



MATRAD PTY LTD

A.B.N. 27 011 019 088

A.C.N. 011 019 088

Modern Slavery Statement 2022

This statement is made in accordance with the Modern Slavery Act 2018 (Cth) (the 'Act') by Matrad Pty. Ltd. (ACN 011 019 088) ('**Matrad**').

This statement sets out the steps taken during the financial year starting on 1 January 2022 and ending on 31 December 2022 ('**FY2022**') to indicate the actions taken for the modern slavery risks identified in our business and supply chains by Matrad.

1. Reporting entity

Matrad is a wholly owned subsidiary of Hanewfoods Inc. ('**Hanewfoods**'), a limited liability company incorporated in Japan. Hanewfoods consists of 30 group companies (25 in Japan, 5 overseas) and 1,411 employees as of 1 April 2023.

Matrad has 6 employees, and its registered head office is at Level 3, 67 Astor Terrace, Springhill QLD 4000 as of 1 April 2023.

Matrad qualifies as a reporting entity under the Act for FY2022.

2. Structure, operations and supply chains

Our primary activities are procuring meat products from Australian meat packers (mostly beef) and European meat packers (mostly pork from Austria, Spain, and Denmark) to export to Japan and other Asian countries.

In February 2019, a representative office was established in Düsseldorf, Germany, to gather information and support our quality control in the EU area.

As an overseas supplier within the Hanewfoods Group, we mainly supply the meat products to the group companies. Some products are delivered to other companies outside the group in Japan and other Asian countries.



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3. Modern slavery risks in operations and supply chains

We have conducted a modern slavery risk assessment and have identified following potential key risk factors in our operations and our supply chains.

- Forced labour
- Bonded labour
- Underpayment of wages
- Inadequate management of working environments

We have assessed the modern slavery risks in our operations are low as we ensure the compliance with local regulations and relevant employment laws. Furthermore, our managers thoroughly supervise work conditions of our employees.

Our suppliers are based in Australia and Europe (mostly, Austria, Spain and Denmark). We have identified various sectors involved within our supply chains including farmers, feedlot operators and meat processing plants. In the assessment, we have identified following potential risks of modern slavery.

- Exploiting migrant workers
- Excessive working hours
- Health and safety hazard

We intend to carefully review and monitor the operations of our suppliers.

4. Actions taken to assess and address the risks

a. Internal dissemination of information about the Act

In FY2022, Matrad's management informed all employees regarding the modern slavery risks in the supply chains and ensured they are aware that modern slavery practices are prohibited and need to be reported if identified.

We intend to regularly remind and update our employees on modern slavery risks in the supply chains and legislative requirements.



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b. Modern slavery check list

As part of our commitment to tackle modern slavery issues, Matrad created a check list to assess and determine whether modern slavery practices exist in the operations of our suppliers.

The check list will be used to identify and assess modern slavery risks within the suppliers' operations when our employees visit suppliers' operational sites.

Due to the access restrictions imposed by COVID-19 related regulations, our employees could not visit supplier sites during FY2022 and did not have chance to use the check list. However, as those restrictions are now lifted, our employees will visit suppliers and assess modern slavery risks of their operations by using the check list.

The check list will be reviewed annually and updated if necessary.

c. Review of modern slavery statements of meatpackers

To better understand the modern slavery risks and the practices being taken in the meat packing industry, we have reviewed the modern slavery statements submitted by Australian meatpackers.

Through such review, we have gained insight on where modern slavery risks often exists in the meatpacking business operation and learned how these risks are eliminated by meatpackers.

We plan to undertake review of Australian meatpackers' modern slavery statements regularly.

5. Assessing the effectiveness of actions

Through the actions stated in Paragraph 4 above, all employees including executives engaged to build understanding where modern slavery risks would commonly arise and what



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measures should be taken when those risks are arisen.

As stated in Paragraph 4.b above, from the current financial year, we will assess modern slavery risks when employees visit the suppliers' operational sites. Based on the assessment, we will further consider and implement appropriate measures to tackle the modern slavery risks.

Matrad will conduct year-end review of the actions taken to tackle the modern slavery risks and liaise with experts to enhance the effectiveness of actions.

6. Process of consultation

Matrad does not own or control any other entities and therefore consultation with other entities was not required.

7. Other relevant information

In 2022, the Attorney General's Department notified us regarding the compliance of the Act.

As we were not aware of the requirements of the Act previously, we were unable to take actions and submit a modern slavery statement in the financial year starting on 1 January 2021 and ending on 31 December 2021.

Starting from FY2022, we have taken actions described in Paragraph 4 above to tackle modern slavery issues and committed to improve our approach to manage the modern slavery risks in our business operations and our supply chains.

In addition, we have liaised with external lawyers to gain advice on modern slavery and will continually take actions to address the modern slavery risks.



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8. Approval

This statement was approved by the Board of Directors of Matrad in their capacity as principal governing body of Matrad on 26 May 2023. This statement is signed by Hironori Matsushita in his role as the Chief Operating Officer and Director of Matrad on 26 May 2023.

A handwritten signature in black ink, appearing to read "H. Matsushita". The signature is written in a cursive, flowing style.

Hironori Matsushita

Chief Operating Officer and Director

Matrad Pty. Ltd. ACN 011 019 088

Date: 26/05/2023