



AUSFINE FOODS INTERNATIONAL PTY LTD ETHICAL SOURCING POLICY

NAME OF COMPANY: AUSFINE FOODS INTERNATIONAL PTY LTD

ABN: 12 006 926 129

DESCRIPTION OF COMPANY:

Privately owned trading business buying food products, mainly meat, dairy and food service, from manufacturers and other trading businesses and selling to wholesale, distribution, and food service buyers. Suppliers are based in Australia, New Zealand, USA, Canada, Argentina, Brazil, Spain, Germany, France, United Kingdom, Lithuania, Poland, Belgium, Netherlands, Denmark, Norway, Sweden, Italy, Ireland.

RISKS OF MODERN SLAVERY IN THE SUPPLY CHAIN:

Identified risks of slavery in Ausfine Foods supply chain include direct suppliers' unethical working conditions and labour practices, those suppliers sourcing ingredients or packaging from other companies whose policies are either unethical or unknown, goods are transported via carriers whose labour policies are unethical.

ACTIONS TAKEN BY AUSFINE IN RELATION TO THIS POLICY:

Approved Supplier Program is in place and suppliers in the program have been asked to complete questionnaire to assess their hiring and labour practices. The effectiveness of this action is reviewed annually in regard to how many suppliers are willing to provide the information requested.

THE AIM OF THIS POLICY:

- To ensure the working conditions of employees in our supply chain
- To maintain the integrity of all the products we source
- To provide a service to our customers that is authentic, transparent and responsible
- To meet our obligations and ensure that our suppliers meet their obligations under The Australian Modern Slavery Act 2018



Approved Suppliers

Must comply with relevant laws, regulations treaties, covenants or other agreements, such as the International Labour Organisation (ILO) standards and relevant Food Safety provisions. Our suppliers must demonstrate a commitment to implementing policies and practices consistent with our own. They in turn must also source ingredients, packing materials and any other relevant components of the products they sell from companies who also comply with the same laws, treaties, and covenants

Labour Standards

We expect suppliers to have sound labour practices; we expect them to treat their employees fairly, in accordance with local laws and regulations relating to labour and employment.

Employment is Freely Chosen

Suppliers will not use forced, bonded or involuntary labour (prison labour). Workers must not be required to lodge 'deposits' or their identity papers with employers; they must be free to leave once their shift ends, or after giving their employer reasonable notice.

Child Labour

Suppliers shall not use child labour. 'Child' is defined as a person who is younger than the local legal age for completing compulsory education. Suppliers shall verify the age of their workers and maintain copies of their workers' proof of age. Suppliers shall follow all applicable laws, regulations and the ILO standards regarding working hours and conditions for all employees.

Involuntary Labour

Suppliers shall not use involuntary labour. 'Involuntary Labour' is defined as work or services extracted from any person under threat or penalty of its non-performance, and for which the worker does not offer himself or herself voluntarily. It includes all manner of prison, bonded, indentured and forced labour. Workers must be free to leave once their shift ends and free to leave their employment after reasonable notice.

Immigration Law Compliance

Suppliers shall only employ workers who have a legal right to work, including workers obtained through an employment agency. Workers' legal rights to work must be validated by reviewing original documentation prior to commencement of work.

Working Conditions are Safe and Hygienic

Suppliers shall provide a safe and hygienic working environment. They shall also provide continuous monitoring to ensure compliance with applicable local legislation, regulations and the ILO standards. Suppliers shall ensure that personal protective safety equipment is available and that workers are adequately trained in its use. Safeguards on machinery must



meet or exceed local laws, and workers shall be provided with all appropriate protective equipment and have knowledge of how to use it.

Working Hours

All working hours will comply with national laws and benchmark industry standards, whichever affords greater protection. Overtime work should be voluntary, and overtime should not be requested on a regular basis. Suppliers shall guarantee breaks and days off in compliance with applicable law.

Wages and Benefits

Suppliers shall provide wages and benefits that comply with all local laws and regulations or match prevailing local manufacturing or industry rates, whichever is higher. Overtime pay shall be calculated at the legally required rate, regardless of whether workers are compensated hourly or by piece rate.

Equal Treatment

Suppliers and their factories shall not discriminate in the hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Freedom of Association

Suppliers must ensure that their workers have the right to join or not join trade unions, workers' associations and the ability to bargain collectively. The factory must recognize the rights of union organisations to exist and to represent workers in a constructive and peaceful way.

Discipline

Physical abuse, the threat of physical abuse, sexual or other forms of harassment, verbal abuse and other types of intimidation will never be used by a supplier or factory in relation to their workers. The deduction of wages as a disciplinary measure will not be used. All disciplinary measures will be documented.

Regular Employment is Provided

To every extent possible, suppliers must ensure that all work is performed according to a recognised employment relationship established through national law and practices.

Obligations to employees still apply even if employees:

- work under labour-only contracts
- work from home
- work under apprenticeship schemes where there is no real intent to impart skills or provide regular employment
- are required to sign and re-sign fixed-term contracts of employment

Structural safety of all supplier buildings and manufacturing sites

Ausfine Foods Ethical Sourcing Policy

AFIES01.2

Date of Issue: 01/07/2019, updated 13/10/2021



Suppliers' manufacturing and other premises must be structurally safe. Accommodation provided to workers must be structurally safe.

Bribery and Corruption

Suppliers shall not engage, offer to engage or be complicit in acts of bribery or corruption and will not falsify documents or records. A zero-tolerance policy applies.

Environmental Standards

Supplier facilities must comply with the relevant environmental laws and regulations local to their site/s.

This includes appropriate:

- Waste Management – a documented waste management system which places emphasis on minimising waste, recycling and responsible handling and disposal of hazardous chemicals
- Conservation - Processes and activities shall be monitored and modified as necessary to ensure conservation of scarce resources including water, flora and fauna.

This policy has been approved by the principle governing body of Ausfine Foods International Pty Ltd

By: Garry Embleton

Matt Cooper

A handwritten signature in black ink, appearing to be "G. Embleton".

A handwritten signature in black ink, appearing to be "M. Cooper".

On:

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 IP: 60.240.197.64



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 02:12:47 UTC

Viewed by Garry Embleton (garry@ausfine.com.au)
 IP: 60.242.32.122



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 IP: 60.242.32.122



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 IP: 1.159.12.19



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