



# Modern Slavery Statement

Reporting Period:

1 July 2020 – 30 June 2021

Royal Foods Aust Pty Ltd

ABN: 19 130 110 048

## Modern Slavery Statement 2020-2021

### What is Modern Slavery?

The Royal Foods *2020-2021 Modern Slavery Statement* is a voluntary statement under the current Commonwealth Modern Slavery Act (Cth) 2018 legislative requirements.

The Commonwealth Modern Slavery Act (Cth) 2018 defines the term *Modern Slavery* as ‘*situations where coercion, threats or deception are used to exploit victims and undermine their freedom*’. There are eight primary types of Modern Slavery:

- Slavery
- Trafficking in persons
- Servitude
- Forced labour
- Forced marriage
- Debt bondage
- The worst forms of child labour
- Deceptive recruiting for labour or service

Royal Foods understands the necessity in aiding to abolish these forms of slavery. Royal Foods aims to find and eliminate any identifiable instances of Modern Slavery practices within our business and supply chains.

Royal Foods is an Australian owned and operated food distribution company. We employ approximately 220 staff across four sites in Hemmant (QLD), Condell Park (NSW), Brunswick & Hallam (VIC). Royal Foods receives, stores, and distributes food for both food service (catering) and retail sale. Our suppliers are located throughout Australia as well as some internationally. International suppliers are based primarily in Asia, Europe and New Zealand. In 2006 the Managing Director of Royal Foods established a charity - the New Life Trust - to rescue orphaned, abandoned, and vulnerable children in Myanmar. This New Life Trust charity aims to provide a safe environment for children at risk.

### What is Royal Foods doing to mitigate Modern Slavery?

To ensure that Royal Foods is not contributing to Modern Slavery we have selected three quantifiable objectives. These parameters were chosen for our initial 2019-2020 Modern Slavery Report to assess the scope of any potential problems and aim to eliminate any contribution that we may be making to slavery.

The three objectives are:

- 1) Gaining supplier statements from our 150+ suppliers in the form of a survey or supplier audit.
- 2) Training our staff to understand the scope and importance of action against Modern Slavery.
- 3) Ensure a platform is available for whistle-blowers to raise concerns about Modern Slavery.

Below is a summary of how Royal Foods is progressing with the stated objectives and what our future plans are to continue our Modern Slavery awareness and prevention.

## How are we progressing towards our set objectives?

Below summarises our current objectives for this reporting period, the progress that has been made so far and whether the task has yet been completed.

Objective	Progress Update	Completion Status
Supplier Questionnaires	Prepared and ready for distribution for 'Top 10' suppliers.	In Progress
Training key staff in Modern Slavery	Prepared and distributed amongst relevant staff.	Completed
Implement a Whistle-Blower Platform	Further work is required on this objective.	In Progress

### Supplier Questionnaires

A supplier questionnaire has been prepared and is ready for distribution to our top 10 suppliers. Over the coming months Royal Foods will continue to distribute this questionnaire among all our suppliers. The responses to this questionnaire will be examined and will assist further development of our Modern Slavery mitigation plan.

### Staff training on Modern Slavery

A training course has been prepared and distributed among our staff via our learning management system. Royal Foods aimed to train at least 50% of the relevant frontline/procurement staff before December 31st 2021. So far, all relevant staff have undertaken this training. Royal Foods is therefore looking at extending this training across the departments. We believe that training provides a fundamental role in helping to identify and prevent Modern Slavery in our supply chains.

### Implement a Whistle-blower platform

Finally, a platform was to be established that allows our staff and allied suppliers to report issues of Modern Slavery. Royal Foods aimed to have a secure whistle-blowing platform available before December 31<sup>st</sup> 2021. Although work has commenced in the planning and implementation of this platform, further work is needed before launch. We aim to have this system online by December 31<sup>st</sup> 2022.

### Summary of current actions

Royal Foods aims to ensure that all instances of Modern Slavery in our supply chains are identified and eradicated. Royal Foods will accomplish this through the steps set out above, as well as reviewing the program during the next Modern Slavery statement preparation period.

## Where to from here?

The table below summarises our Action Plan for 2021-2022.

Action Plan 2021-2022	Complete by
Distribute Modern Slavery training across all Royal Foods staff	30 June 2022
Establish a whistle-blower platform to raise concerns about Modern Slavery	31 December 2022
Engage with suppliers to complete their own Modern Slavery Statements	30 June 2023
Finish attaining Modern Slavery Questionnaires from remaining Suppliers	30 June 2023

Royal Foods aims to have a Modern Slavery policy based on the practices of continual improvement. We believe that the steps listed above are the natural progression of our mitigation strategy and will help bolster the framework of identifying and eradicating Modern Slavery from our supply chains.

Next Modern Slavery Statement due: **December 31<sup>st</sup> 2022**

This Modern Slavery Statement has been approved by the Royal Foods Aust Pty Ltd Board of Directors. Royal Foods does not own or control any other entities and therefore consultation with another entity was not required.

This statement was originally published on 28/01/2021.

This Modern Slavery Statement for 2020-2021 was approved by the Royal Foods Board of Directors on 23/12/2021.



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Eddie Bos - Managing Director, Royal Foods Aust Pty Ltd

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