



**MODERN SLAVERY STATEMENT**  
**For the financial year ending**  
**30 June 2021**

## **Introduction - About this statement**

This statement is made by Cordina Chicken Farms Pty Ltd and its related corporations including Cordina Foods Pty Ltd and Cordina Processing Pty Ltd (together referred to as Cordina, we, us or our) pursuant to Section 14 of the Modern Slavery Act 2018 (Cth) (Act) for the financial year ending 30 June 2021 (FY 2021).

Cordina recognises that slavery and human trafficking can occur in many forms as detailed in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

This is Cordina's second Modern Slavery Statement and it sets out the actions we have taken during 2020-2021 and those we propose to take in the future to assess and address modern slavery risks in our business. Cordina is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across its operations.

Cordina will not tolerate any form of slavery or human trafficking in our business.

This statement has been prepared to meet the mandatory reporting criteria set out under the Act.

## **Our Business, structure, and supply chain**

Cordina has been operating in the Australian food industry for 80 years. From our manufacturing and distribution facilities located at Girraween and Wyong (NSW), we process, prepare and distribute food products nationally.

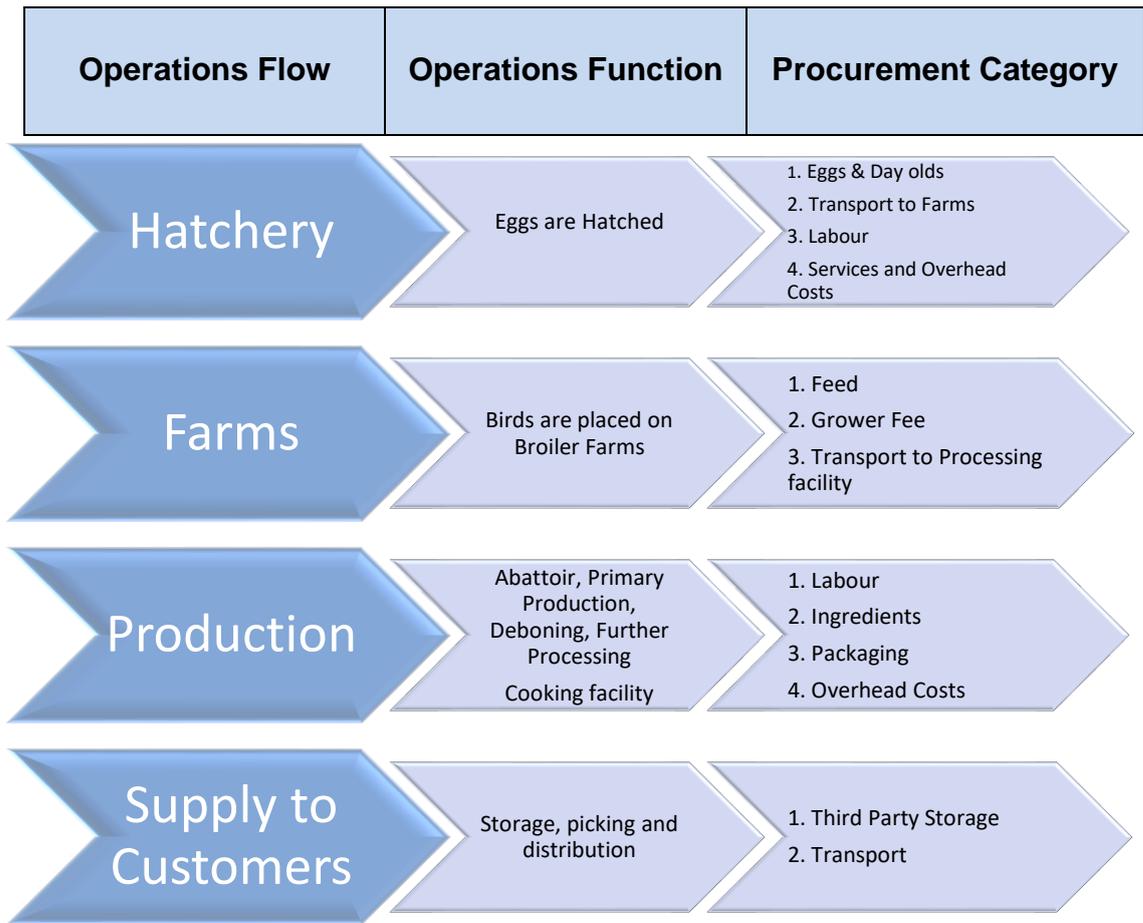
Cordina produces a complete range of fresh chicken products covering traditional areas of whole birds, fillets and pieces as well as an extensive range of further processed products to satisfy the increasingly varied food requirements of consumers. We market our products through major supermarket chains, food service outlets and other food manufacturers.

## **Our Structure, Operations and Supply Chain**

For the purpose of this Statement our key operating entities and operations and the associated supply chains are as follows:

**Cordina Chicken Farms Pty Ltd – ABN 29 003 058 428**

**Cordina Foods Pty Ltd – ABN 17 002 429 825**



<p><b>Labour</b></p> <ul style="list-style-type: none"> <li>- Cordina Group employs 917 workers <ul style="list-style-type: none"> <li>o 587 are Company employed</li> <li>o 367 are Contract workers</li> </ul> </li> </ul>	<p><b>Procurement</b></p> <p>Suppliers to the Cordina Group are primarily Australian based and comprise the following categories.</p> <ul style="list-style-type: none"> <li>- Feed</li> <li>- Packaging</li> <li>- Ingredients</li> <li>- Services</li> </ul>
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## **Risk Identification**

Cordina already have formal policies in place that are intended to promote ethical and legal compliant business conduct. Those policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business, including our Ethical Sourcing Policy, Code of Ethics Policy, Human Rights Policy and Land Rights Policy.

Modern slavery risks may be present in our operations and supply chain due to a range of factors, including:

- Procurement of products or services from suppliers that may be sourcing or manufacturing their products in risk high countries or sectors
- Use of third-party recruitment providers, including labour hire agency workers

We believe that our most significant risks are likely to be existing in our supply chains while purchasing products from our suppliers, rather than our internal operations. Our Procurement Team have a number of risk mitigation processes in place to mitigate risks associated with modern slavery including our onboarding requirements, which include agreement by suppliers to comply with the Cordina policies referred to above. All the above controls will continue to be reviewed to ensure that we have robust processes in place to minimise the risk of modern slavery in our supply chains on an ongoing basis.

During this reporting period, we once again considered the risk of modern slavery practices in our direct operations and workforce as nonexistence. Our employees are working exclusively within Australia where employee / employer relations are strictly regulated by the *Fair Work Act 2009*, Modern Awards and Enterprise Agreements. Modern slavery risks that relate to our operations and direct workforce are assessed in the context of our health and safety and human resources policies and procedures, ethical standards and behavioral requirements as per our Company policies, including our Code of Ethics and legal and contractual obligations such as employment conditions. We maintain robust internal policies, systems and processes to comply with our legal and contractual obligations and to manage entitlements to our people. For our indirect workers such as labour hire agency, we regularly conduct internal audits to identify any risks.

We continue to consider the risks of modern slavery practices to be higher in our supply chain and acknowledge that identifying modern slavery risks in a supply chain is a complex process.

## **Risk Management and Due Diligence**

To manage the risk of modern slavery in our business and supply chains, Cordina has undertaken the following measures, namely:

- awareness on Anti Modern Slavery Policy;

- revised its internal policies; and
- updated supplier engagement processes and principles.

In 2020, we undertook that we would focus on the below actions:

- commencing audits of key suppliers via a targeted questionnaire; and
- developing a plan to educate our staff on the impacts and risks of modern slavery through an internal training program.

In 2021, the business was significantly impacted by COVID-19 which had widespread impacts on the entire operations, including the supply chain. We recognize that the ongoing impact of COVID-19 may have increased the modern slavery risks on our supply chain. The business took active steps by approaching the suppliers to provide a copy of their Modern Slavery statement and in absence of such the business requested declaration from each supplier for Compliance to the Act.

Notwithstanding these limitations in 2021 we continued to establish strong foundations to embed the consideration of modern slavery risks into our business and supply chain including by:

- Building on the awareness of modern slavery risks introduced to staff in FY 2020.
- Continuing to work with suppliers to undertake appropriate due diligence into the risk of modern slavery in their business and supply chain.
- Embedding contractual terms dealing with modern slavery risks in our business.

### **Ongoing Assessment of Risk**

The effectiveness of our actions will be assessed by monitoring and analysing:

- completion rates for awareness and education modules;
- continuing to evolve our due diligence processes to aid in the identification of risks including expanding the scope of our supply chain risk assessment;
- monitoring and acting on information submitted accompanying supply registrations;
- survey and audit results; and
- our policies and procedures and ensuring they are reviewed, updated and socialised in relation to any changes in relevant Codes and Standards of Practice.

### **Communicating, Engaging and Collaborating with our Stakeholders on Modern Slavery**

Throughout the process of responding to the Act, Cordina has engaged with its owned and controlled entities. This engagement has been important to confirm that these entities are both aware of and responsive to the legislation.

Should our risk assessment processes uncover any cases or instances where suppliers are in breach of the business' modern slavery requirements, we will engage directly with the suppliers to understand how they are managing those risks and will assist with any remediation and develop an action plan to eradicate any risk in a transparent, timely and efficient manner.

### **What's Next**

Cordina remains committed to an ongoing management process to identify, prevent, mitigate and account for how we address actual and potential adverse human rights impacting our operations and supply chains, including modern slavery.

Over the next reporting period our key focus will be on:

- complying with all legislative requirements and remaining up to date with emerging best practice for modern slavery management;
- strengthening the alignment of our modern slavery risk processes and responses across our controlled entities;
- working with our suppliers to eradicate potential risks in their own operation supply chains;
- having a clear and detailed internal process for actioning any instances of modern slavery identified in our supply chain; and
- continuing the modern slavery training for employees within the business.

This Statement has been approved on behalf of all entities within Cordina.



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Chief Executive Officer

30 June 2022