



Modern Slavery Statement

Introduction

This Modern Slavery Statement is made on behalf of Zammit Ham and Bacon Curers Pty Ltd (ABN 58 001 165 199) in accordance with the Modern Slavery Act 2018 (Cth) for the reporting period from 1 July 2023 to 30 June 2024.

At Zammit Ham, we recognize that modern slavery and human trafficking can take various forms as outlined in the Act. We are committed to implementing processes to minimize the risk of modern slavery within our business operations and supply chains.

Our Structure, Operations, and Supply Chains

Zammit Ham is a food manufacturer specializing in small goods, such as deli and cured meats. Founded in 1954 as a small family-operated business, we have expanded our original production facility in Pendle Hill, NSW. During the reporting period, we directly employed over 180 workers.

Our primary operations include sales, processing, cooking, packaging, distribution, cleaning, and a shopfront. We produce and market products under our brands, Zammit Small Goods and Pastoral Smallgoods, and sell directly to over 250 customers, including local retail stores, meat suppliers/butchers, QSRs, food distributors, individuals, and other businesses.

Key goods sourced by Zammit Ham for our operations include:

- Meat (pork, beef, chicken, turkey) and ingredients (herbs and spices) sourced from Australian suppliers and imported from major overseas suppliers in Europe and the US.
- Materials used in our manufacturing processes sourced from Australian suppliers.
- Boxing and packaging materials from Australian-made suppliers.

Key services sourced by Zammit Ham include:

- Laundry services.
- Delivery and transport services.
- Repair and maintenance contractors.

Risks of Modern Slavery in Our Operations and Supply Chains

Zammit Ham has a relatively low-risk profile within our own operations, as we follow a fair and transparent recruitment process, including visa status checks, in line with our Recruitment Policy. Our policies, such as our Code of Conduct and Discrimination and Harassment Policy, contribute to the prevention of human rights violations. We also ensure our employees receive ongoing training in key areas, including employment conditions, food safety, and workplace safety, in compliance with state and national legislation.

We have carefully considered the potential for our operations and supply chains to contribute to, cause, or be linked to modern slavery risks. These include:

- Purchasing manufacturing supplies from overseas.
- Using third-party service providers to outsource operations.
- Utilising labour hire firms.



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Zammit Ham's approved supplier list includes Australian, European, and US companies. When sourcing products from multiple suppliers, there may be an increased risk of exploited labour due to unrealistic cost targets and delivery timeframes. We take all reasonable steps to ensure responsible sourcing.

Future Actions

Zammit Ham is committed to further reducing the risk of modern slavery in our operations and supply chains. In the coming year, we plan to:

- **Supplier Audits:** Undertake detailed audits on key suppliers, focusing on ethical labour practices.
- **Expand Training:** Provide additional training to our staff on modern slavery risks and how to address them.
- **Introduce a Supplier Code:** Develop and implement a Supplier Code of Conduct, setting clear expectations on preventing modern slavery.
- **Collaborate with Others:** Work with industry groups and partners to share best practices and strengthen our efforts.
- **Regular Review:** Continue to review and improve our approach to modern slavery annually, with updates provided in future statements.

Approval and Publication

This statement was approved by the board of Zammit Ham and Bacon Curers Pty Ltd on 19/11/2024

Anthony Zammit

Chief Executive Officer and Director of Zammit Ham and Bacon Curers Pty Ltd

Date: 20/11/2024