

MODERN SLAVERY STATEMENT

Who we are:

MPD Dairy Products Pty Ltd (MPD) has been operating since 1977 and is one of Australia's largest marketers and distributors of dairy ingredients to the Australian industrial food manufacturing market. Industry sectors supplied by MPD include bakery, ice cream, confectionery, flavour houses, sports nutrition, meal replacements, technical and specialised applications as well as product for the animal and stockfeed industry.

Modern Slavery Reporting:

This statement has been prepared and approved by company Directors of MPD and is for this organisation only. MPD does not have any other subsidiaries.

Commitment:

MPD opposes slavery in all its forms. MPD is committed to operating responsibly and adhering to the highest ethical standards and will not tolerate any forms of slavery in our business. From the 1st January 2020, MPD Dairy Products is subject to the *Modern Slavery Act 2018*.

Organisation Structure:

MPD has approximately 30 staff, the vast majority of which participate in administrative roles.

MPD ensures the following employment standards are adhered to:

- All employees have a written employment agreement.
- Employment is freely chosen.
- There is no forced, bonded or involuntary labour.
- Employees are not required to lodge deposits or their identity papers and are free to leave their employment after providing reasonable or agreed notice period.

MPD does:

- Not use forced or involuntary labour
- Not use child labour
- Only employ workers who have a legal right to work
- Pay fair wages and benefits as per the government award wage (or higher)
- Ensure working hours comply with government standards
- Provide a safe and hygienic working environment
- Not engage or offer to engage or be complicit in acts of bribery or corruption.
- Not falsify documents or records.

Our Operations:

MPD operates primarily in the Australian and New Zealand market with offices in Sydney and Melbourne. MPD does not have any manufacturing facilities and does not employ manual labour.

Our Supply Chain:

MPD engage a number of third-party service providers to assist us in the conduct of our business. This involves warehouse, transport and logistics operators within Australia and for goods being imported to Australia from New Zealand, USA, UK and Europe.

Risks Of Modern Slavery:

MPD considers its overall risk of modern slavery to be extremely low. Identified risks of slavery in our supply chain may include working conditions and labour practices via third-party service providers, the dairy manufacturers themselves and the supplying farms. This risk also extends to packaging and other service providers to the dairies whose goods MPD ultimately purchases and on-sells.

Current Policies and Practices:

MPD's policies apply to current and new employees all of whom are Australian based and covered by The Fair Work Act 2009 and its relevant regulations.

SEDEX: Supplier Ethical Data Exchange (SEDEX) is one of the world's largest ethical trade service providers. MPD is an active supplier on the SEDEX platform. As part of this program, MPD has completed a self-assessment questionnaire on business ethics and labour standards and shared information about this with key customers.

Training:

MPD will provide modern slavery training to relevant staff on an ongoing basis.

Supplier Adherence to our Values and Ethics:

MPD is currently in the process, and continuing in an on-going process, in obtaining Modern Slavery Statements from all of our key suppliers to ensure they are aligned with our values.

Assessing the Effectiveness of Actions:

MPD is yet to assess the effectiveness of our actions in relation to modern slavery. MPD acknowledges that we are in the early stages of the journey. We will first build a good understanding within our staff and then with our suppliers. Once this has been achieved we will look to establish a formal process and maintain ongoing reporting.

Statement approval:

This Modern Slavery Statement is approved by the Directors of MPD Dairy Products Pty Ltd on 9th January 2023.



John Forbes

Director

9th January 2023

MPD Dairy Products – Directors Meeting

Subject; Modern Slavery Statement approval.

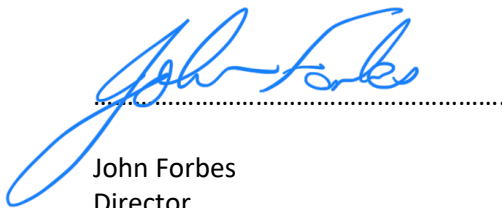
Outcome: The Modern Slavery Statement # 2023-28 submitted to Australian Border Force on 9th January 2023 is approved by the three Board of Directors of MPD Dairy Products whose signatures appear below.



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Campbell King
Director



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Edina Zukich
Director



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John Forbes
Director