



F Mayer (Imports) Pty Ltd ABN 51 000 697 889
Arla Foods Mayer Australia Pty Ltd 78 167 620 706

Reporting period 1 July 2024 to 30 June 2025

SEDEX MEMBERSHIP (ZC414760880)

MODERN SLAVERY STATEMENT 2025

1. INTRODUCTION

This Modern Slavery Statement is prepared and issued by F Mayer (Imports) Ltd, trading as Mayers Fine Food (“FMI”), on behalf of itself and its group entity, Arla Foods Mayer Australia Pty Ltd (“AFMA”) and is made pursuant to the Modern Slavery Act 2018 (Cth)

It addresses each of the mandatory reporting criteria for each entity. FMI and AFMA operate from the same sites, have the same policies and processes, operate in the same sector and have the same customer base and therefore a single consolidated modern slavery statement is produced.

Modern Slavery

The term “Modern Slavery” describes a range of situations where coercion, threats or deception are used to exploit victims for labour or services and undermine their freedom. These situations include slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and the worst forms of child labour.

In Australia, forced labour has been found in industries such as agriculture and construction, contract cleaning and domestic work. Migrant workers or those on temporary visas are often more vulnerable because they are in remote and regional areas where they are more dependent on their employer. Common products such as electronics, bricks, clothing and seafood have been associated with modern slavery in supply chains.

Modern slavery is unacceptable within our operations. However, we acknowledge that there is always a risk that we may have unknowingly contributed to modern slavery through our supply chain and therefore we are committed to supporting human rights and reducing the risk of modern slavery practices within each entity. We firmly support the UN Guiding Principles on Business and Human Rights and actively work towards eliminating any form of violation within our operations and those of our supply partners.

Workforce

FMI has 179 staff who are employed across the Sydney and Melbourne sites, and remotely in QLD and WA, as full-time, part-time and casual employees. In addition, during the reporting period, FMI relied on labour hire agencies to provide workers across the Sydney and Melbourne warehouses. This necessity was the result of the seasonal nature of our business.

AFMA employs 4 full-time staff in Sydney.

2. OUR SUPPLY CHAIN

Structure, Operations and Supply Chain

Founded in 1957 by Fred Mayer, FMI is a 100% Australian family-owned private company operating in the field of international import and national distribution of specialty foods to our customers, which include supermarkets, wholesalers, hotels and restaurants, delicatessens, manufacturers, shipping providers and airline caterers. We have 13,000 sqm of warehouse space at our head office in Sydney and 24,000 sqm at our secondary site in Melbourne.

AFMA is a 49% owned subsidiary of FMI, formed as part of a joint venture with Arla Foods amba, a large Danish dairy co-operative, for the purpose of growing our presence in the dairy category in the Australian market. AFMA engages FMI as an operational/logistics service provider.

As referred to above, FMI and AFMA operate from the same sites, adopt the same policies and procedures, and have, overall, the same customer base. Both companies operate in the field of purchasing, direct employment of workers, marketing, sales and distribution. Both companies reiterate our respect for human rights, whilst monitoring and eliminating any form of violation within our operations and those of our supply partners.

FMI and AFMA's supply chains include the importation of food from various long-term suppliers and manufacturers based in Europe, Asia and America and the warehousing and distribution of products to our customers. We also work with a small number of domestic producers.

Whilst the main operations of our business is the import of foodstuffs, our supply chain relies on other ancillary products and services to meet our operational requirements, such as:

- third party storage providers, international freight forwarders and local transport companies;
- waste management and cleaning companies, plus cleaning supplies;
- supply of warehouse equipment (forklifts, packaging materials);
- supply of office equipment and supplies (computers, phones, furniture, stationery); and
- supply of professional services (e.g. accounting, legal, recruitment, printing, marketing and media).

Risks of Modern Slavery in Operations and Supply Chains

We recognise that the due diligence of our suppliers in our supply chains is important to ensure we do business with companies who share our values and are committed to the same social, ethical and moral obligations and high-quality standards to which we hold ourselves. Our risk analysis for every supplier involves mapping their supply chains, reviewing geographic risks, industry and where products/services are derived from. Mayers Fine Food considers how organisations may contribute or be directly linked to modern slavery.

3. RISK ASSESSMENT

Risks in our product supply chain

In our food importing supply chain, a modern slavery risk may exist dependent on the nature of the product and its country of origin. We know that our visibility is limited in the multi-tier supply chains of some of our imported products and we accept that some of our product types, industries and countries of origin have a higher prevalence of modern slavery incidences and therefore we may have some vulnerability in our supply chains. There are limitations on effective enforcement of human rights throughout a supply chain that crosses so many borders.

Our supply chains are complex; we carry many SKUs from over 25 countries, with a large overseas supplier base and some local suppliers.

Products we source fall into the following categories:

- cheese
- butter
- water
- chocolate
- seafood
- pasta
- coffee
- patisserie
- jamon, prosciutto
- dry goods

Risks could exist in the following

- shipping and freight channels
- high-risk sectors are seafood, chocolate, coffee or agriculture
- high-risk geographic locations (due to local governance issues, impact of conflict, inequality, lack of basic social needs)

However, most of our imported products are sourced from tier-one suppliers with whom we have long-standing relationships in low-risk countries who have stable economic and socio-cultural systems, where the incidence of modern slavery is low and government responses to modern slavery is strong. Therefore, in those supply chains, we consider that there is a low to medium potential for risk of modern slavery incidences. This is further supported by our suppliers' responses to our modern slavery questionnaire, their own modern slavery statements/certifications and commitment to training their employees.

Risks associated with local products

Most of the food and drink products we sell are imported but we carry a small range of domestic products and packaging from local suppliers. We assess FMI/AFMA to have a low risk profile for modern slavery within these local supply chains, given the nature of the products (principally cheese) and the strict regulations in Australia. However, despite that, we never make any assumptions, and all local suppliers are required to complete a modern slavery questionnaire and satisfy us as a business that they are taking adequate steps to ensure any risks of modern slavery within their own supply chain and operations are mitigated.

Risks in our ancillary products/services supply chain

In terms of modern slavery risks in our non-food supply chain, the fact that Australia sources 70% of its laptops and a slightly lower percentage of mobile phones from China, both products have a large manufacturing industry which has been accused of exploiting workers is an identifiable risk.

Cocoa and chocolate are both sourced from countries where there is a high risk but the suppliers we deal with have been proven to be vigilant of modern slavery issues, both have either a BCORP certification or a SEDEX membership.

Our own workforce

We know the risk of modern slavery in our directly employed workforce is low. The Australian labour market is heavily regulated and we ensure we pay above minimum wage and requirements of the relevant Modern Awards. All our employees are employed in Australia. In addition, we do not manufacture or process goods on site, and we strive to keep our reliance on labour hire as low as possible. However, we do acknowledge that during busy periods and at times of operational challenge, the ability to support our operations with additional labour hire workers is essential to the operations of our business.

We are committed to supporting the personal growth and professional development of our workers, with their health, wellbeing and safety being of ultimate importance. All employment is voluntary and conditions of employment follow local laws and regulations.

4. RISK MITIGATION REMEDIES

Actions to Eliminate Risk

FMI and AFMA adhere to a set of policies and procedures which set out expected behaviors and rights of all employees. These include a Code of Conduct, Recruitment Policy, Equal Opportunity Policy, Anti-Discrimination Policy and a Whistleblower Policy. We are continually reviewing our policies and providing refresher training to all employees thereon. Policy training is also included as part of our onboarding process. Through our core values, policies and communication, our goal is to instill an understanding and culture whereby employees can identify and act upon potential breaches of human rights. In addition, our Whistleblower Policy is published on our website and details how someone can confidentially report serious misconduct and how we undertake to respond.

This reporting year we have taken several steps to further identify and eliminate the risks of modern slavery practices occurring in our operations and supply chains.

Our Operations

During the reporting period, to mitigate any risks of modern slavery occurring in our operations:

- We reviewed all company policies and updated them in line with recent legislative changes, communicating any changes to employees. New employees also confirm acceptance of the terms of all policies as a condition of their employment.
- Our payroll team continue to comply with the relevant modern award or enterprise agreement that each worker is engaged under (we negotiated a new enterprise agreement in the reporting period) and we ensure we remain up to date with any changes to relevant modern awards. This ensures employees are paid correctly in accordance with their award or agreement.
- We continue to run our reference checking process in-house to be certain that all employees have a right to work in Australia.
- We continue to run our Modern Slavery training using an external agency which all employees with responsibility for procurement are directed to complete.

- Our working committee for assessing modern slavery risks continues to meet on a bi-annual basis. The role of the committee is to review, reassess and further develop our modern slavery action plan and ensure any risks are identified, addressed and remediated, and reported to the management team.
- We are now in our fourth year of our annual performance review process for all employees to provide a more formal forum for employees to note any areas of concern with their working arrangements. No concerns have been noted.
- We have also reviewed our recruitment agencies and narrowed down the number of agencies we use to ensure we are using the most reputable in the market.
We prohibit any worker fees for recruitment.

5. CONTINUOUS IMPROVEMENT

Our Supply Chains

As detailed in our first modern slavery statement 2020 our preliminary review included mapping our supply chain and assessing the potential risk of modern slavery by reviewing country and industry risk indicators provided by expert organisations such as the Ethical Trade Initiative. Via this process, we identified that some of our overseas suppliers operate in a high-risk sector and/or high-risk location.

Ensuring that the agricultural materials for our products and procurement of high-risk products, such as seafood and coffee, are responsible for being produced is a challenge given that we may not always have direct contact with the farmers or the second-tier suppliers themselves.

In this reporting period, we have taken the following steps to ensure we mitigate any risk of modern slavery incidences occurring in our supply chains:

A supplier cannot be set up without completing our Modern Slavery questionnaire and approved.

- We continue to review and develop the Modern Slavery Questionnaire as part of our New Supplier onboarding, the questionnaire allows us to assess their risk in terms of modern slavery. In addition, we conduct VACCP (Vulnerability Assessment Critical Control Points) assessments on our main suppliers on an annual basis.
- Within the last year we have integrated into our software a set of indicators on the supplier profile which will inform all staff of the compliance of each supplier. This is built on continuously, updating and improving the process. Immediately any employee responsible for purchasing will check first if that supplier is compliant.

- Another process was built to alert any inactive suppliers that are re-instated are put through the same modern slavery procedure as a new supplier.
- We continue to educate suppliers that have no knowledge of the modern slavery movement and legislation guiding them through and encouraging them to create their own Modern Slavery Policy.
- We continue to review our cost targets and/or delivery timeframes to ensure that they do not require worker exploitation to be achieved.
- We remain a member of SEDEX (ZC414760880). No modern slavery risks were identified because of this audit.

This reporting year we introduced an outside modern slavery platform called iPRO which handled all our local goods and services suppliers. Often the most difficult group to monitor because response is very low due to unawareness of modern slavery happening in Australia.

The assessments were automatically repeatedly sent to suppliers that were overlooking our requests and we keep following up gathering more responses each time.

Remediation

If we identify a potential occurrence of modern slavery in our supply chain, we are prepared to work with the supplier enforcing corrective measures. We will engage with the relevant supplier to ensure they rectify any issues within a specified period and set clear targets to monitor effectiveness, If a supplier is not willing or able to address a breach/non-compliance, we will remove them as a preferred supplier and identify them as inactive.

6. ASSESSING EFFECTIVENESS

Assessing the Effectiveness of Actions Being Taken

The success of FMI and AFMA's modern slavery management is dependent on maintaining, reviewing and developing current systems, policies and procedures. Over the 2024 reporting period, we continued to assess ways in which risks of modern slavery practices could be further reduced.

We maintain transparency in employment conditions and ensure workers are educated with regards to their rights. We encourage a culture of feedback and communication and evaluate feedback so that we can work towards addressing any identified risks and maintaining a culture of compliance across operations and supply chains.

We are committed to respecting human rights and continue working closely with our suppliers, customers and other stakeholders to continually manage and enhance our approach to mitigating modern slavery risks. We continue to have conversations with our

suppliers who we believe can further their processes and policies to address modern slavery concerns and increase their understanding of potential issues.

We have visibility of modern slavery compliance on our software for the supplier profile allows accessibility for every employee to review.

At the time of this report, based on the processes we have in place, we have not identified any incidence of modern slavery nor any risks requiring additional remediation steps beyond the risk assessment and audit program described in this statement.

Other Relevant Information

Challenges this year are the still increasing chocolate prices, Foot and Mouth Disease and Lumpy Skin Disease breakouts in several European countries. Removal of Free Trade Agreements, increase of shipping costs, the Red Sea crisis, M.E. conflict, just to name a few.

All these challenges increased costs, inflation and increased mortgage costs put pressure on domestic households looking for a cheaper alternative. Cheaper alternatives always pursue easier production and production costs which impact workers in vulnerable countries.

Another growing challenge is conducting Threat Assessment and Critical Control Point TACCP audits on our supply chain. Carrying out TACCPs can uncover human rights violations. If a supplier engages in food fraud or sabotage they are more likely to engage in unethical behavior (e.g., forced labor, unsafe working conditions) making human rights compliance part of risk mitigation.

From a personal perspective Mayers Fine Food are very conscious of our employee's health and safety and the need to disconnect, burnout is a very common issue and widespread in the workforce. We strive to maintain regular communication with our staff, we hold bi-annual Town Halls, newsletters, team meetings and daily warehouse toolbox talks, we encourage a culture of speaking up and looking out for each other.

APPROVAL

This statement has been made on behalf of FMI and AFMA. A process of consultation with the senior management team and Boards of Directors was carried out in the drafting of this statement.

SIGNED ON BEHALF OF F MAYER (IMPORTS) PTY LTD



Robbie Mayer

4/12/2025
Date



Sam Mayer

4/12/2025
Date



Stephen Goode

4/12/2025
Date



George Vernados

4/12/2025
Date

SIGNED ON BEHALF OF ARLA FOODS MAYERS AUSTRALIA PTY LTD



Rasmus Malmbak Kjeldsen

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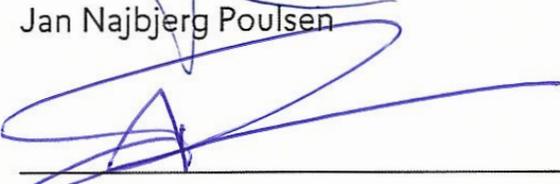
Date



Jan Najbjerg Poulsen

28 Nov 2025

Date



Robbie Mayer

4/12/25

Date



Sam Mayer

4/12/2025

Date

