

Westpork

Modern Slavery Statement

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IDENTIFY THE REPORTING ENTITY

This document is the Modern Slavery Statement of the reporting entity Westpork Pty Ltd (ACN 009 148 789) (**Westpork** or **Company**) and its subsidiaries, in compliance with the Modern Slavery Act 2018 (Cth), for the year ending 30 June 2021.

Modern Slavery

Modern Slavery is a serious violation of an individual's dignity and human rights. Exploitative practices, including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage, are all considered modern slavery.

The Modern Slavery Act 2018 (Cth) (**the Act**) came into force on 1 January 2019. The Act establishes a modern slavery reporting requirement on entities who operate in Australia with annual consolidated revenues of A\$100 million or more. Statements provide information on the risk of modern slavery practices in the operations and supply chains and describe the actions taken to address these risks. Reporting entities are required to publish annual Modern Slavery Statements detailing their actions to address modern slavery. This will increase business awareness of modern slavery, reduce modern slavery risks in Australian goods and services, and drive a business 'race to the top' to improve workplace standards and practices.

About Us

Westpork is one of Western Australia's largest pork producing operations with farms located throughout the south-west, from Moora in the north to Mount Barker in the south. Our farms are a combination of Company-owned sites and family-owned contracted sites. We employ over 150 people in rural and regional Western Australia.

With over 18,000 sows we produce approximately 50% of Western Australia's pork. Our pig farms are managed by a dedicated team of people who focus on raising and caring for our animals.

We pride ourselves on producing quality pork from production systems which focus on animal welfare and environmental stewardship.

STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Operations

- Westpork is one of Western Australia's largest pork producing operations and is 100% Australian owned.
- We operate 12 farms across the south-west of Western Australia, with 8 farms owned by the Company and 4 family-owned farms operated under contract with the farm owner.
- Our pigs are managed by a dedicated team who focus on raising and caring for our pigs.
- Our external supply chain comprises the procurement of pork production inputs.
- Our products are produced and processed in Australia and distributed domestically and to specific export markets.

Our supply chain

Westpork has undertaken a review of our operations and identified the following services and products provided as part of its pork production supply chain:

- Direct employees and contractors
- Grain (wheat, lupins, barley)
- Animal Feed ingredients including vitamins and minerals
- Animal health products - vaccines and consumables
- Contract growers (family-owned farms)
- Energy and utilities
- Engineering, construction and fabrication services
- Maintenance spares and services
- Insurances
- Operations support services
- Transport services

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

The Company acknowledges there is a risk of modern slavery practises in our operations and extended supply chains. The majority of our suppliers are Australian based with a number of our larger suppliers already having Modern Slavery Policies and Practises in place.

Types of modern slavery risks that that have been identified include:

- Goods and services sourced directly or indirectly from geographical regions identified to have high prevalence of Modern Slavery
- Exploitation of migrant workers
- Sourcing goods internationally from suppliers who outsource their labour requirements.

ACTIONS TAKEN TO ASSESS AND ADDRESS THOSE RISKS

Westpork is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any of its business relationship.

Outlined below are policies, processes and activities undertaken in the year ended 30 June 2021 to mitigate human rights and Modern Slavery Risks in our operations and within our supply chain.

Governance Policies

Westpork has a comprehensive suite of policies which reflect our core values and which outline our ways of working and the standard of behaviour expected from our employees and suppliers. These policies are reviewed and updated on a regular basis.

The following policies are considered most relevant to preventing Modern Slavery:

<p>Anti-slavery Policy</p>	<p>This policy sets out Westpork’s commitment to:</p> <ul style="list-style-type: none"> • Implementing effective systems and controls with a view to eliminating Modern Slavery in its own business and any or its supply chains • Providing transparency throughout its business and in its approach to Modern Slavery • Expecting the same high standard from all its contractors and other business partners. <p>The policy applies to all persons working for or on behalf of the Company, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.</p>
<p>Code of Conduct</p>	<p>Westpork is committed to a high level of integrity and ethical standards in all business practices. The Board has adopted a formal Code of Conduct which outlines how the Company expects its representatives to behave and conduct business in the workplace.</p> <p>The Code of Conduct includes appropriate ethical standards of behaviour and is designed to:</p> <ul style="list-style-type: none"> • provide a benchmark for professional behaviour expected throughout the Company • support Westpork’s reputation and corporate image within the community; and

	<ul style="list-style-type: none"> • make Directors, employees, and others aware of the consequences of not complying with these standards of behaviour.
Whistle-blower Policy	<p>This policy is designed to encourage employees, suppliers, contractors, customers and other persons who have business dealings with us to raise any concerns and report instances of unethical, illegal, socially irresponsible, or fraudulent conduct, where there are reasonable grounds to suspect such conduct, without fear of intimidation, disadvantage, or reprisal.</p> <p>The policy outlines the mechanisms for reporting concerns and sets out our commitment to investigating reported concerns in an objective, fair and timely manner.</p> <p>The Board is required to be informed of any material concerns raised under the Whistleblower Policy, while taking steps to protect the identity of the person making a disclosure will be protected.</p>
Complaints and Grievances Policy	<p>Westpork aims to provide a fair, equitable and productive work environment for all employees. This policy seeks to support the achievement of this goal by providing a transparent and consistent process for reporting and resolving grievances.</p>
Feedback and Complaints Policy	<p>This policy outlines the process for customers and stakeholders to make a formal complaint and the Company's complaints management process to ensure the complaint is dealt with fairly, promptly and professionally.</p>
Health and Safety Policy	<p>This policy sets out our commitment to ensuring, so far as is reasonably practicable, the health and safety of our workers while they are at work, and that the health and safety of other persons (e.g. visitors) is not put at risk by our operators or activities.</p>

Other policies in place to ensure a safe, diverse and inclusive working environment for our employees include:

- Anti-discrimination and Equal Opportunity Policy
- Anti-aggression Policy
- Drug and Alcohol Policy
- Sexual Harassment Policy

Labour Agreement

Labour agreements enable approved businesses to sponsor skilled overseas workers where there is a demonstrated need that cannot be met in the Australian labour market and where standard temporary or permanent visa programs are not available.

All our international employees are employed under a labour agreement between Westpork and the Australian Government.

The labour agreements provide minimum wage and visa requirements for international employees engaged by the Company.

Contract Growers

Westpork agists the pigs under contract to four family-owned farms to grow their pigs and contribute the farming resources as agreed.

Westpork has long-standing relationships with all four contract farmers, which are all wholly owned by WA based families and subject to Australian labour regulations.

Suppliers

We have conducted a review of our suppliers for FY2021 to identify potential modern slavery risks within our supply chain considering the country of origin or the supplier and sector in which the supplier operates having regard to those countries and sectors with a high Global Slavery Index risk. Westpork does not source any products or services from the ten countries identified to have the highest prevalence of modern slavery by the Global Slavery Index 2018.

Our supply chain is predominantly from Australian based companies, which must adhere to strict labour regulations and a number of our larger suppliers already have Modern Slavery practices in place. International purchases are only made when a local source is reasonably unable to be found. Vitamin and supplements for our pigs are sourced through our feed suppliers who have implemented their own Modern Slavery practices and Responsible Sourcing Code of Conduct to address modern slavery risks in their supply chains.

Potential actions to be taken 2022/2023

- Further review and assessment of our suppliers and broader supply chain risk. This may include sending questionnaires to suppliers in respect to their modern slavery practices to provide a more detailed and informed risk assessment of any modern slavery risks in our supply chain.
- Sourcing and procurement policy to include consideration and review of modern slavery practises for all new suppliers. Look to build partnerships to improve understanding of Modern Slavery Risks.
- Review of vendor contracts to ensure reference to terms and requirements incorporate ethical practices and specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour.
- Make provision for our contracted suppliers to hold their own suppliers to the same standards. We also reserve the right to terminate any contractual arrangement if there is breach of this policy
- Review and continue to monitor and report on grievances and feedback received.

HOW WE ASSESS THE EFFECTIVENESS OF THESE ACTIONS

This is our first Modern Slavery Statement reporting period, so our focus has been to gain a better understanding of our Modern Slavery Risks and how such risks may be present in our operations and supply chains. We are also working to understand the effectiveness of the mitigation strategies outlined in this statement.

Our Whistle-blower Policy and Grievances and Complaints Policy allow employees and stakeholders to raise concerns about Modern Slavery and are a potential measure we can use to assess the effectiveness of our actions to prevent Modern Slavery. Currently no Modern Slavery related complaints have been received. We acknowledge that having no complaints, may not accurately assess our Modern Slavery Risks, so we are also looking to explore other mechanisms for measuring effectiveness,

We are committed to eradicating the Modern Slavery Risk from our operations and supply chain. The Board will review, assess and address the objectives of the Modern Slavery Statement annually.

OTHER INFORMATION

Looking forward

We will continue to embed the prevention of Modern Slavery into operational as well as our supplier driven processes. We will continue to develop our processes and practices to address this challenging and complex issue.

In addition, we continually aim to:

- Enhance greater awareness of the risks of Modern Human Slavery across all staff;
- Raise awareness among our suppliers;
- Continue to review our risk assessment and mitigation measures with respect to Modern Slavery; and
- Explore ways to better identify and act on risks further up our supply chains.

STATEMENT APPROVAL

This statement has been reviewed and approved by the Westpork Board.



Andrew Young
Chairman