



MODERN SLAVERY STATEMENT  
For the 2022-2023 Reporting Year

## **Introduction**

The Cordina Group (Company) of registered office 55 Mandoon Road Girraween NSW 2145, acknowledges its obligation to identify risks of Modern Slavery in our operations and supply chains and actions to address those risks.

Cordina recognises that Modern Slavery can occur in every industry and sector and has severe consequences for victims. Modern Slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities. Cordina recognises that slavery and human trafficking can occur in many forms as detailed in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

This statement is made by The Cordina Group and its related corporations including Summertime Chicken Pty Ltd, Cordina Chicken Farms Pty Ltd, Cordina Foods Pty Ltd and Cordina Processing Pty Ltd (together referred to as Cordina, we, us or our) pursuant to Section 14 of the Modern Slavery Act 2018 (Cth) (Act) for the 2022-2023 reporting year.

This is Cordina's fourth Modern Slavery Statement, and it sets out the actions we have taken during for this reporting period from 01 July 2022 to 30 June 2023 and those we propose to take in the future to assess and address Modern Slavery risks in our business. Cordina is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across its operations.

Cordina will not tolerate any form of slavery or human trafficking in our business.

This statement has been prepared to meet the mandatory reporting criteria set out under the Act to submit our Modern Slavery statement within 6 months from the end of each reporting period.

## **Our business, structure and supply chain**

Cordina has been operating in the Australian food industry for 90 years. From our manufacturing and distribution facilities located at Girraween and Wyong (NSW), we process, prepare and distribute food products nationally.

Cordina produces a complete range of fresh chicken products covering traditional areas of whole birds, fillets and pieces as well as an extensive range of further processed products to satisfy the increasingly varied food requirements of consumers. We market our products through major supermarket chains, food service outlets and other food manufacturers.

For the purpose of this Statement our key operating entities and operations and the associated supply chains are as follows:

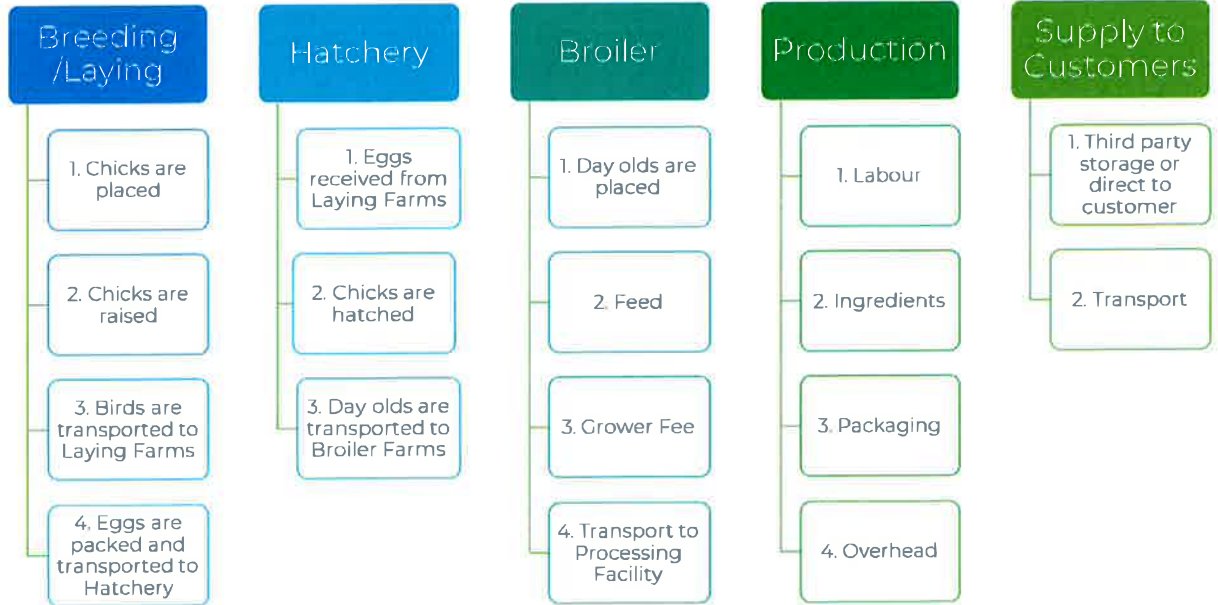
**Cordina Chicken Farms Pty Ltd – ABN 29 003 058 428**

**Cordina Foods Pty Ltd – ABN 17 002 429 825**

**Summertime Chicken Pty Ltd - ABN 66 000 852 586**

**Cordina Processing Pty Ltd – ABN 89 101 347 764**

Operations Flow	Operations Function	Procurement Category
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<p><b>Labour</b></p> <ul style="list-style-type: none"> <li>- Cordina Group employs 1170 workers           <ul style="list-style-type: none"> <li>o 923 are Company employed</li> <li>o 247 are Contract workers</li> </ul> </li> </ul>	<p><b>Procurement</b></p> <p>Suppliers to the Cordina Group are primarily Australian based and comprise the following categories.</p> <ul style="list-style-type: none"> <li>- Feed</li> <li>- Packaging</li> <li>- Ingredients</li> <li>- Services</li> </ul>
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## Risk Identification

Cordina has formal policies in place that are intended to promote ethical and legal compliant business conduct. Those policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business, including our Ethical Sourcing Policy, Code of Ethics Policy, Human Rights Policy and Land Rights Policy.

Modern Slavery risks may be present in our operations and supply chain due to a range of factors, including:

- Procurement of products or services from suppliers that may be sourcing or manufacturing their products in high risk countries or sectors
- Use of third-party recruitment providers, including labour hire agency workers

We believe that our most significant risks are likely to exist in our supply chains while purchasing products from our suppliers, rather than our internal operations. Our Procurement Team have a number of risk mitigation processes in place to mitigate risks associated with modern slavery including our onboarding requirements, which include agreement by suppliers to comply with the Cordina policies referred to above. All the above controls will continue to be reviewed to ensure that we have robust processes in place to minimise the risk of Modern Slavery in our supply chains on an ongoing basis.

During this reporting period, due to the nature of the products we produce & supply, our suppliers and risks remain unchanged from previous statement. We once again considered the risk of Modern Slavery practices in our direct operations and workforce. Our employees are working exclusively within Australia where employee / employer relations are strictly regulated by the *Fair Work Act 2009*, Modern Awards and Enterprise Agreements. Modern Slavery risks that relate to our operations and direct workforce are assessed in the context of our health and safety and human resources policies and procedures, ethical standards and behavioral requirements as per our Company Policies, including our Code of Ethics and legal and contractual obligations such as employment conditions. We maintain robust internal policies, systems and processes to comply with our legal and contractual obligations and to manage entitlements to our people. For our indirect workers such as labour hire agencies, we regularly conduct internal audits to identify any risks.

We continue to consider the risks of Modern Slavery practices to be higher in our supply chain and acknowledge that identifying Modern Slavery risks in a supply chain is a complex process.

## Risk Management and Due Diligence

To manage the risk of Modern Slavery in our business and supply chains, Cordina has undertaken the following measures:

- Training and awareness on Anti Modern Slavery Policy;
- revised its internal policies; and
- updated supplier engagement processes and principles.

In this financial year 2022/23, Cordina developed Modern Slavery Supplier Questionnaire and circulated it to its major suppliers for completion. The Modern Slavery Supplier Questionnaire was designed to support identification of modern slavery risks, foster collaborative efforts to address these risks and improve transparency and identify further areas of due diligence. Cordina's supply chain has largely remained the same as outlined in the previous statements. The major suppliers to the company have remain unchanged with addition of additional suppliers to the approved supplier list.

In this reporting period, Cordina continued to implement its risk management approach by taking appropriate action to ensure that workers have appropriate working rights in Australia by using Vsure system to check visa status for potential existing workers employed by the Company. Cordina also regularly conducts audits of its labour hire provider to ensure that their workers have appropriate working rights to work in Australia.

We continue to establish strong foundations to embed the consideration of Modern Slavery risks into our business and supply chain including by:

- Building on the awareness & training our staff on Modern Slavery risks in FY 2023.
- Continuing to work with suppliers to undertake appropriate due diligence into the risk of Modern Slavery in their business and supply chain.
- Embedding contractual terms dealing with Modern Slavery risks in our business.

#### **Ongoing Assessment of Risk**

The effectiveness of our actions will be assessed by monitoring and analysing:

- Continuing to evolve our due diligence processes to aid in the identification of risks including expanding the scope of our supply chain risk assessment;
- Monitoring and acting on information submitted accompanying supply registrations;
- Survey and audit results; and
- Our policies and procedures and ensuring they are reviewed, updated and socialised in relation to any changes in relevant Codes and Standards of Practice.

#### **Communicating, Engaging and Collaborating with our Stakeholders on Modern Slavery**

Throughout the process of responding to the Act, Cordina has engaged with its owned and controlled entities. This engagement has been important to confirm that these entities are both aware of and responsive to the legislation.

Should our risk assessment processes uncover any cases or instances where suppliers are in breach of the business' modern slavery requirements, we will engage directly with the suppliers to understand how they are managing those risks and will assist with any remediation and develop an action plan to eradicate any risk in a transparent, timely and efficient manner.

#### **What's Next**

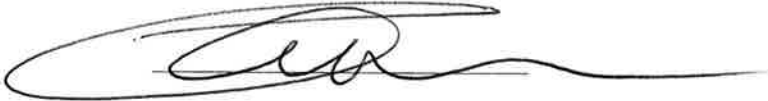
Cordina remains committed to an ongoing management process to identify, prevent,

mitigate and account for how we address actual and potential adverse human rights impacting our operations and supply chains, including Modern Slavery.

Over the next reporting period our key focus will be on:

- Working with our suppliers to eradicate potential risks in their own operational supply chains;
- Continuing the Modern Slavery training for employees within the business;
- Strengthening the alignment of our Modern Slavery risk processes and responses across our controlled entities;
- Complying with all legislative requirements and remaining up to date with emerging best practice for Modern Slavery management;
- Having a clear and detailed internal process for actioning any instances of Modern Slavery identified in our supply chain.

This Statement has been approved on behalf of all entities within Cordina.

A handwritten signature in black ink, appearing to read 'LC', with a long horizontal flourish extending to the right.

Louise Cordina  
Chief Executive Officer  
22 December 2023