

Modern Slavery and Human Trafficking Transparency Statement

NH Foods Australia Pty Limited

Year ending 31.03.2023.

Pursuant to the Modern Slavery Act 2018 ("the Act") of the Commonwealth of Australia, this statement is made by NH Foods Australia Pty Limited ("the Company") on behalf of itself and its five fully owned subsidiaries (together referred to as "we", "us" and "our") which are reporting entities under the Act, being:

- Oakey Beef Exports Pty Ltd, Est No. 558
- Wingham Beef Exports Pty Ltd, Est No. 154
- Thomas Borthwick & Sons (Australia) Pty Ltd, Est No. 67
- Whyalla Beef Pty Ltd
- Beef Producers Australia Pty Ltd

This statement sets out the steps which we have taken during the fiscal year ended 31st March 2023 to minimise the risk of slavery and human trafficking within our own businesses and supply chains.

Our business and its structure

The Company is an Australian proprietary company which is a wholly owned subsidiary of NH Foods Ltd. The Company is headquartered in Sydney and our key operations are located in Sydney NSW, Taree NSW, Texas QLD, Oakey QLD, and Mackay QLD.

The Company's parent entity, NH Foods Ltd, is a Japanese public company which is listed on the Tokyo Stock Exchange. It is the parent entity of NH Foods Group of companies ("NH Foods Group") which is a leader in the global delivery of a wide variety of foods including fresh meats, ham, sausages, processed foods, seafood, dairy products and health foods.

For more information on NH Foods Group's activities, please visit the following website:

<https://www.nipponham.co.jp/eng/>

Our operations

We are one of the major beef suppliers in Australia. We operate three large beef export processing facilities - Oakey Beef Exports (Est #558), Wingham Beef Exports (Est #154) and Thomas Borthwick & Sons (Est #67).

Each processing facility is strategically placed in prime cattle areas along the east coast of Australia. Our facilities are supported by one of Australia's largest cattle feedlots, Whyalla Beef, located in Southern Queensland.

World-wide sales are made through our Australian head office, located in Sydney and complemented by access to NH Foods Group international network.

We are also a major supplier to the domestic meat market through our subsidiary, Beef Producers Australia Pty Ltd, which has offices located in New South Wales and Queensland.

Across all of our operations, we employ approximately 1,570 workers.

Our supply chains

Our most significant procurement activities relate to the acquisition of livestock for processing and sale. Our livestock team sources a wide range of cattle from producers throughout Eastern Australia to meet the precise requirements of each product specification. Our livestock suppliers comprise a variety of small, medium and larger independent farmers.

As well as livestock, we also procure other goods and services to support our broader business. These include feed grains and packaging consumables, administrative and corporate services (such as accounting, tax and legal), IT equipment and machinery.

Modern slavery risks in our operations and supply chains

We have considered the extent to which we may contribute to, cause or be linked to modern slavery risks in our operations and supply chains and have identified the following areas of risk:

- Cattle farming by suppliers other than NH Foods Group.

We seek to mitigate these risks through the policies and actions outlined in the sections below.

Our policies on slavery and human trafficking

As part of NH Foods Group, we are subject to a number of NH Foods Group policies.

NH Foods Group formulated a CSR Procurement Policy ("CSR Policy") in April 2017 as its basic policy on purchasing activities which includes prohibitions on forced labour and child labour.

NH Foods Group is in the process of formulating an NH Foods Group Human Rights Policy ("Human Rights Policy") which is expected to reflect our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to mitigate the risk of slavery and human trafficking taking place in our supply chains.

Also, as NH Foods Australia we have the Equal Employment Opportunity (EEO) & Anti Bullying Policy. This policy applies to all staff including contractors and covers all work-related functions and activities including external training courses sponsored by NH Foods Australia. It also applies for all recruitment, selection, and promotion decisions.

Due diligence processes for slavery and human trafficking and remediation

To manage the risks of modern slavery in our supply chains, NH Foods Group has undertaken the following measures:

- introduced the CSR Policy as its basic policy on purchasing activities which includes prohibitions on forced labour and child labour, and
- entered the process of formulating the Human Rights Policy and began updating the policy Equal Employment Opportunity (EEO) & Anti Bullying Policy

NH Foods Group is reviewing how it identifies negative impacts on human rights, with a view to potentially adopting a more formalised approach. It is expected that we would transition to complying with any formalised due diligence process in future years if adopted by NH Foods Group.

Training

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are reviewing whether to provide training to our internal key employees.

How we assess the effectiveness of our actions to combat modern slavery and human trafficking

NH Foods monitors and assesses the effectiveness of our actions. We do this through engaging SEDEX and other external auditors to assess our operations and supply chains. We can track our actions through these external audit processes and, based on the results, combat modern slavery risk factors within our supply chains and operations.

Consultation

The management team of the Company oversees the policies and processes of its owned and controlled entities and has consulted with each of them in preparing this statement and provided them with information regarding the requirement to identify, manage and mitigate the risk of modern slavery in their operations and supply chains.

In accordance with section 14(2)(d)(ii) of the *Modern Slavery Act 2018* (Cth), this joint modern slavery statement was approved on 18th May by the Company's board of directors, as the principal governing body on behalf of the Company and as the higher entity of each other reporting entity.

In accordance with section 14(2)(e)(ii) of the *Modern Slavery Act 2018* (Cth), this joint modern slavery statement is signed by the responsible member of the Company and in the capacity of the responsible member of the higher entity for each other reporting entity.



Seiji Inatomi
Managing Director
NH Foods Australia Pty Limited
Date: 18 May 2023