



MATRAD PTY LTD

A.B.N. 27 011 019 088  
A.C.N. 011 019 088

## **Modern Slavery Statement 2023**

This statement is made in accordance with the Modern Slavery Act 2018 (Cth) (the '**Act**') by Matrad Pty. Ltd. (ACN 011 019 088) ('**Matrad**').

This statement sets out the steps taken during the financial year starting on 1 January 2023 and ending on 31 December 2023 ('**FY2023**') to indicate the actions taken for the modern slavery risks identified in our business and supply chains by Matrad.

### **1. Reporting entity**

Matrad is a wholly owned subsidiary of Hanewfoods Inc. ('**Hanewfoods**'), a limited liability company incorporated in Japan. Hanewfoods consists of 30 group companies (25 in Japan, 5 overseas) and 1,411 employees as of 1 April 2023.

Matrad has 7 employees, and its registered head office is at Level 3, 67 Astor Terrace, Spring Hill QLD 4000 as of 1 April 2023.

Matrad qualifies as a reporting entity under the Act for FY2023.

### **2. Structure, operations and supply chains**

Our primary activities are procuring meat products from Australian meat packers (mostly beef) and European meat packers (mostly pork from Austria, Spain, and Denmark) to export to Japan and other Asian countries.

In February 2019, a representative office was established in Düsseldorf, Germany, to gather information and support our quality control in the EU area.

As an overseas supplier within the Hanewfoods Group, we mainly supply the meat products to the group companies. Some products are delivered to other companies outside the group in Japan and other Asian countries.



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### **3. Modern slavery risks in operations and supply chains**

We have conducted a modern slavery risk assessment and have identified following potential key risk factors in our operations and our supply chains.

- Forced labour
- Bonded labour
- Underpayment of wages
- Inadequate management of working environments

We have assessed the modern slavery risks in our operations are low as we ensure the compliance with local regulations and relevant employment laws. Furthermore, our managers thoroughly supervise work conditions of our employees.

Our suppliers are based in Australia and Europe (mostly, Austria, Spain and Denmark). We have identified various sectors involved within our supply chains including farmers, feedlot operators and meat processing plants. In the assessment, we have identified following potential risks of modern slavery.

- Exploiting migrant workers
- Excessive working hours
- Health and safety hazard

We intend to carefully review and monitor the operations of our suppliers.

### **4. Actions taken to assess and address the risks**

#### **a. Internal dissemination of information about the Act**

In FY2023, Matrad's management informed all employees regarding the modern slavery risks in the supply chains and ensured they are aware that modern slavery practices are prohibited and need to be reported if identified.

In addition, from FY2023, Matrad has been ensuring that all employees learn about modern slavery risks by using the resources (e-Learning Modules) available at the Australian Government's website - <https://modernslaveryregister.gov.au/resources/>.

We intend to regularly remind and update our employees on modern slavery risks in the supply chains and legislative requirements.



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## **b. Modern slavery checklist and assessment form**

As part of its commitment to tackle modern slavery issues, Matrad created a check list and an assessment form which are to assess and determine whether modern slavery practices exist in the operations of our suppliers (Australian meatpackers).

From FY2023, the checklist and the assessment form have been used to identify and assess modern slavery risks within suppliers' operations during our employees' visits to their operational sites.

The checklist and the assessment form were reviewed at the end of FY2023 and will be reviewed annually, with updates made as necessary.

## **c. Review of modern slavery statements of meatpackers**

We had reviewed the modern slavery statements submitted by our suppliers (Australian meatpackers) before our employees visited their operational sites and noted their assessment of modern slavery risks within their operations and the actions taken by them to address such risks.

## **5. Assessing the effectiveness of actions**

Through the actions stated in Paragraph 4.a above, our employees including executives engaged to build understanding where modern slavery risks would commonly arise and what measures should be taken when those risks are arisen.

As outlined in Paragraph 4.b and c above, starting from FY2023, we have been assessing modern slavery risks during our employees' visits to suppliers' operational sites by using the checklist and the assessment form. While we haven't identified any immediate risks thus far, we will continue to assess and implement appropriate measures to address modern slavery risks.

Matrad conducted a year-end review of the actions taken to address modern slavery risks during FY2023 and will continue to conduct such annual review and collaborate with external experts to enhance the effectiveness of our actions.



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## 6. Process of consultation

Matrad does not own or control any other entities and therefore consultation with other entities was not required.

## 7. Other relevant information

We have taken actions described in Paragraph 4 above to tackle modern slavery issues during FY2023 and are committed to improve our approach to manage the modern slavery risks in our business operations and our supply chains.

In addition, we have liaised with external lawyers to gain advice on modern slavery and will continually take actions to address the modern slavery risks.

## 8. Approval

This statement was approved by the Board of Directors of Matrad in their capacity as principal governing body of Matrad on 17 June 2024. This statement is signed by Hironori Matsushita in his role as the Chief Operating Officer and Director of Matrad on 17 June 2024.

A handwritten signature in black ink, appearing to read "H. Matsushita", written over a horizontal line.

Hironori Matsushita

Chief Operating Officer and Director

Matrad Pty. Ltd. ACN 011 019 088

Date: 17/06/2024