



Our Mission – To produce affordable and quality eggs from well-cared-for hens in a socially responsible way, utilising the collective strength of a skilled, purpose-driven and innovative team.

Our Values - Responsibility ~ Integrity ~ Generosity ~ Humility ~ Trust = Loyalty

Modern Slavery Statement

Entity

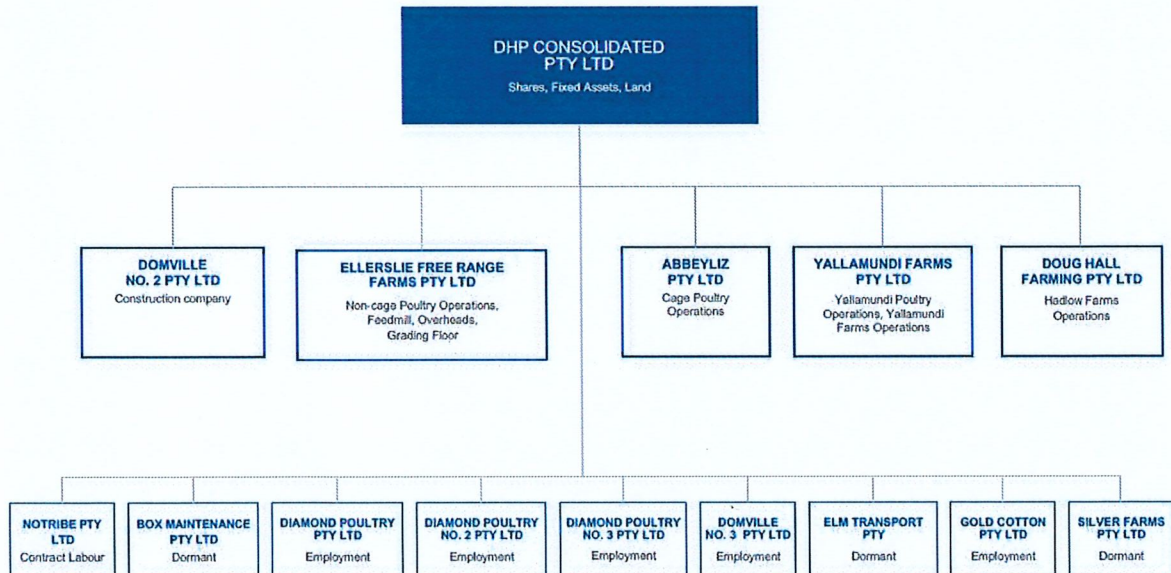
DA Hall & Co is located in Millmerran, Queensland, Australia and is part of the Australian Poultry & Egg Production Industry. DA Hall & Co is a privately-owned agribusiness supplying predominately poultry production including a grading and packing facility and pulp plant, along with farming & agriculture, grain and feed mill operations.

This policy is to highlight the commitment of business to prohibit slavery in our operations and supply chains.

Structure, Operations and Supply Chains

Structure

DA Hall is a privately-owned business, operating within Australia and maintains several companies within which we conduct our operations under the parent entity, DHP Consolidated Pty Ltd. This structure comprises the following controlled entities:



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Operations

DA Hall & Co is predominately an egg production, grading and packaging operation with support areas in:

- Feed mill production
- Rearing of layer pullets from day-old chickens
- Workshop facilities in both fabrication and mechanical to maintain the layer operation
- Stores and purchasing
- Water and environment
- ICT
- Administration including:
 - Finance
 - People & Culture
 - WHS
 - Quality Assurance
 - Business Development
- Veterinarian and animal welfare
- Composting facility as part of a waste management

Supply Chains

DA Hall & Co supply chains include local, state, country and global networks that support the operations. This includes but may not be limited to:

Global:

- Importation of the poultry shed infrastructure equipment
- Importation of the packing floor equipment
- Importation of the pulp plant equipment

Interstate:

- Transportation of day-old chickens to our rearing facility
- Egg packaging
- Labour hire

Local and QLD supplied by third parties:

- Grain
- Vaccines
- Feed additives
- Chemicals
- Fuel including unleaded, diesel and LPG
- WHS equipment
- Wood shavings for the compost facility

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- Fabrication equipment supplies
- Vehicle purchasing
- Pest control and the supply of relevant equipment and chemicals
- Labour hire
- Contractors:
 - Electricians
 - Plumbers
 - Earthmoving
 - Cleaners
 - Service-maintenance and breakdown
- Waste removal
- Professional services:
 - Training
 - Auditing
 - Accounting
 - Legal representation
 - Animal welfare – veterinarian
- Vehicle maintenance

Risks of Modern Slavery (in operations and supply chain):

The risk of modern slavery in business operations, and in particular those operations that extend globally through supply chains, are complex and the origin may be difficult to identify and manage. This difficulty derives from the exploitation of workers involved in the production of products and equipment that eventually find their way into our supply chain through and external supplier.

Risk	Indicators	Risk Level
Child labour	<ul style="list-style-type: none"> • Underage • Underpayment • Hazardous work • Hours of work above the standard • Work experience student's hours 	Low to medium (Depending on country of origin)
Labour Hire	<ul style="list-style-type: none"> • Forced/bonded labour • Underpayment of wages • Deceptive recruitment • Exploitation of workers • Unskilled workers • Illegal labour practices 	Low

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Seasonal Workers	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Deceptive recruitment • Exploitation of workers • Unskilled workers 	Low
Manufacturing of equipment globally	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Bonded labour • Exploitation of workers • Unskilled workers 	Medium
Transportation (Local)	<ul style="list-style-type: none"> • Underpayment of wages • Exploitation of conditions 	Low
Electronic hardware	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Bonded labour • Exploitation of workers • Unskilled workers 	High
Vehicle supply	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Bonded labour • Exploitation of workers • Unskilled workers 	Medium to high
Grain production and supply	<ul style="list-style-type: none"> • Forced labour • Underpayment of wages • Bonded labour • Exploitation of workers • Unskilled workers 	Low
Professional services	<ul style="list-style-type: none"> • Underpayment of wages 	Low
Contractors	<ul style="list-style-type: none"> • Underpayment of wages • Unskilled workers 	Low

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Actions taken to address risks (in operations and supply chains):

Action	Purpose	Completed (if applicable)
Code of Conduct	<ul style="list-style-type: none"> Establishes how all employees are to conduct themselves towards other employees, contractors and visitors 	Ongoing
Force Labour and Child Labour Policy	<ul style="list-style-type: none"> Identifies concerns and process for raising concerns 	Ongoing
Whistleblower Blower	<ul style="list-style-type: none"> Identifies and facilitates a confidential process for wrongdoing disclosures 	Ongoing
Equal Employment Opportunity – Discrimination, Vilification and Victimisation Prevention Policy	<ul style="list-style-type: none"> Guidelines on correct workplace environment and confirms process for reporting grievances 	Ongoing
Conditions of employment policy	<ul style="list-style-type: none"> Identifies and explains the minimum conditions of employment 	Ongoing
Awards	<ul style="list-style-type: none"> Guidelines on correct payment of wages, conditions and other benefits 	Ongoing
Other HR policies as relevant	<ul style="list-style-type: none"> Guidelines for addressing employee, contractor, visitor welfare concerns 	Ongoing
Audits by external customers	<ul style="list-style-type: none"> Customer audits investigate DA Hall & Co's commitment to the Modern Slavery Act 	Each audit – Ongoing
Labour providers	<ul style="list-style-type: none"> Transparency of wages paid to workers Consultation regarding conditions Service agreements evidencing the above 	Ongoing – Service Agreement renewed annually

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Future Planned Actions:

- Investigation of the suitability of a software program to enable procurement management of human rights and Modern Slavery Act compliance
- Review the introduction of responsible sourcing policy
- Review the introduction of contractors to provide their Modern Slavery statement
- Review the implementation of a system of requesting suppliers and contractors to provide their Modern Slavery statements as applicable
- Review contracts and service agreements with the intent of incorporating a commitment to the Modern Slavery Act.

Assessing the effectiveness of actions taken (or to be taken):

- DA Hall & Co Board review and approval of the Modern Slavery Statement (MSS)
- Employee training as relevant – Executive team a priority
- Risk assessments annually to be incorporated with the review of the MSS
- Third-party audits as conducted by Quality Assurance in tandem with customers
- Payroll auditing
- Employee cultural survey
- Grievances raised and remediated

Consultation process:

As part of this first Modern Slavery Policy for DA Hall & Co, extensive consultation was used both internally and externally to ensure a base was established from which to further build and enhance the statement, identifying risks, addressing risks through actions taken and engaging all relevant parties.

Consultation has been with DA Hall & Co's major consumers, various suppliers and high priority contractors.

The DA Hall & Co Modern Slavery Policy has been reviewed by the Board of Directors and the Senior Leadership Team and is signed as approved.



Simon Hall
Managing Director

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