



WHSE 20-31: Modern Slavery Statement

This Modern Slavery Statement is made pursuant to section 13 of the Modern Slavery Act (Cth) by Norther Co-operative Meat Company Ltd (ABN 42 060 208 366) (the Co-op) for the financial year ending 30 June 2023 and approved by the Board of Directors in their capacity as principal governing body on 3rd July 2023.

Structure Operation and Supply Chain

Established in 1933, the Co-op is one of Australia's largest meat processing companies. We have established ourselves as an industry leader in red meat processing focused on an innovative and sustainable future. Our people operate with a clear set of values that emphasise a culture of corporate governance, ethical business practices, positive leadership, teamwork and mutual respect.

Modern Slavery

The Co-op opposes risk of harm to people in all its forms and is committed to identifying and preventing any potential modern slavery risks within our operations and supply chains.

Within our operations our employees are engaged under either enterprise agreements or employment agreements that are underpinned by the relevant industrial award or by a common law contract. This allows transparency with our terms and conditions which we can communicate openly with our employees.

Our controls include:

- training on policies and procedures including code of conduct, whistleblower policy, workplace behaviours and complaints procedures, work, health and safety and chain of responsibility policies and practise
- compliance with all labour, employment, immigration and whistleblower protections under applicable legislation including the *Corporations Act 2001* (Cth) and the *Fair Work Act 2009* (Cth)
- have a dedicated human resources and work, health and safety team
- conducting internal audits
- communicating to our employees that they are free to join unions and participate in union activities
- ensure we meet WHS regulations and codes of practice
- providing adequate resources, systems, and processes to administer employee payments.

During this reporting period, our focus was to gain a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains. We have identified four key performance areas:

- Governance and due diligence.
- Procurement and supply chain.
- HR practices, training & education.
- Grievances and reporting.

We have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains by:

- Continuing to review of our modern slavery statement and internal policies that support compliance.
- Communication with our supply chain to ensure their understanding of, and promote compliance with our expectations.
- Implement plans to monitor and review the effectiveness of our modern slavery risk management framework and processes; and
- Establish regular reporting to the Board and Executives to support transparency, accountability and ensure conformance of requirements.

Based on the results of these processes, we will adapt and strengthen our actions to continually improve our response to modern slavery.

Signed



John Seccombe
Chairman of Board

Date

3rd July 2023