



MODERN SLAVERY STATEMENT
FINANCIAL YEAR 2019 - 2020





About us

Dardanup Butchering Company was established in 1950 as a stand-alone retail store in the Walker Arcade, Bunbury. Today, DBC employs more than 210 direct employees within its wholesale, retail and food service divisions, and serves in excess of 1200 restaurants, hotels and cafes throughout Western Australia.

Respecting human rights

Here at DBC we reject any form of modern slavery and look to implement controls to mitigate risks within our business operations and supply chains. We respect the human rights of our employees, clients and those of our suppliers and business partners.

This is our organisation's first statement and whilst we have not found any evidence of modern slavery in our organisation or supply chains, this report confirms our commitment and details how we will continue to recognise and mitigate any potential risks.

Achievements in the past year



IMPROVED SUPPLIER DUE DILIGENCE

Overhauled our supplier management processes including documentation review plans and developing new information systems to manage DBC's suppliers on-boarding including inductions and required documentation. This continues to be an ongoing project in the 2020 – 2021 period.



ENHANCING OUR INTERNAL CAPABILITY

Encouraging staff to look for business conduct concerns so the organisation can respond appropriately via the Modern Slavery and Whistleblowers Policies which will become part of the employee handbook for new and existing employees.



HR COMPLIANCE

Developed an action plan to complete a review of all HR policies to encompass reviewing risks for modern slavery into our daily practices to ensure this remains a part of our working culture. This includes a new company handbook for new and existing employees which is in its draft stage to be released in 2020-2021.



REMUNERATION AUDITS

Performing internal audits to ensure that our own wages continue to be above award conditions including remuneration and conditions.



IMPROVED SYSTEMS

Implemented new risk management information systems to ensure transparency and consistency and allow real time reporting from a single source.

Risk identification, mitigation and remediation

Due diligence

Our due diligence approach involves identifying risks and being proactive to mitigate found risks. We implement human rights due diligence by conducting a review process each year by considering internal and external information to help us constantly improve both our own and our suppliers approach to modern slavery.

To date we have not identified any instances of modern slavery associated with our operations or in relation to our immediate supply chains. Neither have we received any concerns from our customers through our feedback channels.





Our supply chain

DBC source a broad range of goods and services across our supply chains with the majority of spend being in the areas of primary production (agriculture), raw material, general product suppliers, and service providers. Primarily, these are all Australian based companies as international purchases are only undertaken when a local source is unable to be found.

We expect our partners and stakeholders to adhere to ethical business conduct standards which are consistent with our own, and we are committed to working with them to fulfil this common goal. DBC acknowledges the potential for indirect exposure to the risk of modern slavery in our supply chains and will use our best endeavours to ensure these risks are identified and addressed.

For over 70 years, DBC has been supplying Western Australians with the very best food from WA's best farmers in the pristine South West region. We enjoy a close relationship with many third and fourth generation producers, ensuring best practice and adherence to quality procedures throughout the supply process.

These ongoing relationships allow us to consistently deliver the high standard of fresh product and excellent taste for which we are known. With 90% of our stock sourced directly from the producer, we are also pleased to be able to deliver full product traceability to our clients.

Dardanup is proud to be a Western Australian company supporting both the local Western Australian food industry and Western Australian farmers.

Risk identification

A new management information system and procedures have been implemented to better identify risks within our supply chain. During the 2020-2021 period, suppliers will be on-boarded into the new system. For all suppliers who have indicated that they are unable to supply a Modern Slavery Statement, our WHS management team will assess the risk on behalf of the supplier using a formulated structure. Suppliers will be assessed internally for potential risks based on the sector, industry, types of products and services, spend per annum and geographic location. Anyone supplier who remains in the high risk category will be contacted directly and we will work with them to implement a corrective action plan within a defined period and a follow-up process outlined. Those suppliers that fail to engage with us within a reasonable timeframe may result in termination of their approved supplier status and we may discontinue trade. We are working towards having the majority of our targeted suppliers on-boarded to the new system in 2020-2021.

Remediation

The Whistle-blower's Policy encourages employees and third parties to confidentially and anonymously report conduct concerns. Outlined in the Whistleblower Policy is the way that all grievances will be handled, investigated and remediated.

This same procedure will be used to remediate any grievances for modern slavery. All concerns will be treated with utmost confidence and be assessed, investigated and appropriate action taken within the designated time frame.

Measuring and monitoring effectiveness

We aim to build our employees' understanding of what constitutes a modern slavery incident and awareness on how to report the incident. This is an area that is continually being improved upon and is included in the new employee induction (which is in its draft form) as well as continual education programs. By the end of the 2020-2021 reporting period, we hope to have the majority of our staff trained on how to recognise and report modern slavery incidents.

Our grievance mechanisms are another way in which we can track our performance against our risk mitigation goals. We aim to ensure that our grievance and reporting mechanisms are robust and can be effectively used by employees and other stakeholders to raise concerns around modern slavery. Whilst no modern slavery related complaints have yet been received, we are looking to explore an improved mechanism for measuring effectiveness as we understand that having no complaints may not accurately capture the data required.



Looking forward

Our aim is to ensure that human rights are understood, respected and upheld within our organisation and across our supply chains and acknowledge that working towards this will be a constantly evolving journey. We will continue to develop and implement integrated and transparent systems aimed at increasing our awareness to risk and methods to appropriately mitigate the risk. Our journey will be one of constantly learning, improving and embedding our improved practices into our business operations.

Statement approval

This Statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) has been reviewed and approved by the Board of DBC and is signed by the Chief Executive Officer and Director, Mark Panizza.

MARK PANIZZA

Dardanup Butchering Unit Trust
Director and Chief Executive Officer



Dardanup Butchering Unit Trust
ACN 009 070 624 | ABN 89 869 494 617

T/F Dardanup Butchering Company Nominees Pty Ltd
T/A Dardanup Butchering Company



Modern Slavery Statement 2021

DARDANUP BUTCHERING COMPANY

