



VITTORIA

FOOD & BEVERAGE

Modern Slavery Statement

for the financial year 1 July 2022 – 30 June 2023


This is Vittoria's¹ fourth modern slavery statement and sets out information required by the *Modern Slavery Act 2018* (Cth) (the **Act**) describing the risks of modern slavery in our operations and supply chains and actions we have taken to assess and address those risks during the reporting period 1 July 2022 – 30 June 2023 (**FY23**).

1 Our Structure, Operations and Supply Chains

Our Structure

Cantarella Bros Pty Ltd, trading as Vittoria Food & Beverage (**Vittoria Food & Beverage**), is the operating entity of Vittoria and is an Australian company headquartered in Sydney, Australia. Cantarella Holdings Pty Ltd and Siapa Pty Ltd are non-operating companies who in turn own all of the issued capital of Cantarella Bros Pty Ltd. This statement covers all of the entities in the group including the non-operating holding companies.

We have offices in New South Wales, Queensland, Victoria, South Australia and Western Australia, as well as New Zealand and the United States of America. We have distributors located throughout the world and we supply to customers in over 15 countries.

<p>Headquartered in Sydney, Australia</p> 	<p>Approx. 200 employees</p> 	<p>Offices in 3 countries</p> 
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Our Operations

We have been roasting Vittoria Coffee since 1958 and the brand is available in many countries around the world including New Zealand, USA, Singapore, South Korea, Canada, Fiji, Japan, Malaysia, Thailand and the Philippines.

Our key operations include:

<p>Direct employment of workers</p>	<p>We have offices and facilities in Australia, New Zealand and the United States of America.</p>
<p>Sourcing and roasting of coffee beans</p>	<p>We source Arabica and Robusta coffee beans from all over the world, then blend and roast them at our facility in Sydney, Australia.</p>
<p>Distributing food and beverages</p>	<p>We distribute to customers in over 15 countries. We utilise logistics operators to deliver to our customers in export markets including Dubai, Singapore, Japan, Thailand, South Korea, Hong Kong, China and the Pacific Islands. Our coffee brands include Vittoria Coffee, as well as Caffe Aurora, Chicco D'oro, Will & Co and Othersky. Cheese is another core product of the group with Jarlsberg Cheese being one of Australia's most recognised cheese brands. Our own brands of Santa Vittoria water, Nutino hazelnut spread and Aurora cheese are imported direct from Italy. Our Santa Vittoria water includes still and sparkling water, while our Aurora range includes coffee, cheese, pasta, oil and vinegar. In Australia, we own and operate our own warehouses and delivery vehicles and have computer systems that connect each of the warehouses across Australia and New Zealand.</p>
<p>Sales and marketing</p>	<p>We have branch offices in Queensland, Victoria, South Australia, Western Australia, New Zealand and the United States of America, each operating as a strategic business unit. Our sales force includes</p>

sales specialists and we also employ service technicians, which service in excess of 5,000 customers in Australia. Our clients include some of the world's best restaurants, leading hotels, cafe icons, major supermarkets retail chains, key wholesale groups, independent stores, delicatessens and liquor outlets.

We also support a large number of good causes, including:

- The Cambodian Children's Trust;
- Ozharvest;
- Starlight Children's Foundation Australia;
- Sydney Children's Hospital Foundation;
- The Bestest Foundation;
- The St Vincent's Curran Foundation;
- The Friends Of The Mater Foundation; and
- Tour De Cure.

Additional information is available on our website at <http://vittoriafandb.com/community.asp>.

Investment and lending

Vittoria has also considered at a high level whether it may be exposed to modern slavery risks through its investment arrangements. However, given that Vittoria directly invests in companies which it manages itself, it does not consider that it has material modern slavery risk exposures for its investment activities separate to those identified in this statement regarding its operations and supply chain.

Vittoria does not engage in external financial lending activities. Intra-company lending forms part of Vittoria's operations.



Our Supply Chain

We pride ourselves on building relationships with our trading partners. From our association with award winning restaurants and cafes, to our sourcing and supply partnerships with distributors and suppliers, we approach every partner as an opportunity to grow together and share in the success of our brands.

Our supply chain is complex and our biggest categories of spend include:

- Raw coffee;
- Instant coffee;
- Oat milk
- Water;
- Cheese;
- Roasting and coffee making equipment;
- Shipping/freight;
- Co-packaging services;
- Motor vehicle suppliers; and
- Various international gourmet products.

We also procure services to support our corporate operations including:

- Local delivery services;
- Service technicians;
- Warehouse distribution services;
- External accounting and auditing services;
- Cleaning and office services;
- Facilities management; and
- Local suppliers/manufacturers for products.

Understanding Vittoria's broader supply chain is a complex process. During FY20, FY21 and FY22, the COVID-19 pandemic continued to impact Vittoria's usual supply practices. However, building upon our work in those years we continued to analyse our supply chain and engaged with suppliers to better understand it. New suppliers are asked to sign our Warranty and Indemnity Agreement with our Supplier Code of Conduct which sets out the ethical standards that the supplier must meet in order to work with us.

2 Modern Slavery Risks in Operations and Supply Chain

Given the level of transparency and oversight we have with respect to our direct workforce and operations, we consider that our greatest potential areas of risk of involvement with modern slavery is through our supplier relationships and other third-party relationships.

Vittoria is committed to responsible supply chain management and recognises the importance of protecting human rights.

The following indicators were key factors considered in identifying and assessing potential supplier risk: sector and industry risk, product and services risk, geographic risk, entity risk and specific signs that may indicate a person is in a situation of modern slavery.

Within Vittoria's supply chains, the following key areas were identified for potentially heightened modern slavery and human trafficking risks:

- High risk food products that we source in our supply chain including coffee and tea. We source the majority of our coffee beans from South America, and we source the majority of our tea from India, Germany and France;
- Outsourced and third-party suppliers with factories and employees located in Australia, Italy and Norway;
- The manufacture of Vittoria uniforms by third party suppliers which are located within Australia; and
- Employees, cleaning and security services at warehouse and distribution centres that we outsource.

This is the fourth year in which we have undertaken modern slavery reporting under the Act. While progress has been made since FY22, we acknowledge that we are still early in our program to identify and understand modern slavery risks in our operations and supply chain, and we will further evolve and expand our work in this area in FY24 and future periods.

As was the case with FY20 and FY21, Vittoria's ability to identify some of its risk areas in FY22 was limited due to changes to its suppliers caused by COVID-19. Prior to COVID-19, we would also conduct visits to various suppliers' warehouses (both domestically and internationally), which we were unable to do due to the travel restrictions imposed by governments in response to COVID-19.

Additionally, Vittoria notes that the economic and social impacts of COVID-19 may have increased modern slavery risks in some parts of its operations and supply chains.



3 What Have We Done to Assess and Address Modern Slavery Risks?

Actions taken

Governance

Vittoria's commitment to responsible work practices are detailed and underpinned by various internal policies including but not limited to **Vittoria's Employee Handbook**, which sets standards for Vittoria Food & Beverage and its direct workforce in undertaking its business.

Vittoria's Employee Handbook contains:

- **Vittoria Food & Beverage's Code of Conduct**, which sets out its commitment to lawful and ethical behaviour. The Code includes obligations for Vittoria Food & Beverage employees to:
 - Comply with all company policies, practices and procedures and avoid damage to the company's business, interests or reputation;
 - Observe health and safety requirements and not sexually harass, unlawfully discriminate, bully or victimise another person in the workplace or connected with employment with the company; and
 - Report immediately to Human Resources any breaches, or suspected breaches, by other employees or contractors of any of the company's policies, practices or procedures, or any acts of misconduct of which employees become aware.
- **Vittoria Food & Beverage's policies on Equal Opportunity Employment**, which set out its commitments to providing a work environment with equality of opportunity that is free from unlawful discrimination.
- **Vittoria Food & Beverage's policies on Harassment and Bullying**, which set out its commitments to providing a work environment in which all forms of harassment are unacceptable.
- **Vittoria Food & Beverage's policies on Health and Safety**, which set out its commitments to providing a healthy and safe work environment for all employees and visitors.

Vittoria Food & Beverage has also adopted a **Workplace Behaviour Policy**, which requires all of its employees and contractors not to engage in inappropriate workplace conduct. This is to promote the health, safety and welfare of all workers whilst at work by creating a workplace environment in which our people treat each other with courtesy, dignity and respect.

Vittoria regularly reviews the adequacy of the governance framework that it has in place to assess and address modern slavery risks.

Suppliers

Vittoria's commitment to addressing risks related to modern slavery issues in its supply chain are detailed and underpinned by various policies and standards that apply to its contractors and suppliers, including but not limited to:

- **Vittoria Food & Beverage's Supplier Code of Conduct**, which is part of its supplier arrangements template and is used for all suppliers. The code requires suppliers to meet ethical standards in relation to the following modern slavery issues:
 - Child labour;
 - Human rights and labour;
 - Environmental impact management; and
 - Ethical business practice.
- **Vittoria Food & Beverage's Workplace Behaviour Policy**, which applies to all its contractors and sets out conduct which is unacceptable in Vittoria's workplace.

Due diligence

During FY23, Vittoria reviewed its main coffee suppliers to understand their practices for managing human rights and modern slavery risks in their own operations and supply chains. Vittoria was comfortable that each of the relevant suppliers has policies in place which reflected a commitment to address risks related to modern slavery issues, including codes of conduct, and undertook their own modern slavery reporting.

Vittoria also does work with other coffee suppliers from time to time, as well as other suppliers in other categories. During FY23, we continued to assess modern slavery risks in the supply chains of a number of non-coffee suppliers by asking them to sign and agree to our Supplier Code of Conduct in our Warranty and Indemnity Agreements. In FY24 and future reporting periods, we intend to continue our program of work to identify and assess potential modern slavery risks in our supply chain.

Remediation

Vittoria has established two important mechanisms for employees and third parties to report concerns of suspected or actual illegal activity, including in relation to modern slavery. These include the following:

Our key remediation mechanisms	
Whistleblower Policy	<p>This policy was adopted by Vittoria during FY21, in September 2020. It applies to all Vittoria employees, directors, suppliers and relatives of these individuals and encourages these individuals to report any improper conduct.</p> <p>The Whistleblower Policy has been designed so that investigations of incidents of improper conduct will be treated in a timely manner that is confidential, fair and objective.</p> <p>Under the policy, Vittoria has designated Whistleblower Officers that may receive reports and their contact details are included in the Policy.</p>
Vittoria Food & Beverage's Grievance Policy	<p>This policy sets out Vittoria's commitment to positively addressing and resolving any problems that may arise in the workplace. The policy enables employees to raise a grievance in relation to a matter which is unfair, discriminatory or unjustified, or where a person has been subject to any inappropriate workplace conduct.</p>

4 How Have We Measured Effectiveness of Actions Taken?

Vittoria currently assesses the effectiveness in identifying and managing modern slavery risks by:

- Regularly reviewing current business practices with respect to Vittoria's response to modern slavery and identifying lessons learnt;
- Listening and responding to concerns raised by customers and other stakeholders on a wide range of issues in a responsible manner. This includes how we manage our operations and supply chain;
- Running training for key executives on whistleblowing processes and how to handle protected disclosures (which would include any potential modern slavery instances);
- Working with suppliers to check how they are progressing any actions they have put in place to address modern slavery risks to ensure they are compliant with Vittoria's Supplier Code of Conduct; and
- Ongoing regular auditing of suppliers to ensure they meet appropriate ethical standards.

Training and development

Vittoria acknowledges the vital role that internal training and development plays in promoting awareness of modern slavery risks and responses. Vittoria recognises the scope it has to expand and improve on its modern slavery risk management program and intends to further consider the role that training could play in supporting this program in future periods.

5 Consultation and Approval

Consultation

Vittoria is led by an executive team responsible for the overarching business, including each reporting entity and the entities they own or control.

Key functional support staff responsible for Vittoria's operations and supply chains were consulted in relation to the preparation of this statement. It was then circulated to the executive team for comment prior to being reviewed and approved by the principal governing body of each of the reporting entities.

Approval

This statement was approved by the Boards of Cantarella Bros Pty Ltd, Cantarella Holdings Pty Ltd and Siapa Pty Ltd on 11 December 2023.

Signed,



Leslie Schirato

Director of Cantarella Bros Pty Ltd



Leslie Schirato

Director of Cantarella Holdings Pty Ltd



Leslie Schirato

Director of Siapa Pty Ltd

¹ This modern slavery statement is made by Cantarella Bros Pty Ltd (ACN 000 095 607) on behalf of itself, Siapa Pty Ltd (ACN 000 525 824) and Cantarella Holdings Pty Ltd (ACN 000 301 619) and (together, **Vittoria**). References to 'our' and 'we' in this Statement are references to this group.