



MODERN SLAVERY STATEMENT
FINANCIAL YEAR 2023/24





About us

Dardanup Butchering Company was established in 1950 as a stand-alone retail store in the Walker Arcade, Bunbury. Today, DBC employs more than 260 direct employees within its wholesale, retail and food service divisions, and serves in excess of 1900 sites including restaurants, hotels and cafes, butcher shops and IGA's throughout Western Australia.

At a glance

This statement is made on behalf of Cutting Cart Pty Ltd ABN 16 661 123 404, t/as Dardanup Butchering Company (DBC).

In this year's modern slavery statement made in fulfilment of the requirements of the Modern Slavery Act 2018 (Cth), we are pleased to be able demonstrate

a further maturing of our response to modern slavery risk management. Below is a high-level summary of DBC's FY24 modern slavery approach.

Respecting human rights

Here at DBC we reject any form of modern slavery and look to implement controls to mitigate risks within our business operations and supply chains. We respect the human rights of our employees, clients and those of our suppliers and business partners.

Achievements in the past year

This year's report confirms our commitment and details how we will continue to recognise and mitigate any potential risks. We have continued to apply our robust methodology to review areas in our operations and supply chain where risk factors of modern slavery may exist and remediate.

SUPERIOR SUPPLIER DUE DILIGENCE



Superior application of our policies, procedures, documents and internal framework has seen that modern slavery risks are embedded into each of the pillars of our business and continue to be part of everyday business decisions. Continuous improvement and further extrapolation within documentation and practice will further be enhanced in FY25.

ENHANCING OUR INTERNAL CAPABILITY



Maintain awareness of modern slavery risks by continuing to work with our managers, human resources, personnel and procurement employees to reconfirm the company's commitment to addressing and eliminating these risks. Continual training and internal conversations keep this at the forefront of our business decisions.

COMMUNITY AWARENESS



As much of our supply base is small to medium businesses, our supplier onboarding process has helped raise awareness of modern slavery risks.

By scanning our supply base, we have captured and documented those who have statements or internal policies, those that are working towards implementing this into their business, and those that require support through education and guidance from their larger partners. In 2023-2024, we see a significant uplift in adherence to Modern Slavery legislation and a willingness and commitment to partner with us in advancing awareness of modern slavery risks and mitigations throughout our shared supply chain.

What we source

Our main categories of procurement include:



Livestock



**Raw
Material**



**Professional
Services**



**Property &
Operations**

Primarily, our supply chain is all Australian based companies as international purchases are only undertaken when a local source is reasonably unable to be found (such as specialised capital equipment). We expect our partners and stakeholders to adhere to ethical business conduct standards which are consistent with our own, and we are committed to working with them to fulfil this common goal. DBC acknowledges the potential for indirect exposure to the risk of modern slavery in our supply chains and will use our best endeavours to ensure these risks are identified and addressed.

For over 70 years, DBC has been supplying Western Australians with the very best food from WA's best farmers in the pristine Southwest region.

We enjoy a close relationship with many third and fourth generation producers, ensuring best practice and adherence to quality procedures throughout the supply process. These ongoing relationships allow us to consistently deliver the high standard of fresh product and excellent taste for which we are known.

With 90% of our stock sourced directly from the producer, we are also pleased to be able to deliver full product traceability to our clients. Dardanup is proud to be a Western Australian company supporting both the local Western Australian food industry and Western Australian farmers.



A Changing Global Economy

DBC recognises that in a constantly changing global economy, monitoring and evaluating supply chain compliance with shifting regulatory landscapes and enhanced supply chains, requires a multifaceted approach.

DBC will leverage our ability to use technology to access data and gain cooperation from international ownership of suppliers to uphold our own ethical standards.

We will stay abreast of regulatory changes and adapt quickly to ensure we always innovate and improve our compliance strategies beyond the minimum legal requirements.

We will share our expertise and ideas with our partners in industry through the work we undertake with peak Meat Industry Bodies and business networking groups including Chamber of Commerce and Industry WA.

Risk identification, mitigation and remediation

Due diligence

Our due diligence approach involves identifying risks and being proactive to mitigate found risks. We implement human rights due diligence by conducting a review process each year by considering internal and external information to help us constantly improve both our own and our suppliers' approach to modern slavery. To date we have not identified any instances of modern slavery associated with our operations or in relation to our immediate supply chains. Neither have we received any concerns from our customers through our feedback channels.

Risk identification

Following the commissioning of our management information system and procedures to better identify risks within our supply chains, we have seen a marked growth in supplier compliance to our system, with identification and monitoring activities within their own supply chains.

Remediation

The Whistleblower Policy encourages employees and third parties to confidentially and anonymously report conduct concerns. Outlined in the Whistleblower Policy is the way

that all grievances will be handled, investigated and remediated. This same procedure will be used to remediate any grievances for modern slavery. All concerns will be treated with utmost confidence and be assessed, investigated and appropriate action taken within the designated time frame. There have not been any grievances or whistleblower complaints lodged against DBC or its shareholders.

Measuring and monitoring effectiveness

We aim to build our employees' and manager's understanding of what constitutes a modern slavery incident and awareness on how to report the incident. This is an area that is continually being improved upon.

Our grievance mechanisms are another way in which we can track our performance against our risk mitigation goals. We aim to ensure that our grievance and reporting mechanisms are robust and can be effectively used by employees and other stakeholders to raise concerns around modern slavery. Whilst no modern slavery related complaints have yet been received, we continue to look for ways to improved effectiveness to ensure data capture is accurate and timely.



Looking forward

Our aim is to ensure that human rights are understood, respected and upheld within our organisation and across our supply chains and acknowledge that working towards this will be a constantly evolving journey. We will continue to develop and implement integrated and transparent systems aimed at increasing our awareness to risk and methods to appropriately mitigate the risk. Our journey will be one of constantly learning, improving and embedding our improved practices into our business operations.

Statement approval

This Statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) has been reviewed and approved by the Board of DBC and is signed by the General Manager, Brian Pittendreigh.

BRIAN PITTENDREIGH

Dardanup Butchering Company General Manager

DARDANUP

BUTCHERING COMPANY 1950

Cutting Cart Pty Ltd
ABN 16 661 123 404

T/A Dardanup Butchering Company