



## Introduction

MJCP Holdings Pty Limited and its subsidiaries (**M&J**) are pleased to present M&J's Modern Slavery Statement (**MSS**).

This MSS relates to the reporting period from 1 July 2020 to 30 June 2021. The MSS is made under the Modern Slavery Act 2018 (**MS Act**) as a joint MSS for MJCP Holdings Pty Limited ACN 626 875 349, MJCP Finco Pty Limited ACN 628 593 493 and M&J Chickens Pty Limited ACN 626 875 465.

The MSS sets out the reporting entities' approach to:

- Implementing M&J's Modern Slavery Policy (**MS Policy**) within its operations and its supply chains; and
- Identifying, assessing, and addressing modern slavery risks in its operations and supply chains.

M&J is committed to identifying, assessing, and addressing modern slavery risks within our own business and supply chain.

M&J's modern slavery program is undertaken in collaboration with its suppliers, acknowledging that the identification and management of modern slavery practices is both complex and challenging. M&J encourages suppliers to maintain a collaborative and open relationship with M&J with respect to any modern slavery risks in its supply chains.

## Structure, operations, and supply chain

### Structure

MJCP Holdings Pty Limited is a proprietary company registered in Australia that owns two Australian subsidiaries (MJCP Finco Pty Limited and M&J Chickens Pty Limited). M&J is headquartered in New South Wales. The business commenced trading in 1982 as a family business managing a single chicken shop.

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Below is M&J's corporate structure:



M&J shares central governance and legal functions. The Company's head office based in New South Wales prepares the group's modern slavery policies, procedures, and reports.

### **Operations**

M&J sells, processes, cooks, markets, and distributes fresh and cooked products to over 3,000 customers in the hospitality, health care, aged care, catering, education, retail, and government sectors. It also develops new products to meet customer requirements. Beyond its domestic business, M&J also sells products, largely via distributors, in Hong Kong and Singapore. M&J employs over 360 people in Australia.

M&J operates food processing sites in New South Wales, Queensland, Victoria, South Australia, and Western Australia. Its sites are subject to long term lease arrangements with Australian counterparties. M&J operates under a number of brands which include M&J Chickens, Chef's Creations, Five Acre Fields, and Chef's Perfection. The business has a variety of registered business names and brands including:

- CHEF'S PERFECTION (WHOLESALE)
- M & J CHICKENS (North QLD)
- M&J CHICKENS - NSW
- M & J CHICKENS - VICTORIA
- M & J CHICKENS (QLD)
- M & J CHICKENS (SA)
- M & J CHICKENS (W.A)

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### **Supply chains**

Key goods that M&J sources include:

- Processed fresh chicken or whole fresh chickens from Australian poultry processors;
- A variety of ingredients and spices that it uses in further processing and manufacturing of value-added products; and
- Specialised equipment, some of which is sourced from:
  - The Australian subsidiaries of OECD based manufacturers; or
  - Local distributors of OECD based manufacturers.

M&J also sources services to support its operations. Key services that are part of its supply chain include:

- Factory cleaning services;
- Third party providers providing certifications in accordance with various State food safety laws; and
- Repair and general maintenance companies that service its equipment.

These services are primarily provided by Australian domiciled companies.

### **Risks of modern slavery practices in M&J's operations and supply chains**

#### **Risks in M&J's Operations**

M&J has a relatively low risk profile within its own operations, where employees are recruited and inducted through a fair and transparent recruitment process, with checks for visa status. We have processes aimed at achieving compliance with employment and safety legislation from the time our employees commence employment.

#### **Risks in M&J's Supply Chains**

M&J has considered the extent to which it may contribute to, cause or be linked to modern slavery risks in its operations and supply chains. Through this process, M&J has identified the following key risk areas:

- Supply of specialist machines and parts from OECD countries;
- Supply from Asian countries; and
- Use of labour hire firms.

M&J's Approved Suppliers are diverse in the nature of their operations. They range from Australian listed companies, Australian private companies, Australian subsidiaries of companies based in the OECD, Australian companies distributing products from OECD manufacturers, sole traders and in addition, one Thailand-based family company.

Smaller businesses may not have developed adequate systems to detect and address the risks of modern slavery within their own operations or supply chains. Some of the work is unskilled and/ or semi-skilled, and may attract workers who are vulnerable to exploitation in respect of their working terms and conditions.

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## Actions taken to assess and address modern slavery risks

### Due diligence

M&J has taken the following actions to identify and assess modern slavery risks in its operations:

- Ongoing review of our labour practices and compliance with modern awards;
- The use of a supplier questionnaire seeking information from all Approved Suppliers about their business operations specifically focused on their labour practices and supply chains, whether in Australia or overseas. The Questionnaire required information to be provided to M&J with regard to the following categories of information:
  - General information about business operations;
  - Any external certification information;
  - Labour practices;
  - Supply chain;
  - Grievance & redress mechanisms;
  - Response to any allegations and incidents and potential remedy.

As part of that process M&J's Approved Suppliers representing above \$25,000 in annual purchases were asked to complete a survey. In future years, the business will continue to use the questionnaire for any new ongoing supplier, any high-risk supplier, and a rotating sample of all suppliers.

M&J has taken the following actions to address modern slavery risks in its own operations and supply chain:

- Provision of direct, permanent employment wherever possible;
- Provision of a safe and non-discriminatory workplace;
- Ensuring that our employees are able to work under the Migration Act 1958;
- The introduction of the MS Policy. The MS Policy applies to any party who has business dealings with M&J, including employees, directors, labour hire workers, volunteers, interns, contractors, external consultants, and business partners. It sets out our commitment to uphold employment law obligations within our own operations. It also sets out our commitment to do business only with parties who share our values, and our requirement for them to uphold the same standards as us. Any contravention of the Policy is viewed seriously by M&J and is grounds for dismissal or termination of the business relationship;
- Requiring suppliers noted above to submit a declaration from authorised representatives of the Approved Suppliers to understand, acknowledge and declare their entity's compliance with the MS Act and also to M&J' Supplier Code of Conduct and the MS Policy. Our Supplier Code of Conduct applies to all manufacturers, suppliers, agencies, and contractors involved in the conduct of M&J's business and the supply of its goods and services. It sets out our expectations on compliance with the law, ethical business practices, and labour and human rights, including our expectations that they should have in place grievance and due diligence procedures to manage ethical issues within their supply chain. The Code requires our suppliers to make reasonable efforts to monitor their supply chain and ensure that their suppliers are aware of, and compliant with, the aims of the Code. The Code also gives M&J the right to conduct an audit of its suppliers' adherence to the Code;
- In October 2020, the M&J Board approved a new Code of Conduct that applies to all employees, including temporary employees, casual employees, and directors and other company officers. The Code sets out our expectations on compliance with laws and regulations, fair trading and dealing, good employment practices, among other things. It also requires our people to act with integrity according to law and approved Company business practices and raise any concerns or issues with their manager. Any breach of the Code may result in disciplinary action or other penalties. In serious circumstances, dismissal or termination of the contract or engagement may occur.

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## **Remediation**

M&J has put in place the following actions to address any impact of modern slavery in its operations and supply chain:

- At the recruitment stage, M&J ensures each candidate for employment has a right to work in Australia and is engaged in accordance with the requirements of the *Fair Work Act 2009* and applicable safety legislation;
- M&J has a range of policies covering workplace conduct, equal employment opportunity, and bullying; and
- M&J has a whistle blower policy. The policy sets out the protections available to current and former officers, employees, suppliers, and other eligible persons where they make a report of improper conduct, including modern slavery practices. The policy also sets out the actions that M&J will take to assess and action disclosures made. If improper conduct is found to be established, M&J will decide whether any disciplinary action will be taken against any current employee.

Where M&J was not satisfied with its due diligence inquiries, it has taken corrective action, by either ceasing to trade with such suppliers or working collaboratively with the suppliers to ensure they operate in a manner consistent with M&J's expectations.

M&J is committed to working with relevant suppliers to try and bring about awareness of modern slavery risks in the supplier's own business. However, if a supplier does not take steps to address these risks, then M&J will consider ending the business arrangement.

## **Assessing the effectiveness of M&J's modern slavery actions**

M&J has continued the process of raising awareness within its business and identifying areas where modern slavery risks may arise. M&J has continued to implement the following measures to monitor the effectiveness of the actions that it has taken to mitigate the modern slavery risks in its operations and supply chains:

- Reviewing and developing the content of M&J's supplier Questionnaire to ensure it is relevant to the risks of modern slavery within the food processing industry. An internal team with legal, operational, human resources and procurement skills has been established to ensure the MS Policy and Questionnaire are reviewed to ensure their effectiveness and continuing relevance. Where such skills are not resident in the M&J team, third party support has been secured;
- Reviewing our risk assessment processes to ensure they remain up to date;
- Regular engagement and feedback between key areas (including procurement, human resources and legal); and
- Internal audits of our processes (e.g., prequalification checks for suppliers)

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## Consultation

In preparing this Statement, M&J consulted with a cross-functional working group of employees with responsibility for the oversight of procurement, legal and risk processes across the business. M&J management team members with specific operational responsibility for the reporting entities covered by this Statement (and the entities controlled by them) were also asked to provide feedback on the Statement prior to it being presented to the board of directors of MJCP Holdings Pty Limited for final review and approval.

## Conclusion

M&J has valued the opportunity to review its own operations and its supply chain in accordance with the objectives of the MS Act, as part of M&J's commitment to high standards of ethical conduct and corporate governance.

The contents of this MSS have been approved by the board of MJCP Holdings Pty Limited.

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Chief Executive Officer of MJCP Holdings Pty Ltd

DATE: 31 December 2021

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Chairperson of MJCP Holdings Pty Ltd

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