

The background features a dark, textured rectangular area. Scattered across this area are several pieces of nuts, including whole almonds and clusters of walnuts, some appearing to be in motion or falling. The text is centered within this dark area.

Carman's

**MODERN SLAVERY ACT
STATEMENT 2022**

(for 1 July 2021 to 30 June 2022)



Introduction

Carolyn Creswell is the founder, owner, and sole Director of Carman's Fine Foods. Carman's Fine Foods does not own or control any other entities and as such no consultation was required.

Carman's is a privately-owned food company with 60 direct employees, at the time of reporting period, operating from the following address.

Carman's recognize that Modern Slavery is an issue within Australia and beyond, and we have a responsibility to identify and report any relevant activities in our operations and supply chain.

This statement is prepared on behalf of Carman's Fine Foods Ltd ABN 37 109 604 202 to support the reporting period of 1 July 2021 to 30 June 2022.

This statement has been created to address "Modern Slavery Act 2018 (The Commonwealth Act)" for Carman's 11 Hume Street, Huntingdale, VIC, 3166.



Carman's
Real food made with real passion





Our Structure & Operations

Carman's Fine Foods is passionate about creating delight every day. This means everything we do flows from that – how we source our ingredients, care for customers and suppliers and how we approach every element of our business.

Carman's have several supply chain partners who produce, store and transport Carman's products on our behalf.

In line with our business values Carman's is fully committed to supporting the eradication of slavery and human rights violations in the modern world. We are committed to work collaboratively within our supply chain to address any issues with modern slavery when raised.

Modern slavery is not only an issue overseas but can also be an issue within our local manufacturing operations, we take this very seriously and would encourage any concerns to be reported to our consumer care contact centre on 1300 555 885 or our whistle-blower service via carmanskitchen@stoline.com.au or at <http://carmanskitchen.stoplinereport.com/>

Carman's adherence to quality standards to provide safe food to our consumers using the best quality ingredients in products. Our key supply chain partners have strict vendor assurance programs in place to review and understand the risks in our supply chains on modern slavery and ethical sourcing.

Raw Materials for Carman's products are sourced locally where possible, however, to meet the diverse requirements of Carman's products some raw materials are sourced globally, as such, we expect our local manufacturers to ensure attention is given to the Modern Slavery Risks in their supply chain.


Modern Slavery Risks in our Supply Chain & Operations

There are several potential risks in the Carman's Supply Chain linked directly and indirectly.

DIRECTLY LINKED

- Carman's engage with local contract companies to support the business activities in Huntingdale and as such could be directly linked to exploitation via these channels. Each of these companies has a contract in place which documents the requirement to meet local labour requirements for employment.

INDIRECTLY LINKED

- Carman's have several supply chain partners who manufacture, store and transport Carman's products on our behalf. There are risks of modern slavery, enforced labour or worker exploitation that could be indirectly linked via these channels. Raw materials purchased via our manufacturing partners could have indirect commodity risk of modern slavery.
 - Carman's have a Modern slavery policy and commitment. Our supplier assurance checklists ensure we capture modern slavery commitment information from our suppliers. Carman's are part of SEDEX, and our key suppliers are linked on SEDEX. The SEDEX platform enables Carman's to understand and analyse supply chain risks and risk ratings.
- 



Modern Slavery Risk Assessment & Action Plan

Carman's have contacted each of the relevant suppliers and assessed modern slavery risk through the supplier assessment questionnaire. This has helped us to gather information and understand our supplier's level of understanding and commitment to Modern Slavery.

We have also assessed if any key raw materials are sourced from countries with high risk of modern slavery. On an average 50% of our ingredients are sourced from Australia. At this stage our manufacturing partners are sourcing ingredients from risk countries like India, Pakistan, Turkey, Vietnam, Philippines, China, Argentina. Although some of the ingredients are sourced from the risk countries, our manufacturing partners have good visibility of their supply chain risks and have screening, audits, approved supplier programs and satisfactory control measures in place to mitigate the modern slavery risks. This has further improved our visibility of sourcing processes which we wish to further develop over the coming years.

We have also reviewed information from the below resources:

- UN Guiding Principles on Business and Human Rights 2011
- Commonwealth Modern Slavery Act 2018 Guidance for reporting entities
- Industry and country specific modern slavery risks- Walk free foundation, SEDEX Platform, Global Slavery Index 2018

Effectiveness of Actions

Carman's measures effectiveness of actions of modern slavery via:

- Approved supplier program screening and risk assessment for new and existing suppliers. This includes a supplier assessment questionnaire requiring all suppliers to provide information related to Ethical Trading and Modern Slavery.
- Whistleblower Policy and operating procedures are available to all employees to report any breaches or grievances on any aspect of the business practices that may be illegal or unethical.
- Suppliers are assessed via the SEDEX data exchange platform to review supplier risk.
- Procurement contract terms include references to Modern Slavery legislative requirements.

Carman's have not to our knowledge, had any reportable incidents and as such at the time of publication have nothing to report.

Should an incident be uncovered the entity understands its obligation in reporting and remediation to resolve in an ethical manner.

Being a smaller organisation, in the event of an incident we would reach out to the Australian Border Force (ABF) team to ensure remediation is carried out in co-operation and adherence of the requirements.

In the event of a reportable incident, we also see the value in sharing where legally possible the details of this to further improve awareness of Modern Slavery Risks.

Most importantly our priority will be the welfare of the individual/s directly involved.

Carman's actions thus far have been reviewed by our Leadership team.

We have certainly raised awareness of the Modern Slavery Act and the existing reporting requirements and would consider ourselves compliant.

As part of our ongoing activity in this space we aim to move beyond compliance and towards impact to truly support improved outcomes Globally.

COVID-19 Impact

COVID-19 ongoing issues are still impacting our operations this year, although to a lesser extent than previous years. Our ability to mitigate risk has improved significantly to avoid possible material shortages and delays and ensure staff health and wellbeing is addressed adequately. There have been no Modern Slavery Impacts due to COVID-19 that we are aware of in any of our operations.

Carman's continues to operate under COVID safe plans which have been constantly reviewed and updated in line with the government advice.



Future Commitments

In FY 2023 Carman's will implement further actions to oppose Modern Day Slavery through the following initiatives:

- The Carman's sustainability policy, ethical sourcing policy and supplier code of conduct will be completed and extended to our supply partners where applicable.
- Carman's will empower and educate our workforce on modern slavery risks rolling out training to all employees.
- We will update Supplier Requirements to include Modern Slavery and responsible sourcing declarations.
- We will continue to work on a more comprehensive supply chain risk framework to better understand where there are increased risks of modern slavery in Carman's supply chain utilising SEDEX to evaluate the modern slavery risk in our supply chain and implement feedback to ensure any high-risk issues are managed effectively.
- Carman's is working to attain B-Corporation certification as a reflection of our commitment to set a high bar for all areas of corporate responsibility including the fair and ethical treatment of people.

This statement has been reviewed by the Leadership Team of Carman's Fine Foods and signed off by the Sole Owner and Founder.

Carolyn Creswell
DATE: 19/12/2022

