The background is a solid black textured surface. Scattered across the top and bottom edges are several pieces of light-colored, possibly roasted, nuts or seeds. Some are whole, while others are broken into smaller fragments. The lighting creates soft shadows for these pieces.

Carman's

MODERN SLAVERY ACT
STATEMENT 2021

(for 1 July 2020 to 30 June 2021)

Reporting Entity

This statement is prepared on behalf of Carman's Fine Foods Ltd ABN 37 109 604 202 to support the reporting period of 1 July 2020 to 30 June 2021

Carman's is a privately-owned food company with circa 48 direct employees, at the time of reporting period, operating from the following address.

11 Hume Street, Huntingdale, VIC, 3166

Carolyn Creswell is the founder, owner and sole Director of Carman's Fine Foods. Carman's Fine Foods does not own or control any other entities, and as such, no consultation was required.

Commitment to mitigating modern slavery risk

Carman's recognise that Modern Slavery is an issue within Australia and beyond, and we have a responsibility to identify and address any relevant activities in our operations and supply chain.

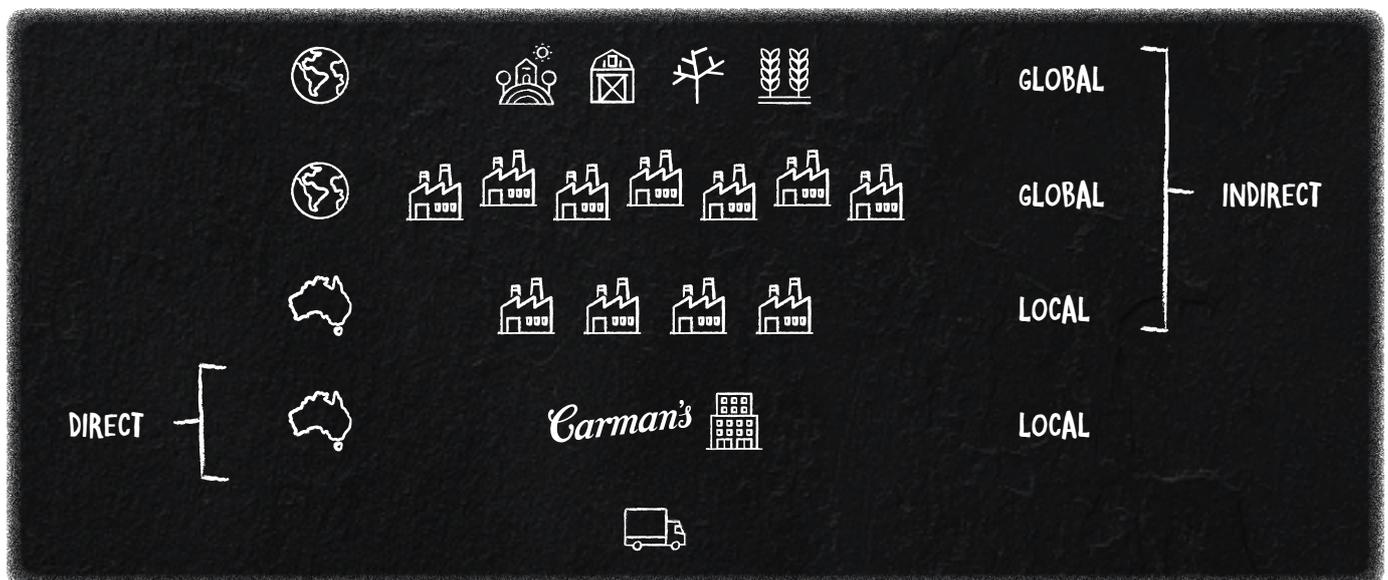
Modern slavery is not only an issue overseas but can also be an issue within our local manufacturing operations, we take this very seriously and would encourage any concerns to be reported to our consumer care contact centre on **1300 555 885** or our whistle-blower service via carmanskitchen@stopline.com.au or at <http://carmanskitchen.stoplinereport.com/>

Structure, operations, and supply chains

Carman's have several supply chain partners who produce, store and transport Carman's products on our behalf.

Raw Materials are sourced locally where possible, however, to meet the diverse requirements of Carman's products some raw materials are sourced globally, as such, we expect our local manufacturers to ensure attention is given to the Modern Slavery Risks in their supply chain. We have reviewed the countries from which our raw materials are sourced include;

Argentina, Australia, Belgium, Bulgaria, Canada, Czech Republic, Chile, China, France, Germany India, Indonesia, Malaysia, Mexico, Netherlands, New Zealand, Pakistan, Philippines, Poland, Russia, Singapore, Spain, Taiwan, Thailand, Turkey, Ukraine, USA, and Vietnam



Modern Slavery Risks in our Supply Chain and Operations



In FY21, we conducted a risk assessment of the raw materials and their sourcing for use in Carman's products. This has further improved our visibility of sourcing processes which we wish to further develop over the coming years.

In FY22, we will be contacting the suppliers using raw materials we have identified to be of the highest risk to further explore their supply chain.

There are several potential risks in the Carman's supply chain which must be considered, these are as follows;

DIRECTLY LINKED

- Local contractors (cleaning companies, pest control, security) – worker exploitation.

Carman's engage with local contract companies to support the business activities in Huntingdale and as such could be directly linked to exploitation via these channels. Each of these companies has a contract in place which documents the requirement to meet local labour requirements for employment.

INDIRECTLY LINKED

Whilst our local manufacturers are responsible for sourcing the raw materials used in Carman's products we have supply chain visibility and will continue to grow our knowledge of sourcing to ensure we maximise our visibility and fulfil our responsibilities regarding Modern Slavery.

- Local Manufacturing Supply Chain – enforced labour, worker exploitation.
- Raw material Supply Chain (Local - via Local Manufacture) – enforced labour, worker exploitation.
- Raw material Supply Chain (Overseas - via Local Manufacture) – enforced labour, worker exploitation.
- Local Storage and Distribution - worker exploitation

These partners have been contacted and included in the risk assessment for modern slavery.

In FY21, Carman's became Sedex members and linked with the tier 1 facilities in our network that are Sedex members. With sites that are not members we have introduced the mutual benefits of Sedex and will continue to work towards 100% of tier 1 facilities to be Sedex registered.

We have documented the risks as per above and contacted each of the relevant suppliers to understand their level of both understanding and commitment to modern slavery risk management.

We have requested all partners confirm they are aware of the act and the requirements. Partners who are required to comply forward us a copy of any submitted statements and reports at the time of submission so we can review and ensure any identified risks are considered in our plans.

Available material has been reviewed and considered through our risk assessment.

- UN Guiding Principles on Business and Human Rights 2011
- Commonwealth Modern Slavery Act 2018 Guidance for reporting entities
- Global Slavery Index 2018



Reporting entity – review of incidents



The reporting entity has not, had any reportable incidents and as such at the time of publication has nothing to report.

Should an incident be uncovered the entity understands its obligation in reporting and remediation to resolve in an ethical manner.

Being a small organisation, in the event of an incident we would reach out to the Australian Border Force (ABF) team to ensure remediation is carried out in co-operation and adherence of the requirements.

In the event of a reportable incident we also see the value in sharing where legally possible the details of this to further improve awareness of modern slavery risks.

Most importantly our priority will be the welfare of the individual/s directly involved.

Reporting entity – review of actions

Carman's actions thus far have been reviewed by our Leadership team and by our risk management partners, Victual.

We have raised awareness of the Modern Slavery Act and the existing reporting requirements to our immediate supply chain partners and would consider ourselves compliant.

As part of our ongoing activity in this space we aim to move beyond compliance and towards impact to truly support improved outcomes globally.

COVID-19 Impact

Whilst there have been some delays for raw materials and packaging and also strict measures in place at manufacturing facilities, there have been no modern slavery impacts due to COVID-19 that we are aware of.

With the commercial impact of COVID-19 being felt more than ever we are conscious of the potential impacts on costs in the supply chain and implications for modern slavery.

Carman's has operated under COVID safe plans which have been constantly reviewed and updated in line with the government advice.

Future Commitments

In 2022 we will extend our modern slavery risk assessment to understand the proportions of ingredients sourced from overseas and map this vs against the in country and material risk. We will also review the value of requesting all suppliers and potentially raw material suppliers undertake a SEDEX audit to further support our risk assessments.

As part of our sustainability strategy, we will further define our goals for 2025 which will include modern slavery as a component.

This statement has been reviewed by the Leadership Team of Carman's Fine Foods and signed off by the sole owner and founder.



Carolyn Creswell
23.12.21

