



# Modern Slavery Statement

## Introduction

This Modern Slavery Statement is made on behalf of Zammit Ham and Bacon Curers Pty Ltd (ABN 58 001 165 199) in accordance with the Modern Slavery Act 2018 (Cth) for the reporting period from 1 July 2024 to 30 June 2025.

Zammit Ham and Bacon Curers Pty Ltd (“Zammit Ham”) is committed to upholding the highest standards of ethical conduct and human rights. We recognise that modern slavery and human trafficking can take many forms, as outlined in the Act.

This is Zammit Ham’s second Modern Slavery Statement, and it sets out the actions we have taken during 2024 to 2025 reporting period and those we propose to take in the future to address modern slavery risks in our business and across our supply chain.

Zammit Ham will not tolerate any form of slavery or human trafficking in our business. We are dedicated to continuous improvement and transparency in our efforts to identify, prevent, and address modern slavery risks within our business operations and supply chains.

## Our Structure, Operations, and Supply Chains

Zammit Ham is a leading Australian food manufacturer specialising in deli and cured meats at our Pendle Hill, NSW facility. Established in 1954, we have grown from a family-operated business to a company directly employing over 180 people and over 30 contract workers during the reporting period.

Our operations include sales, processing, cooking, packaging, distribution, cleaning, and retail. We process and produce our various delicious smallgoods under our own brands Zammit Small Goods or Pastoral Small Goods and as a third-party manufacturer.

We source:

- Meat and ingredients from Australian and international suppliers (Europe, US)
- Manufacturing materials and packaging from Australian suppliers
- Key services such as laundry, delivery, transport, labour hire and maintenance from third-party providers

We regularly review and update our supply chain to ensure transparency and to identify potential risk areas.

## Risks of Modern Slavery in our Operations and Supply Chains

Zammit Ham has assessed our modern slavery risks within our direct operations as relatively low, as we follow a fair and transparent recruitment process. We also operate exclusively within Australia where we are regulated by the Fair Work Act 2009 (Cth) and Modern Awards. Our approach to preventing modern slavery in our operations is underpinned by a suite of policies, including:

- Code of Conduct
- Discrimination and Harassment Policy
- Recruitment Policy
- Grievance and Complaints Policy

To support our employees, we provide ongoing training in areas of:

- Employment conditions and workplace rights
- Food and workplace safety
- Modern slavery risks and reporting mechanisms

We recognise that certain aspects of our supply chain, particularly overseas sourcing and third-party service providers, may present higher risks of modern slavery. We acknowledge that cost pressures and tight delivery timeframes can increase the risk of labour exploitation, and we are committed to mitigating these risks through responsible sourcing and supplier engagement.

Our supplier risk management and due diligence include:

- Supplier Code of Conduct
- Annual reviews of supplier practices and risks
- Due diligence on new suppliers, including ethical sourcing questionnaires
- Ongoing monitoring of labour hire and outsourced service providers

## **Actions Taken and Measuring our Effectiveness**

During the reporting period, Zammit Ham:

- Updated our Supplier Code of Conduct
- Conducted risk assessments of key suppliers
- Updated our approved supplier list based on ethical sourcing criteria
- Provided training to all employees on modern slavery awareness including our grievance process

We assessed the effectiveness of these actions through:

- Supplier audit results
- Employee and supplier feedback
- Ongoing review of any incident or grievance reported

The progress of these actions was monitored throughout the reporting period by the executive team, ensuring any issues identified were addressed as they occurred. Additionally, we conducted an annual review of these actions to ensure we met our intended objectives.

## **Future Actions**

For the next reporting period, Zammit Ham will:

- Further expand upon our detailed audits across our high-risk suppliers, focusing on labour practices and compliance
- Launch our updated Supplier Code of Conduct and integrate it into all new supplier agreements
- Revise our internal policies ensuring our employment conditions are in line with industry and compliance requirements
- Expand training for staff on identifying and addressing modern slavery risks including developing training specific for purchasing team
- Engage with industry groups, suppliers and partners to share best practices and strengthen our approach



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## Consultation and Stakeholder Engagement

Zammit Ham does not own or control other entities therefore internal consultation does not apply.

We ensure our approach remains current and effective by actively engaging with internal and external stakeholders, including employees, suppliers, industry associations, and government bodies. Feedback from these stakeholders is incorporated into our annual review process.

Should our risk assessment process uncover any cases or instances where suppliers are in breach of modern slavery requirements or our Supplier Code of Conduct, we will engage with them directly to understand how they are managing those risks. We will also assist with remediation including developing an action plan to eradicate any risks alongside our suppliers in a transparent, timely and efficient manner.

## Review and Approval

This statement was approved by the Board of Zammit Ham and Bacon Curers Pty Ltd on 10/12/2025 and will be reviewed annually to ensure ongoing compliance and improvement.

Signed,  
Anthony Zammit

Chief Executive Officer and Director  
Date: 18/12/2025