

# Modern Slavery Statement 2022 / 2023

Fayman International Group Pty Ltd (ACN 640 390 576) (**Fayman Group, we, us or our**) is an Australian company registered at 2 Cope Street, Preston, Victoria, 3072, Australia. This Modern Slavery Statement (**Statement**) has been made in accordance with the Modern Slavery Act 2018 (Cth) (**Act**). It identifies the steps taken by the Fayman Group during the financial year ending 30 June 2023 (**Reporting Period**).

This Statement outlines the progress Fayman Group has made during the 2022/2023 Australian financial year to identify, manage, mitigate and eliminate the specific risks of modern slavery in our operations and supply chains as required by the Act.

Modern slavery is used to describe serious forms of exploitation. Types of modern slavery include human trafficking, servitude, forced labour, debt bondage, forced marriage and the worst forms of child labour. Modern slavery occurs when coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

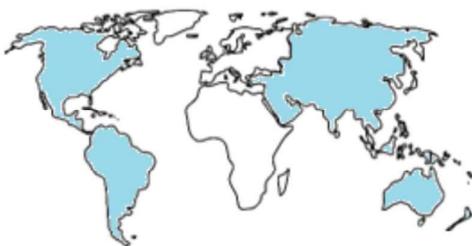
Fayman Group has adopted a zero-tolerance policy for modern slavery in all forms through our operations and supply chain. Operating in a global environment, Fayman Group is committed to transparency through our supply chains. Fayman Group is on a journey to ensuring our operations and supply chains are free of modern slavery.

## Our structure, operations and supply chain

Since 1952, Fayman Group (and its predecessor firms) has grown to become a trusted name and global operation that specialises in the manufacture, import, export and distribution of chilled, frozen and cooked proteins. We focus on 3 core areas – edible proteins, pet food, and animal-based pharmaceuticals.



Fayman Group is currently located in Melbourne, Sydney and Brisbane with over 30 employees. At the Fayman Group, we are all part of the same team, and we have particular people who specialize in markets and products.



We have over 50 direct suppliers across Australia that supply Fayman Group predominantly with raw materials and logistics. In secondary levels of our chain of suppliers, we procure shipping and freight, and product from, abattoirs, manufacturers and protein traders. Whilst primarily based throughout Australia, suppliers are also procured from throughout Asia Pacific

and the Americas.

### Our related brands

Fayman Group has grown to become truly global, servicing customers in 4 continents and over 80 countries, with the advantages that having local knowledge and a global perspective brings. Within this growth, the vision of the founders remains – customer satisfaction above all, wherever in the world the company operates. Our related entities carrying our business in Australia comprise the following:



## Risks of modern slavery practices in our operations and supply chains

Fayman Group acknowledges the inherent risks of modern slavery linked to certain sectors, products or countries or geographic regions. We undertook risk assessments of modern slavery risks in our operations and supply chains over the Reporting Period to consider the risk that we are causing, contributing, or directly linked to modern slavery practices. We used several factors to assess the potential risk of modern slavery in our supply chains as set out below.

### Risks related to sectors

Sectors can have high modern slavery risks because of their characteristics and processes. The supply chains of the food and agriculture sector have a high risk of modern slavery due to the nature of the work undertaken in the production, processing, packaging and transportation of raw materials and product. The [International Labour Organisation and Walk Free Foundation](#) identified that in 2016, of the estimated 16 million victims of forced labour exploitation in the private economy worldwide, 11% were found to be within the agricultural and fishing sector.

### Risks related to products

Products can have high modern slavery risks because of the way they are produced, provided or used. An important element to consider as part of production is the sourcing of raw materials. As some raw materials for products sold by Fayman Group are procured through

indirect suppliers, we recognise that there may be reduced visibility over third party labour arrangements particularly in overseas markets, increasing the complexity of risk management and mitigation.

### Risks related to countries or regions

Some countries or regions, including areas in South America, may have high modern slavery risks due to poor governance, conflict, migration and socio-economic factors.

### Further considerations

We recognise that risks of modern slavery are heightened where these factors intersect. Though, the overall risk is likely mitigated to an extent based on the small number of overseas suppliers engaged and the vast majority of raw material are sourced from within Australia. Additionally, we have many long-standing relationships with a number of our direct suppliers, providing Fayman Group with increased visibility of supplier operations.

## Our actions taken to assess and address risks of modern slavery practices

We have implemented a modern slavery framework to assist in addressing the modern slavery risks associated with our operations and supply chains. This framework outlines Fayman Group's approach to modern slavery and human trafficking concerns, which continues to be implemented over time. The following phases are part of this framework:

1. reviewing the [terms and conditions](#) for purchasing goods or services from Fayman Group;
2. establishing further policies for Fayman Group, ensuring they sufficiently address the issue of modern slavery;
3. conducting regular site visits and assessing operations of direct suppliers;
4. assessing modern slavery conditions on procurement of new suppliers;
5. reviewing due diligence procedures of suppliers; and
6. providing internal training and educating employees about identifying and reporting cases of modern slavery.

During this reporting period, we have implemented measures to address modern slavery concerns, which include:

### Supply chain risk assessment

Over the past 2 years, we have undertaken significant steps to assess and mitigate the risk of modern slavery in our supply chain. We developed a comprehensive questionnaire that was distributed to our suppliers, including those located in South America. This assessment allowed us to identify potential areas of vulnerability and evaluate the effectiveness of our suppliers' policies and practices in addressing modern slavery concerns.

### Site visits and supplier reviews

To further ensure compliance with global standards and to foster transparency, we have implemented a biennial site visit program. During these visits, our team meets with suppliers to review their operations, with a key focus on quality and the source of raw materials, collection processes, and production processes. These visits enable us to assess firsthand the working conditions and practices, identify any risks related to modern slavery, and collaborate with suppliers to address any identified issues.

### Enhanced policies and employee awareness

Recognising the importance of clear guidelines and a supportive work environment, we have implemented several policies to strengthen our commitment to combating modern slavery. These policies include a whistleblower policy, procurement policy and a code of conduct.

## Description of our policies, governance and due diligence processes

Fayman Group maintains a comprehensive code of conduct. This code outlines the expected behaviour and business conduct for all employees within our organisation. It covers legal compliance and provides guidance on ethical standards.

To promote transparency and accountability, we have established a whistleblower policy within Fayman Group. This policy encourages the reporting of any misconduct, including breaches of legislation, criminal activities, and unethical behaviour. Importantly, the whistleblower policy allows for anonymous reporting, ensuring a safe and confidential reporting environment.

Furthermore, Fayman Group has implemented a robust procurement policy that sets forth guidelines and procedures for our procurement processes. This policy ensures that our procurement activities adhere to high ethical standards and promote fair and transparent supplier selection.

All of these policies have been effectively communicated to our workforce, guaranteeing that our employees are fully aware of our expectations. We actively encourage our employees to report any suspicions or concerns regarding modern slavery, ensuring prompt measures are taken to resolve such concerns.

### Assessing the effectiveness of our actions

During this Reporting Period, our efforts extended beyond gaining a better understanding of modern slavery risks in our operations and supply chains. While we are still in the process of adequately assessing the effectiveness of our measures, we have made significant improvements. We have begun developing frameworks and implementing processes that will enable us to effectively review the actions taken to assess and address modern slavery risks.

Fayman Group has identified a very limited number of risks with its current supplier base and no instances of non-compliance in relation to modern slavery. This is likely due to the long-term and entrusting nature of our relationships with direct suppliers. Remediation of any non-compliance issues are dealt with amicably by directly engaging with suppliers.

## Consultation with our related entities

Fayman International Group Pty Ltd does not own or control any other reporting entities for the purposes of the Act, and therefore this criterion is not applicable.

This Statement was approved by the Board of Directors of Fayman International Group Pty Ltd in their capacity as principal governing body on 14 June 2023 and is signed by responsible members of Fayman International Group Pty Ltd as defined by the Act.



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Paul Fayman  
Director

14 June 2023



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Ashrith Ramachandran  
Chief Executive Officer

14 June 2023