

MAYERS FINE FOOD MODERN SLAVERY STATEMENT

INTRODUCTION

MAYERS FINE FOODS (F MAYER IMPORTS P/L) is publishing this statement under the provisions of the Australian Modern Slavery Act 2018 to ensure the risk of Modern Slavery is diminished in our own business and throughout our supply chains.

MAYERS FINE FOODS (F MAYER IMPORTS P/L) supports the objectives of the Act in eliminating slavery and forced labour and we are committed to ensuring our practices and procedures and those of our suppliers are in line with this. We do not tolerate exploitation.

Our policy on Anti-slavery applies to all persons working for or on behalf of MAYERS FINE FOODS (F MAYER IMPORTS P/L), in any capacity. This includes overseas suppliers of goods, local suppliers of goods and services, employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and business partners.

WE DO NOT TOLERATE EXPLOITATION

ABOUT MAYERS FINE FOODS (F MAYER IMPORTS P/L)

Started 63 years ago, MAYERS FINE FOODS (F MAYER IMPORTS P/L) offers fine food delicacies and speciality products including one of the most comprehensive ranges of superb cheeses from Australia, Europe, the UK and the Asia Pacific region. We import over 1000 top quality fine food products. We distribute nationally on a daily basis to supermarkets, wholesalers, hotels and resorts, delicatessens, private food outlets, manufacturers, shipping providers and airline caterers. We cover over 2,000 Speciality stores direct in Sydney and Melbourne and the major retailers of Australia.

BUSINESS STRUCTURE

MAYERS FINE FOODS (F MAYER IMPORTS P/L) is a Propriety Limited company hosting a Board of Directors, 2 Managing Directors, a Chief Executive Officer and a Chief Financial Officer.

Over 170 employees across 2 sites and 5 states.

We have warehouses in Sydney, 13,000sqm and Melbourne, 24,000 sqm with a distribution network that reaches all over Australia, New Zealand and Fiji.

A total of 8,500 pallets in dry storage, 6,000 pallets in chilled storage, 5,500 pallets in frozen storage and 3,000 pallets in temperature control.

OUR SUPPLY CHAIN

Our product range is sourced from our approved local and overseas supplier base and is mainly manufactured in Europe, Asia, USA and Australia.

We engage suppliers who have relationships with existing suppliers so we can contain and improve consistency in ethical practices throughout the supply chain. To build and maintain relationships based on fairness, trust, respect for the rights of individuals, compliance with the law and sustainable business practices.

WHAT IS MODERN SLAVERY

- The term modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom,
- sometimes involving clear physical indicators, such as physical confinement or confiscation of identity and travel documents, however coercion, threats and deception are more subtle and harder to identify.
- it happens in a range of industries such as agriculture and construction, cleaning and domestic work. Migrant workers or those on temporary visas are more vulnerable because of remote and regional areas where they are more dependant on their employer.

THERE ARE 8 TYPES OF SERIOUS EXPLOITATION

SLAVERY
SERVITUDE
FORCED LABOUR
DEBT BONDAGE
CHILD LABOUR
DECEPTIVE RECRUITING

POSSIBLY ALL BUT 2 COULD APPLY IN OUR SUPPLY CHAIN

TRAFFICKING IN PERSONS
FORCED MARRIAGE

RISKS ASSOCIATED WITH IMPORTING FOOD

Shipping and freight channels

Country of origin of the product e.g. tuna fishing

Migrant workers used in Agriculture/Dairies

AND CORPORATE PROCUREMENT

At high risk are product categories such as Laptops, computers, and mobile phones and clothing accessories.

Australia sources 73% of its laptops computers and mobile phones from China and Malaysia, both countries have a large electronics manufacturing industry that has been accused of exploiting workers . Companies using sweatshops to make uniforms, over 70% of Australia's imported clothing is sourced from countries where the apparel industry is considered at risk of using modern slavery.

Banks/ banking services and Printing

The risk of procurement driven by profit, the financial bottom line rather than purposeful consideration is one of the risks in the cultural organisation of businesses.

ACTIONS TO ELIMINATE RISK

Staff involved in procurement, supplier management and HR to complete training on modern slavery for all relevant employees and new employees to be part of their induction, to be refreshed every 2 years.

Procurement to evaluate potential suppliers before they enter the supply chain completing a questionnaire available on our website and by a link sent by email. Focus must be on providers of outsourced services, with particular emphasis on those overseas suppliers.

ELIMINATION OF RISKS

Continuing to implement human rights due diligence processes Colleague awareness through increased communication and training. Ongoing engagement with our suppliers and their contractors and suppliers.

Reviewing supplier information and their commitment to remove risks of slavery, on a **yearly** basis.

Valuing honest and open communication with all stakeholders, giving the opportunity to raise questions or concerns through a dedicated email address – mss@mayers.com.au

Treating all concerns seriously acting accordingly and protecting persons identifying non-compliant companies.

ACTIONS TAKEN TO ENSURE COMPLIANCE OF EXISTING SUPPLIERS.

We reviewed suppliers with a Modern Slavery questionnaire with particular emphasis on those overseas suppliers or by providing their own Modern Slavery Statement.

Where non-compliance with our Modern Slavery policy is identified, the supplier is required to rectify the issue within an appropriate period of time. If a supplier then addresses non-compliance, it is judged to be an 'approved' supplier site. In this way, our audit process is contributing to rectifying supplier non-compliance and improving conditions for workers by addressing any issues.

If a supplier is not willing or able to address a breach Mayers Fine Foods will stop purchasing from that supplier.

RISKS AND HOW WE IDENTIFIED THEM

We have broken down our supply chain into categories of supply and flagged areas of concern.

RISK

procurement of overseas goods, local goods and services, logistics, equipment, warehouse recruitment, office recruitment, office and kitchen supplies, IT equipment, media and print, merchandising, shipping and delivery.

Checking thoroughly each section of these high risk categories e.g. overseas suppliers and their extended supply chain. identified and investigated within our supply chain

HIGH RISK

Laptops, computers, mobile phones	China, Malaysia
Apparel and clothing	Argentina, Brazil, China, India, Malaysia, Thailand, Vietnam
Fish	China, Ghana, Indonesia, Japan, Russia, South Korea, Taiwan, Thailand
Cocoa	Cote d'Ivoire, Ghana

TRAINING AND EDUCATION

TRAINING

- Procurement
- Payables
- Management
- All new staff
- Yearly refresher

WEBSITE, EMAIL, QUESTIONNAIRE

- Link on our website
- Link on emails to customers
- All staff should receive our MSS
- New suppliers to receive the MS questionnaire

CONSULTATION WITH PARTNERS

The thorough process of consultation with Arla Amba Foods, Denmark, who is in partnership with Arla F Mayer Australia. <https://www.arla.com/.../arla-foods-modern-slavery-statement-june-2017.pdf>

Key Resources

- Australian Modern Slavery Act 2018 <https://www.legislation.gov.au>
- Australian Government, Department of Home Affairs, Draft guidance for reporting entities

We are continuing to improve our modern slavery risk identification and we will continue to monitor this and our investigations and progress will be transparent.

MAYERS FINE FOOD - BOARD OF DIRECTORS

SAM MAYER



ROBBIE MAYER



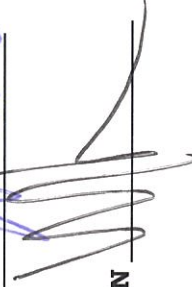
GEORGE VENARDOS



STEPHEN GOODE



MAGNUS GLENNBORN



DATE: 10/3/2021