



Modern Slavery Statement

Reporting Period:

1 July 2021 – 30 June 2022

Royal Foods Aust Pty Ltd

ABN: 19 130 110 048

Modern Slavery Statement 2021-2022

About us

Royal Foods is an Australian owned and operated food distribution company. We employ approximately 250 staff across five sites located in Hemmant (QLD), Condell Park (NSW), Brunswick and Hallam (VIC), and Malaga (WA) . Royal Foods receives, stores, and distributes food for both food service and retail sale. Our suppliers are located throughout Australia as well as some internationally. International suppliers are based primarily in Asia, Europe and New Zealand.

Additionally, in 2006 the Managing Director of Royal Foods established a charity - the New Life Trust - to rescue orphaned, abandoned, and vulnerable children in Myanmar. This New Life Trust charity aims to provide a safe environment for children at risk.

What is Modern Slavery?

The Royal Foods *2020-2021 Modern Slavery Statement* was a voluntary statement under the current Commonwealth Modern Slavery Act (Cth) 2018 legislative requirements. Royal Foods has since transitioned to a required Modern Slavery Statement.

The Commonwealth Modern Slavery Act (Cth) 2018 defines the term *Modern Slavery* as ‘*situations where coercion, threats or deception are used to exploit victims and undermine their freedom*’. There are eight primary types of Modern Slavery:

- Slavery
- Trafficking in persons
- Servitude
- Forced labour
- Forced marriage
- Debt bondage
- The worst forms of child labour
- Deceptive recruiting for labour or service

Royal Foods understands the necessity in aiding to abolish these forms of slavery. Royal Foods aims to find and eliminate any identifiable instances of Modern Slavery practices within our business and supply chains.

What is Royal Foods doing to mitigate Modern Slavery?

To ensure that Royal Foods is not contributing to Modern Slavery we have selected three quantifiable objectives. These parameters were chosen for our initial 2019-2020 Modern Slavery Report to assess the scope of any potential problems and aim to eliminate any contribution that we may be making to slavery.

The three objectives are:

- 1) Gaining supplier statements from our 150+ suppliers in the form of a survey or supplier audit.
- 2) Training our staff to understand the scope and importance of action against Modern Slavery.
- 3) Ensure a platform is available for whistle-blowers to raise concerns about Modern Slavery.

Below is a summary of how Royal Foods is progressing with the stated objectives and what our plans are to further our Modern Slavery awareness and prevention measures.

How are we progressing towards our set objectives?

Below summarises our current objectives for this reporting period, the progress that has been made so far and whether the task has yet been completed.

Objective	Progress Update	Completion Status
Supplier Questionnaires	Prepared and distributed to 'Top 10' suppliers.	Completed
Training key staff in Modern Slavery	Prepared and distributed amongst relevant staff.	Completed
Implement a Whistle-Blower Platform	Further work is required on this objective.	In Progress

Supplier Questionnaires

A supplier questionnaire has been prepared and distributed to our top 10 suppliers. Over the coming months Royal Foods will continue to distribute this questionnaire among all our suppliers. The responses to this questionnaire will be examined and will assist further development of our Modern Slavery mitigation plan.

Staff training on Modern Slavery

A training course has been prepared and distributed among our staff via our learning management system. Royal Foods aimed to train at least 50% of the relevant frontline/procurement staff before December 31st 2021. All relevant staff have undertaken this training and now is being offered to all departments. We believe that training provides a fundamental role in helping to identify and prevent Modern Slavery in our supply chains, and we will continue to provide this training to our staff.

Implement a Whistle-blower platform

A whistle-blower platform was to be established that allows our staff and allied suppliers to report suspected issues of Modern Slavery. Royal Foods aimed to have a secure whistle-blowing platform available before the end of 2022, but challenges arose in the development of a safe and suitable platform for this system to operate within. Although work on this has begun, further work in this space is required.

Summary of Current Actions

Royal Foods aims to ensure that all instances of Modern Slavery in our supply chains are identified and eradicated. Royal Foods will accomplish this through the steps set out above, as well as reviewing the program during the next Modern Slavery statement preparation period. Measurable progress has been made towards this goal, but additional work is still required.

Where to from here?

The table below summarises our Action Plan for 2022-2023.

Action Plan 2021-2022	Complete by
Distribute Modern Slavery training across all Royal Foods staff	30 June 2023
Establish a whistle-blower platform to raise concerns about Modern Slavery	31 December 2023
Engage with suppliers to complete their own Modern Slavery Statements	30 June 2023
Finish attaining Modern Slavery Questionnaires from Top 25 suppliers	30 June 2023

Royal Foods aims to have a Modern Slavery policy based on the practices of continual improvement. We believe that the steps listed above are the natural progression of our mitigation strategy and will help bolster the framework of identifying and eradicating Modern Slavery from our supply chains.

Next Modern Slavery Statement due: **December 31st 2023**

This Modern Slavery Statement has been approved by the Royal Foods Aust Pty Ltd Board of Directors. Royal Foods does not own or control any other entities and therefore consultation with another entity was not required.

This Modern Slavery Statement for 2021-2022 was approved by the Royal Foods Board of Directors on 17/01/2023.



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 Eddie Bos - Managing Director, Royal Foods Aust Pty Ltd

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