



# **Modern Slavery Statement**

**Reporting Period:**

**1 July 2019 – 30 June 2020**

**Royal Foods Aust Pty Ltd**

**ABN: 19 130 110 048**

## Modern Slavery Statement 2019-2020

Royal Foods would like to express that our 2019-2020 Modern Slavery Statement is voluntary under the current legislative requirements to prepare a statement.

The Commonwealth Modern Slavery Act 2018 defines the term *Modern Slavery* as '*situations where coercion, threats or deception are used to exploit victims and undermine their freedom*'. There are eight significant types of modern slavery:

- Slavery
- Trafficking in persons
- Servitude
- Forced labour
- Forced marriage
- Debt bondage
- The worst forms of child labour
- Deceptive recruiting for labour or service

Royal Foods understands the necessity in aiding to abolish these forms of slavery. We (Royal Foods) aim to find and eliminate any identifiable instances of modern slavery practices within our business and supply chains.

Royal Foods is an Australian owned and operated food distribution company. We employ approximately 220 staff across four sites in Hemmant (QLD), Condell Park (NSW), Brunswick & Hallam (VIC). Royal Foods receives, stores, and distributes food for both food service (catering) and retail sale. Our suppliers are located throughout Australia as well as some internationally. International suppliers are based primarily in Europe, Asia and New Zealand. The Managing Director of Royal Foods established the New Life Trust charity in 2006 to rescue orphaned, abandoned, and vulnerable children in Myanmar. The project provides a safe environment for children at risk.

To ensure that Royal Foods is not contributing to modern slavery we have selected three quantifiable parameters. These parameters were chosen to assess the scope of any potential problems and aim to eliminate any contribution to slavery. The three parameters are:

- 1) Gaining supplier statements from our 150+ suppliers in the form of a survey or supplier audit.
- 2) Training our staff to understand the scope and importance of action against modern slavery.
- 3) Ensure a platform is available for whistle-blowers to raise concerns about modern slavery.

Royal Foods is aware of the modern slavery risks in all countries, particularly those in Asia and parts of Europe. To help mitigate these risks a new supplier survey will be drafted in early 2021 that aims to gather information from our suppliers. The aim is to improve both our food safety standing and modern slavery accountability. These surveys will aim to identify any problem areas

within our supply chains. After the statements are collected, Royal Foods will review the information gathered and put forward a series of recommendations to improve our impact against modern slavery.

Royal Foods will commit to train its relevant staff in anti-slavery by means of an e-course. An anti-slavery course is available freely online that can be undertaken by frontline/procurement staff. This course has been prepared by Anti-Slavery Australia, developed in partnership with UTS. The aim of the training is to raise the awareness of the issues surrounding modern slavery. This course addresses what slavery can look like and what can be done about it. Royal Foods aims to train at least 50% of the relevant frontline/procurement staff before December 31st 2021.

Finally, a platform will be established that allows our staff and allied suppliers to report issues that may be associated with modern slavery. This approach will provide a safe and secure way to report issues with anonymity. Royal Foods aims to have a secure whistleblowing platform available before December 31<sup>st</sup> 2021.

Royal Foods aims to continually improve our progress towards ensuring that all known sources of modern slavery in our supply chains have been eradicated. Royal Foods will accomplish this through the steps set out above, as well as reviewing the program during the next modern slavery statement preparation period. This review will include an assessment of the effectiveness of the mitigation methods used to combat modern slavery.

Next Modern Slavery Statement due: **December 31<sup>st</sup> 2021.**

This Modern Slavery Statement has been approved by the Royal Foods Aust Pty Ltd Board of Directors. This statement was approved on 28/01/2021.



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*Eddie Bos - Managing Director, Royal Foods Aust Pty Ltd*

**QUEENSLAND – HEAD OFFICE**  
248 Fleming Rd Hemmant QLD 4174  
PO Box 43 Tingalpa QLD 4173  
P 07 3890 3100 F 07 3890 3400

royalfoods.com.au  
Royal Foods Aust Pty Ltd ABN 19 130 110 048

**NEW SOUTH WALES**  
Unit 10, 17 Willfox St Condell Park NSW 2200  
PO Box CP270 Condell Park NSW 2200  
P 02 8042 2900 F 02 8042 2909

**VICTORIA**  
64 Fallon St Brunswick VIC 3056  
PO Box 334 Brunswick VIC 3056  
P 03 8374 3833 F 03 8374 3831

120 Abbott Rd Hallam VIC 3803  
P 03 8374 3830