



MODERN SLAVERY STATEMENT 2021-2022

Introduction

This is My Muscle Chef Pty Limited's (ABN 92 162 190 070) Modern Slavery Statement provided under the Commonwealth *Modern Slavery Act 2018* ('Act').

The purpose of this statement is to outline My Muscle Chef'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.

As an annual statement, we also aim to report on progress with identified actions and any material changes to our operations that may impact the level of modern slavery risk.

My Muscle Chef 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 My Muscle Chef

My Muscle Chef started in 2013 with two brothers working towards one dream - being able to enjoy great tasting healthy food, without ever having to cook for themselves.

Over the years the My Muscle Chef dream has grown, and we realised that what we do is more than just providing healthy tasty food for busy people.

At the heart of My Muscle Chef is our mission - to inspire, encourage, and fuel Australians leading active, healthy lives. We believe that healthy eating shouldn't be just for the elite, it should be for everybody.

My Muscle Chef makes healthy eating easy by delivering the best tasting ready meals on the market to thousands of Aussies across NSW, VIC, QLD, and ACT.

Organisational Structure, Operations and Supply Chain

During the period of this report, there have been no changes to our organisational structure, operations or supply chain that would materially impact the level of modern slavery risk.

My Muscle Chef is privately owned company. Within Australia, My Muscle Chef consists of a single operational entity.

My Muscle Chef operates across two main product categories: ready-made meals and re-sale items with a customer base that includes direct to consumer and retail.



My Muscle Chef manufactures and distributes its products from our production and distribution facility located in Australia, utilizing raw materials sourced from both national and overseas suppliers.

In addition to its directly employed workforce, My Muscle Chef's operations are supported by labour hire, short-term contractors, and 3PL/4PL providers as required.

Potential Risks of Modern Slavery

We recognise that key risk indicators are commonly associated with the food and beverage 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 (eg raw material supply); and
- operations within high-risk geographies (eg areas where human rights and other regulatory frameworks are weak).

My Muscle Chef owns and operates its own manufacturing and distribution facilities within Australia. 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), My Muscle Chef's 'finished' product supply chain represents a very low level of modern slavery risk.

My Muscle Chef's operations are supplemented by contract labour and services. During the period of this report, My Muscle Chef has had to enlarge its range of labour-hire suppliers to address labour shortages, however such arrangements remain with established and reputable local suppliers. Further, during this time, My Muscle Chef has employed a dedicated Scheduling Specialist to manage these external partnerships and ensure compliance with My Muscle Chef's requirements.

Within its external supply chain, My Muscle Chef's highest area of modern slavery risk lies in the area of raw materials. My Muscle Chef deals with reputable suppliers, with a robust supplier approval program aligned with SQF and BRC/ISO standards. We have transparent supply chain custody and have visibility to source of origin/country down to a manufacturing level.

Actions to address Modern Slavery Risks

My Muscle Chef 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:

- Employee Code of Conduct;
- Equal Employment Opportunity; and
- Social Responsibility Policy

MY MUSCLE CHEF™

My Muscle Chef's approach is supported by an ethos of strong community citizenship, which includes a partnership with **Foodbank**, Australia's largest hunger relief organisation, helping to fight hunger and raise awareness of the issue of food insecurity in Australia.

My Muscle Chef regularly assesses its suppliers.. My Muscle Chef has zero tolerance for suppliers who breach the company's standards and will terminate arrangements with any supplier who fails to immediately and satisfactorily remedy issues of modern slavery.

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;
- Remediation and management reporting of breaches identified by internal/external audit programs;
- Engagement with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, third-party auditors and customers; and
- Periodic corporate social responsibility risk assessment of our supplier base.

Progress on continuous improvement

During the latest reporting period:

- In the ordinary course of reviewing contract labour and service providers, our procurement team has continued to assess their regulatory compliance and potential Modern Slavery risks. Given the engagement of additional labour-hire service providers, we have mitigated any additional risk through the employment of a dedicated Scheduling Specialist to oversee external relationships and labour supply;
- Commissioned a new payroll and timekeeping system, which will reinforce existing controls regarding compliance with labour regulatory requirements.



Our Future Commitments

Over the next reporting period, our key focus areas for continuous improvement will be:

- Extending our timekeeping system to core labour-hire suppliers to provide improved monitoring and reporting of hours and compliance;
- As a key enabler of our Strategic Plan, reviewing our Corporate Values and Behaviours to ensure all stakeholders continue to reflect and model conduct consistent with the highest ethical and social responsibility standards.

This Modern Slavery Statement was approved by the Board of QPE SPV 2 Topco Pty Ltd (ACN: 14 645 134 443) on 8 December 2022, as the principal governing body of My Muscle Chef Pty Limited.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Tushar Menon
Chief Executive Officer