

## **Stanbroke Beef Modern Slavery Statement 2024**

For the reporting period 1 January 2024 to 31 December 2024

### **Introduction and overview**

This Modern Slavery Statement is made pursuant to section 13 of the *Modern Slavery Act 2018 (Cth)* (the **Act**) for the financial year 1 January 2024 to 31 December 2024 for Stanbroke Beef Pty Ltd (ACN 648 427 561) as trustee for Stanbroke Beef Trust (**Stanbroke Beef**). Its registered office is Level 23, 480 Queen Street, Brisbane, Queensland, 4000.

The purpose of this Modern Slavery Statement is to outline Stanbroke Beef's commitment and approach to minimising the risks of modern slavery across its operations and supply chain.

### **Structure, operations and supply chain**

Stanbroke Beef Pty Ltd is a company acting as trustee for Stanbroke Beef Trust.

Stanbroke Beef is a premium supplier of Australian Beef, and its main operations involve the processing and production of beef products. It operates a state of the art processing plant in the Lockyer Valley, Queensland, Australia.

Stanbroke Beef supplies and delivers its products globally. It exports its products to over 35 countries, including South-East Asia, China, Japan, Korea, and the Middle East. Its global sales team maintains strong relationships with key distributors, wholesalers, retailers, and restaurants, ensuring that its beef is accessible in key markets worldwide. Stanbroke Beef also sells its products domestically, including through Stanbroke Foods (wholesale division) in Brisbane, and Peter Augustus Butchers (retail store) in Brisbane.

Stanbroke Beef has long-standing relationships with its suppliers. For cattle purchased for its processing operations, Stanbroke Beef has 100% source traceability within Australia. It sources ingredients used in production of its products from Australian suppliers. The supply chain also includes packaging materials, machinery and equipment, personal protective equipment and uniforms, all of which is provided by Australian-based suppliers.

### **Risks of modern slavery practices in operations and supply chains**

Stanbroke Beef recognises the risk that through its operations and supply chains, there is a potential for it to contribute to or be linked to modern slavery practices, and that this risk is inherent in any business operating in Australia.

Relevantly, Stanbroke Beef has identified the following risk areas during the reporting period:

- Employment practices in context of the operation of a large production facility with a culturally diverse workforce including migrant workers, in a regional location, with limited employment options.
- Procurement of ingredients, materials and equipment through its Australian suppliers, where those suppliers may in turn import products from overseas companies.

The risks associated with workers performing work across Stanbroke Beef's operations are low, taking into account:

- Australia's legislation governing employment terms and conditions, including base pay;
- The Australian Government's strict requirements in relation to migrant workers governed by the Department of Home Affairs, which mandate compliance with employment laws;
- The continued application of an Enterprise Agreement, covering the majority of the workforce, providing workers with terms and conditions that exceed their entitlements under any otherwise applicable modern awards; and

- internal policies and processes which require compliance with employment laws.

The risks associated with the procurement of cattle, ingredients and other equipment and materials is low on the basis that the suppliers are Australian-based. In circumstances where it relies on Australian-based suppliers and its core activities occur within Australia, Stanbroke Beef's supply chain risk profile within Australia is low. However, Stanbroke Beef recognises that the risk may increase where Stanbroke Beef's suppliers use imported products or materials.

### **Actions taken to assess and address the risks, including due diligence and remediation processes**

During the reporting period, Stanbroke Beef took steps to address risks of modern slavery arising within its operations. Stanbroke Beef has focused on areas of its operations and supply chain where risks are likely to be most significant and where it can have the greatest positive impact.

Actions taken by Stanbroke Beef during the 12 month reporting period relate to:

1. Supply chain
  - Continued to use Australian suppliers where possible.
2. Reporting hotline
  - Maintained an anonymous reporting hotline which enables the workforce and others to report any concerns including modern slavery risks or issues.
3. Organisational culture and policy framework
  - Continued to apply and implement its Code of Conduct, which sets out expected standards of behaviour and requires the workforce to comply with legislation as well as organisation policies and procedures.
  - Continued to apply and implement policy around ethical trading which opposes slavery, forced and child labour and supports safe workplace practices.
  - HR reporting on any complaints received, policy and process improvements and escalating key risks and issues.
  - Participated in a number of external audits focused on ethical trading practices and supply chain risks.
4. BRCGS certification
  - Maintained certification with BRCGS (Brand Reputation through Compliance Global Standards), a globally recognised program designed to help businesses ensure food safety and quality throughout their supply chain. BRCGS provides a framework for managing risks, ensuring traceability, and driving continuous improvement and operational reliability within the supply chain. Certification demonstrates to customers and partners that both products and processes meet rigorous safety and quality standards.

## Assessment of effectiveness of these actions

Stanbroke Beef has considered the effectiveness of its actions through:

- Internal oversight and operational reporting: No reports in relation to modern slavery issues or risks have been received through the reporting hotline or otherwise. Likewise, no reports in relation to improper practices or trading were received.
- Continual improvement: Stanbroke Beef continues to review its policies and practices, and seeks to continually improve its risk management approach, including in relation to modern slavery.
- External audit requirements: Stanbroke Beef participates in a number of external audits which are focused on ethical trading and managing supply chain risks. During the reporting period, Stanbroke Beef met these external audit requirements.

## Process of consultation with any entities the reporting entity owns or controls

Not applicable

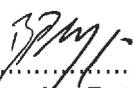
## Any other relevant information

Not applicable

## Approval of this statement

This statement was approved by the principal governing body, being the pBoard of Directors of Stanbroke Beef Pty Ltd on 16 September 2025.

Signed by Responsible Board Member:



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**Brendan Peter Menegazzo**  
Managing Director

Date: 16 September 2025