MODERN SLAVERY STATEMENT

Meats R Us Pty Ltd as Trustee for LP SM PA Gibbs Family Trust
Trading as Big Meats
Reporting Period: FY2025/26

1. Our Business

1.1 Introduction

Big Meats is an Australian wholesale meat business engaged in the sourcing, procurement, processing, packing, distribution and sale of beef, pork, sheep and lamb products to retail butchers and other wholesale customers throughout Australia.

Big Meats is committed to conducting business ethically, responsibly and transparently. We recognise that modern slavery is a serious violation of fundamental human rights and can take many forms including forced labour, bonded labour, child labour, servitude, deceptive recruiting practices and human trafficking.

We are committed to identifying, assessing and addressing modern slavery risks within our operations and supply chains and expect our employees, contractors, suppliers and business partners to uphold the same standards.

1.2 Governance Framework

Responsibility for modern slavery risk management rests with the Directors and senior management team. Modern slavery considerations are integrated into procurement, supplier management, risk management and compliance processes.

Our core values include:
• Integrity
• Quality
• Customer Service
• Accountability
• Sustainability
• Safety
• Respect
• Teamwork
• Continuous Improvement

Code of Conduct

Our Code of Conduct establishes the behavioural and ethical standards expected of all employees, contractors and suppliers. It reinforces our commitment to lawful business practices, human rights protection, workplace safety and responsible sourcing.

2. Structure, Operations and Supply Chains

2.1 Structure

Meats R Us Pty Ltd as Trustee for LP SM PA Gibbs Family Trust operates under the trading name Big Meats. The business operates within Australia and supplies wholesale meat products to retail butcher customers and other food industry participants.

2.2 Operations

Business activities include:
- Procurement of livestock and meat products.
- Processing and value-adding activities.
- Packaging and labelling.
- Refrigerated storage and inventory management.
- Distribution and logistics.
- Wholesale sales and customer service.

2.3 Supply Chains

The supply chain includes:
- Cattle, sheep and pig producers.
- Feedlots and livestock agents.
- Meat processors and abattoirs.
- Packaging manufacturers.
- Cold storage providers.
- Freight and logistics providers.
- Equipment suppliers.
- Maintenance and service contractors.

Although the majority of procurement spend is within Australia, Big Meats recognises that modern slavery risks can exist at multiple tiers of the supply chain.

3. Due Diligence and Remediation

Supplier Governance Framework

Supplier onboarding and review procedures assess legal compliance, labour practices, workplace safety, environmental performance and ethical conduct.

Supplier Standards

Suppliers are expected to:
- Comply with all applicable laws.
- Respect internationally recognised human rights.
- Maintain fair employment practices.
- Prohibit discrimination, bullying and harassment.
- Respect freedom of association.
- Pay lawful wages and benefits.
- Maintain reasonable working hours.
- Prohibit forced labour and human trafficking.
- Prohibit child labour.
- Maintain safe workplaces.
- Comply with environmental laws.
- Operate with honesty and integrity.
- Comply with anti-bribery and anti-corruption laws.

Remediation

Where concerns are identified, Big Meats will work collaboratively with suppliers to investigate issues, implement corrective actions and monitor outcomes. Serious or unresolved breaches may result in suspension or termination of supplier relationships.

4. Modern Slavery Risk Assessment

Big Meats assesses modern slavery risks across its operations and supply chains using a risk-based approach.

Key risk indicators include:

Sector and Industry Risks
- Agricultural production.
- Livestock handling.
- Meat processing.



• Labour-intensive industries.
• Seasonal workforce requirements.

Geographic Risks
• Countries with weak labour protections.
• Regions with limited regulatory oversight.
• Areas with known human rights concerns.

Entity Risks
• Labour hire providers.
• Recruitment agencies.
• High workforce turnover.
• Poor compliance history.

Product and Service Risks
• Packaging materials.
• Imported products.
• Contract labour services.
• Transport and logistics services.

Risk Categories

• Operational Risk
• Commercial Risk
• Business Continuity Risk
• Fraud Risk
• Information Security Risk
• Health and Safety Risk
• Privacy Risk
• Anti-Bribery Risk
• Labour Practices Risk
• Environmental Risk

5. Risk Mitigation Measures

To mitigate modern slavery risks Big Meats:

• Conducts supplier due diligence prior to engagement.
• Reviews supplier policies and procedures.
• Requires compliance with contractual obligations.
• Assesses supplier performance periodically.



- Monitors regulatory developments.
- Encourages reporting of concerns.
- Maintains grievance and escalation processes.
- Reviews high-risk suppliers more frequently.
- Promotes ethical sourcing principles.
- Investigates allegations of misconduct promptly.

Where necessary, independent information sources, public records and supplier questionnaires may be used to support risk assessments.

6. Measuring Effectiveness

Performance indicators used to assess effectiveness include:

- Number of suppliers assessed.
- Number of supplier reviews completed.
- Number of identified modern slavery concerns.
- Corrective actions implemented.
- Employee training completion rates.
- Supplier compliance outcomes.
- Procurement policy compliance.

The effectiveness of the framework is reviewed periodically by management and updated where improvements are identified.

Future Commitments

Big Meats will continue to strengthen supplier due diligence processes, improve supplier engagement, enhance risk assessment methodologies and increase awareness of modern slavery obligations throughout the organisation.

7. Stakeholder Engagement and Collaboration

Big Meats recognises that effective management of modern slavery risks requires collaboration across the supply chain.

We engage with:

- Suppliers and service providers.
- Customers and industry participants.
- Professional advisers.
- Industry associations.

• Regulatory bodies where appropriate.

Through these relationships we seek to promote ethical sourcing, responsible procurement and continuous improvement in labour and human rights standards.

8. Training and Capacity Building

Employees involved in procurement, finance, operations, logistics and supplier management play a critical role in identifying and managing modern slavery risks.

Training programs focus on:
• Understanding modern slavery.
• Identifying risk indicators.
• Supplier due diligence requirements.
• Ethical procurement practices.
• Reporting obligations.
• Workplace rights and responsibilities.

Training materials and awareness initiatives will continue to evolve as the business and regulatory environment develops.

9. Reporting and Whistleblower Protection

Big Meats encourages employees, contractors, suppliers and stakeholders to report concerns regarding unethical conduct, human rights breaches or suspected modern slavery.

Reports may be raised through management channels or designated reporting mechanisms. All reports are treated seriously and investigated appropriately.

Retaliation against individuals who raise concerns in good faith will not be tolerated.

10. Declaration

This Modern Slavery Statement has been approved by the Directors of Meats R Us Pty Ltd as Trustee for LP SM PA Gibbs Family Trust trading as Big Meats.

The Directors acknowledge their responsibility for ensuring appropriate governance, oversight and continuous improvement of the organisation's modern slavery risk management framework.

Signed:



Peter Gibbs
Director

Date: ___22/05/2026_____