirements into existing processes
- Development of a Sustainable and Ethical Procurement Policy to reinforce our current processes

**This statement is made pursuant to section 13 of the Modern Slavery Act 2018** and constitutes the slavery and human trafficking statement of Golden Cockerel Pty Ltd for the year ended 30 June 2020 and has been approved by the Golden Cockerel Board.

**Signature by: John Flynn  
Chief Executive Officer**

June 2020

