



# MODERN SLAVERY STATEMENT 2025

A joint statement for SunPork Group Pty Ltd,  
SunPork Fresh Foods Pty Ltd and  
Swickers Kingaroy Bacon Factory Pty Ltd.



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**Registered Office:**

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Eagle Farm, QLD 4009

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**OUR JUST CAUSE: SUNPORK GIVES MORE THAN WE TAKE.**

**AT SUNPORK WE HAVE A MISSION. WE GROW PASSION FOR PORK THROUGH OUR PEOPLE, OUR PROCESSES AND OUR PRODUCTS.**

**AT SUNPORK WE HAVE A VISION. MORE PEOPLE CONNECTED WITH SUNPORK AND OUR PRODUCTS.**

# CEO STATEMENT



**I am pleased to present SunPork's sixth Modern Slavery Statement.**

SunPork believes that all people deserve to live and work with freedom and dignity and prioritises upholding human rights as a non-negotiable standard.

As an Australian-owned business with global connections, we recognise our responsibility to identify, prevent and address the risks associated with Modern Slavery throughout our internal and external supply chains.

SunPork is proud of how our Modern Slavery Statement continues to evolve and recognises this is a continuous process. We remain committed to continuous improvement efforts.

In FY25 we advanced our focus on deep diving into potential high-risk areas of our external supply chains. We also continued our internal due diligence to ensure solid foundations within our own operations are maintained.

Our 2025 Modern Slavery Statement is consistent with our Just Cause which is "SunPork gives more than it takes", and we think this is clearly reflected in this document.

A handwritten signature in black ink, appearing to read 'R. van Barneveld', with a long horizontal line extending to the right.

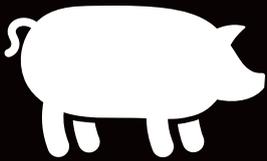
**Dr Robert van Barneveld**  
Group CEO and Managing Director

# SUNPORK AT A GLANCE

The SunPork Group is wholly Australian owned.

**We produce more than 20% of Australia's pork.**

We operate 48 Australian farms and 16 ancillary sites in 4 states and 8 New Zealand farms.



**We produce 1,200,000 pigs per year.**

We have more than 55,000 sows. This means we have at least 600,000 pigs on our farms every day.



**Staff 1,650+**

We employ more than 1,450 staff in rural and regional communities plus another 200 in the city.



**Our Kingaroy facility processes 1.3 million pigs per year.**

This equates to 95% of all Queensland pork production.

# 1.

## IDENTIFY THE REPORTING ENTITY

This Modern Slavery Statement ('the statement') has been developed in accordance with the *Modern Slavery Act 2018* (Cth) for the financial year ending 27 June 2025 (FY25).

With shared supply chains and management, this statement has been prepared by SunPork Group Pty Ltd and is a joint statement for three entities:

1. SunPork Group Pty Ltd (ACN 131 574 091) and its wholly owned and controlled subsidiaries.
2. SunPork Fresh Foods Pty Ltd (ACN 135 230 545) and its wholly owned and controlled subsidiaries.
3. Swickers Kingaroy Bacon Factory Pty Ltd (ACN 009 678 693) and its wholly owned and controlled subsidiaries.

It is acknowledged that the SunPork Group underwent an ownership transition effective 31 March 2025 which saw the Cameron family and its related entities become the sole shareholder of the group. We consider this to be a significant and positive step for the SunPork Group, demonstrating a strong commitment by the Cameron family who wish to take the group forward for many years to come and fully integrate the SunPork value chain. This will enable us to continue to advance our efforts to ensure Modern Slavery risk factors are identified and mitigated.

This statement is intended to meet the requirements of section 16 of the *Modern Slavery Act 2018* (Cth). It outlines the steps taken by the SunPork Group during FY25 to minimise the risk of Modern Slavery occurring within our business and within our external supply chains.

To find out more about the nature of our business, you can visit: [sunporkgroup.com.au](https://sunporkgroup.com.au)

This statement was approved by the Board of the SunPork Group Pty Ltd on the 2<sup>nd</sup> December 2025.

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# 2.

## STRUCTURE, OPERATIONS AND SUPPLY CHAINS

**The SunPork Group is Australia's largest pork producer and is 100% Australian owned.**

We produce exceptional pork products with superior genetics and sustainable farming practices to deliver only the best quality pork for Australia.

We operate 48 Australian farms and 16 ancillary sites across four states in addition to 8 farms across two islands in New Zealand. We employ over 1650+ people, with most staff employed in rural and regional communities across Australia.

We process 39% of all pigs in Australia across two abattoirs and two value-add facilities. SunPork products are produced and processed in Australia with distribution to domestic and international markets. Annually, we supply more than 90 million kilograms of pork, including 52 value-add products, distributed to 1,800 supermarkets. The SunPork Group also exports 10 million kilograms of pork annually to at least seven different countries.

Through our own organisation and external supply chains, we source genetic and raw materials, components, and services. Our supply chain comprises the procurement of pork production and processing inputs which are then transformed into SunPork's three main product categories – pork, genetics and processing by-products.

In FY25, the SunPork Group interacted with more than 2,500 external vendors across our supply chain under the following categories:

- Labour and corporate services
- Animal feed and health nutrition products
- Packaging products
- Engineering, construction and fabrication services
- Maintenance spares and services
- Energy and utilities
- Transport services
- Operations support services
- Marketing and cold-chain distribution services

Our procurement model is both centre-led and decentralised. High volume, high spend category purchases are mostly centre-led, while site-specific purchases are decentralised where subject matter experts hold responsibility for departmental purchases.



# 3.

## RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

Each year we are committed to improving our risk identification capability which is assessed by our Modern Slavery Working Group members in consultation with category specialists within the business and key contacts within our broader external supply chains.

In FY25 our Modern Slavery Working Group benefited from the addition of two procurement specialists with focus areas in Animal Nutrition and Health Products. SunPork recognises that addressing risks in the supply chain is crucial to upholding the Modern Slavery practices and commits to evolving the process in the years to come.

In FY25 the Working Group highlighted the potential risks below when assessing Modern Slavery within our current internal and external supply chains.

Potential Modern Slavery Risks or Potential Indicators of Modern Slavery	Sectors or Industries at Higher Risk
<p><b>Internal Supply Chain (Our Operations)</b></p> <ul style="list-style-type: none"> <li>• Exploitation of migrant workers</li> <li>• Deceptive recruitment</li> <li>• Underpayment of wages</li> <li>• Excessive working hours</li> <li>• Employer provided housing</li> </ul>	<p><b>Internal Supply Chain (Our Operations)</b> <b>Functions within SunPork at higher risk:</b></p> <ul style="list-style-type: none"> <li>• Labour hire – Farms and processing facilities</li> </ul>
<p><b>External Supply Chain (Our Suppliers)</b></p> <ul style="list-style-type: none"> <li>• Exploitation of migrant workers</li> <li>• Deceptive recruitment</li> <li>• Underpayment of wages</li> <li>• Excessive working hours</li> <li>• Employer provided housing</li> </ul>	<p><b>External Supply Chain (Our Suppliers)</b></p> <ul style="list-style-type: none"> <li>• Grain</li> <li>• Animal nutrition and health products</li> <li>• Value-add processing ingredients</li> <li>• Packaging</li> <li>• Construction</li> <li>• Electronics</li> <li>• Storage and distribution</li> <li>• Transport</li> <li>• Trade services</li> <li>• Labour hire</li> <li>• Uniforms</li> <li>• Personal Protective Equipment (PPE)</li> </ul>

# 4.

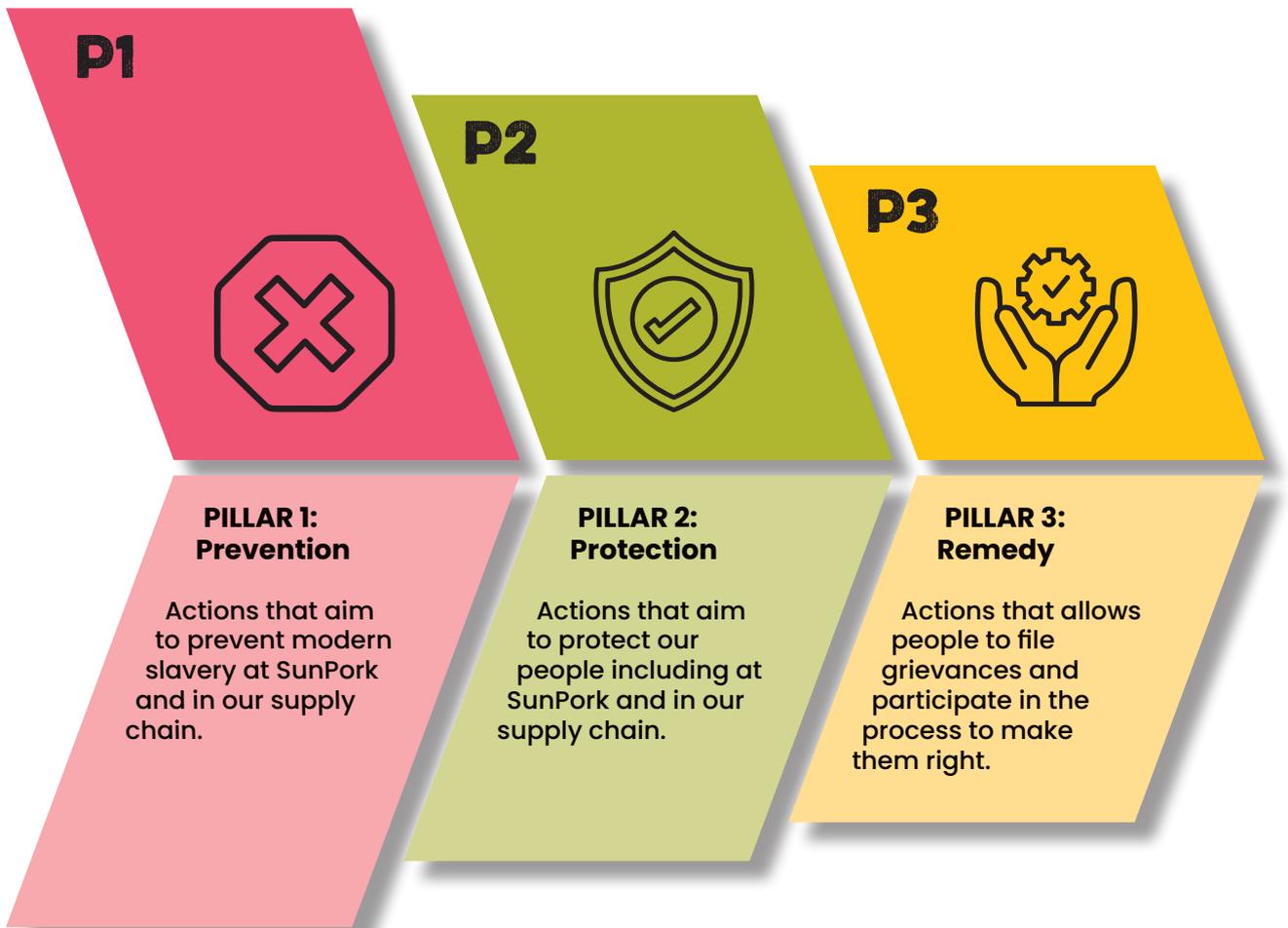
## **ACTIONS TAKEN IN FY25 TO ASSESS AND ADDRESS THESE RISKS**

**At SunPork we have a mission to grow passion for pork through our people, our processes and our products. SunPork appreciates that our mission cannot be achieved unless the fundamental human rights of all people connected to our processes are respected and protected. SunPork Group therefore remains committed to complying with national labour standards and promoting safe and appropriate work conditions across our business and throughout our supply chains.**

Whilst we are proud of our Australian heritage and ownership, we acknowledge that our supply chains operate on a global basis. As such we appreciate the significant importance of, and the magnitude of work involved in assessing risks of Modern Slavery within these supply chains.

As a result, this year we have continued our focus of looking into the external supply chains of some of our key supply partners as we acknowledge that addressing these risks and reaching a level on ongoing compliance requires a long term and collaborative strategy. In addition to this, SunPork continues to maintain our internal checks and balances as we acknowledge that ongoing risk management is essential in ensuring the mitigation of Modern Slavery within our internal and external supply chains.





**All actions that have been taken in FY25 advance one of our primary pillars of Prevention, Protection or Remedy.**

In FY25 we continued our focus on implementing prevention, protection and remedy processes within our external supply chain. This year the business decided to focus on our Animal Nutrition and Health Products noting that it has been identified as a higher risk sector.

We acknowledge that the success of our Modern Slavery program will be dependent on how we measure the implementation of our planned program of work and our ability to refine our approach as and when required.

The actions taken in FY25 will continue to be reviewed and built upon in the years to come as SunPork continues to strive to mitigate any adverse impacts on human rights.

# ACTIONS

## SUNPORK'S FY25 ACTIONS INCLUDED:

### ACTION 1:

#### Corporate Policy Development

Following the United Nations Guiding Principles on Business and Human Rights, SunPork continues to strengthen group-wide internal policies and procedures. In FY25 SunPork introduced an overarching Human Rights Policy and a Labour Hire Checklist.

The inclusion of the Human Rights Policy has cemented SunPork's stance that ensuring the protection of human rights is of pivotal importance in every aspect of our internal and external operations. The Labour Hire Checklist has established a further level of risk mitigation noting that external labour hire has been identified as an area of potential risk for modern slavery.

Other policies reviewed and updated in FY25 include our Child and Young Worker Labour Policy, Flexible Work Policy and the Whistle Blower Policy.

### ACTION 2:

#### Working Group Membership

In FY25 SunPork formally established two rotating seats on our Modern Slavery Working Group which will be reserved for subject matter experts in a focus area to be determined by the Working Group. The purpose of these seats is to ensure representation from the broader business and to gain expert insight into areas which are deemed to be of particular risk to our supply chain.

In FY25 specialists from the Animal Nutrition and Health Products business unit joined our Working Group to impart their expertise and assist the group in creating our strategic plan to mitigate Modern Slavery throughout our Animal Nutrition and Health Product supply chains.

### ACTION 3:

#### Human Ethics – continued participation in human rights reporting and assessments

Through members of our internal supply chain, we reported under:

- (i) Sedex Members Ethical Trade Audit (SMETA)
- (ii) Intertek Social Accountability Audit

which requires us to demonstrate our commitment to respecting human rights in our operations. We are pleased to report that all audits were successfully completed with compliance demonstrated.

### ACTION 4:

#### Implementation of Supplier Checklist for Site Visits

In FY24 SunPork created a checklist to be undertaken by our employees in consultation with Suppliers when they undertake a site visit. The purpose of this checklist was to examine the supplier's workplace for any indicators of Human Trafficking and Slavery, specifically staff were instructed to identify if any indicators as outlined by the Australian Federal Police were present.

In FY25 this checklist was published company wide and became available for utilisation. We are pleased to report that to date no concerns have been identified throughout this process. This will be a process which SunPork intend to continue to utilise and develop in the future.

Should any concerns be identified, these will be discussed and assessed with the supplier with the aim of mitigating any existing risk.

## **ACTION 5:**

### **Review of our Animal Nutrition and Health Products Providers**

In FY25 SunPork undertook a review of the practices of our Animal Nutrition and Health Products providers to establish if there were any significant risks of Modern Slavery present in these external supply chains.

As a pork production business with a purpose to nurture pigs for food, nutrients, remedies and resources SunPork invest heavily in Animal Nutrition and Health Products to ensure the welfare of our animals. We therefore appreciate the need to take active steps to assess these supply chains to ensure the mitigation of any potential Modern Slavery risk factors.

In FY25 SunPork utilised The Slavery & Trafficking Risk Template (STRT) which is an open-source survey published by the Social Responsibility Alliance (SRA) as a tool to facilitate this review. The utilisation of the STRT enabled us to learn more about our suppliers' operations and their strengths and weaknesses when addressing Modern Slavery risks.

The survey's were sent to our top 10 Animal Nutrition and Health Products providers. Eight of our suppliers responded to our survey, with each supplier confirming that there is no known Modern Slavery within their business or supply chains. We further confirm that after a detailed review of the responses, our Modern Slavery Working Group was comfortable that there were no responses that presented significant concerns that Modern Slavery may be present.

The two providers that did not complete the survey were able to provide adequate information through the submission of a signed SunPork's Supplier declaration and/or a letter of compliance affirming that there is no known Modern Slavery in their supply chain with a commitment to notify SunPork

should any risk become present. The Working Group were comfortable that adequate information was disclosed to determine that these providers presented a low risk for the presence of Modern Slavery within their supply chains.

SunPork will continue to conduct these audits on suppliers that SunPork consider as being high risk in the years to come and is committed to taking appropriate action based on the responses received to ensure that Modern Slavery risks are mitigated not only in our internal but also our external supply chains.

## **ACTION 6:**

### **Housing Practices**

A large portion of SunPork employees work in regional locations. SunPork therefore, where possible, assists with providing and/or sourcing accommodation. SunPork appreciates that employee provided accommodation has the potential to create risks in the business. We are therefore committed to ensuring that the welfare and rights of any individual who works in or is associated with our business is protected.

In FY25 SunPork undertook a comprehensive review on its employee housing practices. We are excited to have established a new and clear procedure to mitigate any potential risks of non compliance that will commence in FY26.

**SUNPORK  
GROUP IS A  
SOCIALLY  
RESPONSIBLE  
BUSINESS  
COMMITTED  
TO COMPLYING  
WITH NATIONAL  
LABOUR  
STANDARDS AND  
PROMOTING FAIR  
AND ACCEPTABLE  
WORK  
CONDITIONS  
ACROSS OUR  
BUSINESS AND  
SUPPLY CHAINS.**





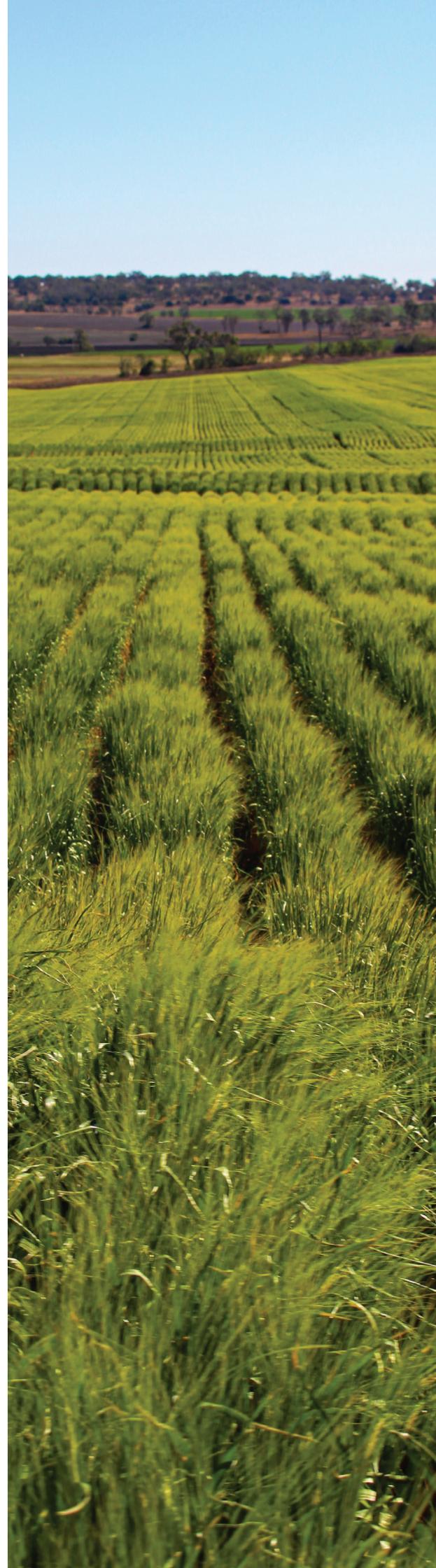
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## CONSULTATIVE PROCESS ACROSS SUNPORK GROUP

Consultive mechanisms are embedded through the SunPork work culture as we prioritise cooperation and engagement with our employees regarding all aspects of their employment, including having a voice in relation to Modern Slavery mitigation. Our internal staff communication platform 'What's Crackling' includes all our policies and the Modern Slavery report for all employees to easily view at any time.

In FY25 we conducted our Employee Engagement Survey which continues to see a year-on-year increase in the numbers of staff participation. All employees are also encouraged to provide feedback on our Modern Slavery mitigation practices. SunPork continues to focus on ensuring that the outcomes of the survey result in the creation of realistic action plans to address any areas for growth or opportunities to increase staff engagement.

In addition to this, throughout FY25 SunPork continued to facilitate consultative meetings that incorporated both team members and leadership. The meetings focused on discussions around our people and processes, again with the intent to increase engagement.



**WE GROW PASSION  
FOR PORK THROUGH  
OUR PEOPLE,  
OUR PROCESSES  
AND OUR PRODUCTS**





*Thank you for following our FY25 journey on  
mitigating and eradicating Modern Slavery  
within the SunPork Group.*

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[sunporkgroup.com.au](http://sunporkgroup.com.au)