



Modern Slavery Statement 2020

Food Industry People Group Pty Ltd (ACN 634 329 892)

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1 Introduction

This statement addresses Food Industry People Group Pty Ltd’s (FIP Group’s) obligation and compliance in relation to the *Modern Slavery Act 2018* (Cth) to identify and assess modern slavery risks within operations and supply chains. FIP Group is committed to upholding fundamental human rights and reducing the risk of modern slavery practices within its entity. This is consistent with our ethical framework, that expects a culture of high ethical standards, including compliance with applicable laws, contractual and other obligations.

This statement has been published in accordance with the *Modern Slavery Act 2018* (Cth) for the financial year ending 30 June 2020. It is the first modern slavery statement published by FIP Group outlining our processes to identify, manage and mitigate risks associated with modern slavery. This statement covers only the activities, operations and supply chains of FIP Group.

2 Structure, Operations and Supply Chains

FIP Group is a privately-owned workforce management and administration company incorporated in Australia. Our registered office is located at 90 Petrie Terrace, Brisbane QLD 4000.

FIP Group are recruitment specialists, delivering end-to-end staffing solutions to Australian businesses. For over 13 years, FIP Group have provided screened, motivated and productive staff for national brands as well as many smaller operations. During the reporting period for the financial year ending 30 June 2020, FIP Group employed approximately 1600 staff and workers across QLD, NSW, WA, VIC, SA and TAS. We provide recruitment and labour hire services across a variety of industries including meat processing, agriculture, horticulture, transport and logistics, engineering, technical services and maintenance. Our workers are sourced domestically as well as through the Pacific Labour Scheme.

The supply chains for FIP Group are located across Australia and the Pacific Nations. The following table details the supply chains relevant to each operation.

Category	Supply Chain
Head Office	<ul style="list-style-type: none"> • Professional services including legal, financial and insurance • Telecommunications and IT services • Cleaning services • Auditors • Travel and accommodation

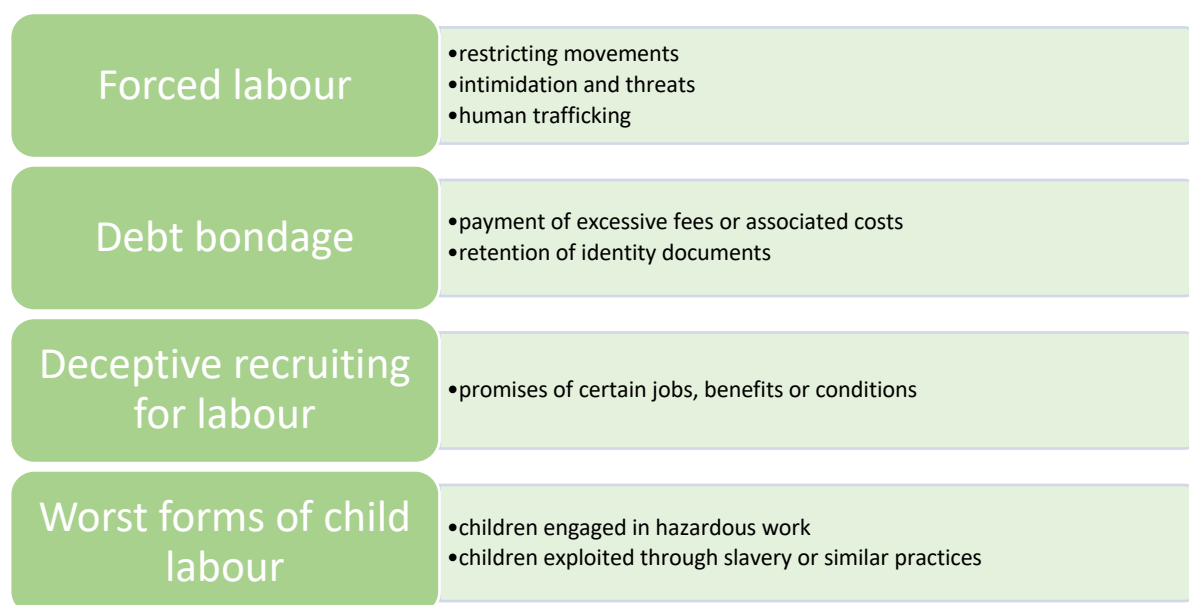
<p>In-country recruitment/ Pacific labour facility</p>	<ul style="list-style-type: none"> • Labour Sending Unit • Travel • Accommodation • Department of Foreign Affairs and Trade
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3 Risks of Modern Slavery Practices

3.1 In Operations

Before the enactment of the *Modern Slavery Act 2018* (Cth), the Joint Standing Committee on Foreign Affairs, Defence and Trade received submissions that migrant workers were particularly vulnerable to slavery-like practices and exploitation in the workplace. The Migrant Workers’ Taskforce final report, which was handed down in March 2019, also identified four high risk sectors in relation to labour hire: horticulture; meat processing; cleaning; and security. These factors highlight the importance for FIP Group, who employs workers under the pacific labour scheme, to mitigate these risks.

The main modern slavery risks identified as being associated with our workers include:



3.2 In Supply Chains

With most professional third-party service providers being Australian businesses, the risk of modern slavery practices within these supply chains is considered low. All supply chains must comply with our Code of Conduct.

Supply chains in external countries are at a higher risk as they are not subject to the same Australian laws, however, built in protections within the Pacific Labour Facility safeguard against worker exploitation. They also ensure workers are prepared to live and work in Australia.

4 Actions taken to Address and Assess Modern Slavery Risks

4.1 Operational and Supply Chain Risk Assessment

FIP Group have enacted a modern slavery policy which outlines our approach to reducing the risk of modern slavery practices within our company. Other relevant policies include our workplace health and safety policy and minimum working age policy. FIP Group is proactive in reducing some of these risks by not retaining the identity documents of any workers or restricting their movements.

Our payroll team comply with the relevant modern award or enterprise agreement that each worker is engaged under. This ensures employees are paid correctly in accordance with their award or agreement.

FIP Group's operational and contracted sites are located within Australia and are therefore subject to strong regulatory systems and stringent labour rights protections. Internal processes are audited on an annual basis to ensure they are compliant with policies and relevant legislation. External audits are also conducted by auditing companies across our business.

All staff have an avenue to report misconduct and unlawful practices under our Whistleblower Policy. Employees are protected and have dedicated channels to raise concerns under this policy.

Modern slavery awareness and risk training for staff has been commenced and will be rolled out progressively across the organisation to ensure all staff act in accordance with legislation and policies, have access to information and support, and can feel empowered to actively contribute to the reduction of modern slavery practices.

4.2 Due Diligence

Before accepting new contracts with external sites, the sites are subject to selection criteria and system reviews to ensure they meet our strict guidelines. FIP Group have

commenced implementing changes to these criteria by developing supplier screening processes to specifically assess and mitigate the risks of modern slavery.

Where FIP Group identifies areas which might have a high level of modern slavery risk, the aforementioned actions will enable us to increase our level of due diligence, reduce the potential of engaging with supply chains who are not aligned with our modern slavery policy, and encourage all levels of operations and supply chains to be proactive in reducing modern slavery practices.

5 Assessment of Actions Taken

The success of FIP Group's modern slavery management is dependent on maintaining current systems and policies and establishing new systems where required. Over the next reporting period, FIP Group will continue to assess ways in which risks of modern slavery practices can be further reduced. An annual review process will be established whereby policies and procedures relating to modern slavery practices are reviewed and amended where needed.

FIP Group must maintain transparency in employment conditions and ensure workers are educated in regard to their rights. By receiving and evaluating feedback, FIP Group can work towards addressing any identified risks and maintain a culture of compliance across operations and supply chains.

We are committed to respecting human rights and working to continually manage and enhance our approach to mitigating modern slavery risks.

6 Approval

This statement is made in pursuant with the *Modern Slavery Act 2018* (Cth) for the reporting period of the financial year ending 30 June 2020. It is authorised and approved by the principle governing body of FIP Group, the Chief Executive Officer, on 19 March 2021.



Brad Seagrott
CEO
FIP Group