

MODERN SLAVERY STATEMENT

The following statement sets out the actions taken by Australian British Foods to address modern slavery risks in our business and supply chain.

Introduction

This is Australian British Food Holdings' (ABFH) first Modern Slavery Statement provided under the Commonwealth Modern Slavery Act 2018 ('Act').

The purpose of this statement is to outline ABFH's approach to establishing and ensuring robust frameworks and processes are in place to minimise the risk of modern slavery in our business operations and supply chain.

ABFH recognises that modern slavery can occur in many forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

We are fully committed to the highest ethical standards across our business and will not tolerate or support any form of modern slavery within our operations or supply chain.

About Australian British Foods

ABFH are a privately owned food manufacturer with operations in Perth, Sydney and Brisbane. Proudly Australian-owned, we have been supplying quality sausages to Australia for more than 20 years. Our product range covers fresh and cooked sausages, burgers, fresh sausage rolls, cooked ham and bacon products.

The company has formed long-term partnerships with an array of leading supermarkets within Australia.

Organisational Structure, Operations and Supply Chain

ABF is owned privately owned by a small number of shareholders.

ABF manufactures and distributes our products from our Perth, Sydney and Brisbane factories. Australian British Foods directly employs around 300 people, as well as utilising short-term specialist contractors, and 3PL providers.



Raw materials and packaging for ABF products are sourced from over 500 Australian and international suppliers, and includes product categories such as protein, ingredient cartons and sleeves, trays, outer cartons, and film.

Potential Risks of Modern Slavery

As ABF's first Modern Slavery Statement, we have conducted a preliminary assessment of risk to inform and prioritise supplier engagement and modern slavery risk mitigation activities over the next 12 months. While modern slavery risks can arise in the supply chains of most businesses, we recognise that key risk indicators are commonly associated with the food industry, including:

- Prevalence of base-skilled workers, with high population of migrant backgrounds.
- Common utilisation of third-party labour arrangements.
- High-risk product and service categories (e.g. raw material supply).
- Operations within high-risk geographies (e.g. areas where human rights and other regulatory frameworks are weak).

As a locally based, highly regulated and auditable compliance environment (for example, in respect of prescribed pay rates, working conditions, and safe systems of work), the company's finished goods supply chain represents a low level of modern slavery risk.

Similarly, where our operations are supplemented by contract labour and services, such arrangements are formed with established and reputable local suppliers with comparable risk profiles.

Actions to address Modern Slavery Risks

ABFH has in place formal policies that promote ethically and legally compliant business conduct. These policies, which mitigate the risk of human rights violations that support modern forms of slavery, include:

- Ethical Employment Policy
- Employee Code of Conduct (contained within the Employee Hand Book)
- EEO, Discrimination, Harassment and Workplace Bullying (contained within the Employee Hand Book)
- Whistle-blower Policy (contained within the Employee Hand Book)

As a member of SEDEX (Supplier Ethical Data Exchange), ABF aim to use this platform and associated independent tools to help assess our supplier performance. Our goal is for all high-risk suppliers to be registered with the SEDEX platform. Where we become aware of ethical



issues within our supply chain, we seek to engage with our suppliers directly. We favour working with suppliers to resolve or mitigate issues and where concerns are confirmed, we look for a clear roadmap for positive resolution including implementation of a corrective action plan within a defined period and verification of completion. Where suppliers fail to adequately engage or take the necessary steps to remedy the issues identified, we will take action up to and including termination of the business relationship.

We participate in annual online assessments through SEDEX and subscribe to onsite external audits against the SMETA 4Pillar which encompasses labour standards, health and safety, business ethics and environmental assessment.

ABFH takes pride in our involvement in local communities throughout Australia, and we strive to support those most vulnerable and in need. We regularly donate products to local and national organisations for the homeless. This includes providing for organisations such as Second Bite.

Assessing the Effectiveness of our Actions

We monitor the effectiveness of our actions to remove the risk of modern slavery from our operations and supply chain by:

- Investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices.
- Having our policies, procedures, and practices subject to external ethical auditing. ABFH is subject to SMETA (SEDEX Members Ethical Trade Audit) auditing, which assesses our operations against Labour, Health & Safety, Sourcing, Environment and Business Ethics standards.
- Remediation and management reporting of breaches identified by internal/external audit programs or Whistle-blower sources.
- Engagement with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, third-party auditors, and customers.
- Periodic corporate social responsibility risk assessment of our supplier base.

Our Future Commitments

Over the next 12 months, our key focus areas for continuous improvement will be:

- Awareness and capacity building for team members on modern slavery risks and issues.
- Engaging with key suppliers to gain greater transparency of modern slavery risks and their mitigation activities.



- Distributing an ABFH Supplier Code of Conduct & Ethical Standards to our suppliers, and obtaining a signed declaration from suppliers acknowledging our standard.
- Assessing improvements to existing supplier assurance processes.

Approval for this Statement

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth). It has been approved by the Board of Australian British Food Holdings on 9th May 2023.

Signed:



Mark Rintoul
Managing Director
Australian British Food Holdings

