

# Modern slavery statement

Lite N' Easy Pty Ltd

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## Introduction

- 1 We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.
- 2 This statement, which is intended to meet the requirements of the *Modern Slavery Act 2018* (Cth), describes the steps taken by Lite N' Easy Pty Ltd ACN 010 655 820 and its associated entities, being:
  - (a) Lite N' Easy (Queensland) Pty Ltd ACN 066 985 073;
  - (b) Lite N' Easy (New South Wales) Pty Ltd ACN 165 076 380; and
  - (c) Lite N' Easy (Victoria) Pty Ltd ACN 153 499 579,

(LNE, we, us, our) during the financial year ending 30 June 2020 (**Reporting Period**) to seek to minimise the risk of modern slavery occurring in our business and supply chains.

## Business overview

### Our structure and operations

- 3 Lite N Easy Pty Ltd owns Lite N Easy (New South Wales) Pty Ltd and Lite N Easy (Victoria) Pty Ltd and has a common shareholder with Lite N Easy (Queensland) Pty Ltd. All companies are controlled by same Management Board.
- 4 LNE, through a process of manufacture prepares meals, which together with the purchasing of components, fresh salads, vegetables and other required ingredients, make a complete menu which is then packaged and delivered by us to the general public and aged care facilities.
- 5 We have a Sale and Distribution centre based in each of the five main cities within Australia which services the greater metropolitan and surrounding regions of NSW, Victoria, QLD, South Australia and Western Australia. We have a distribution centre based in Townsville servicing Northern Queensland, and our Victoria centre extends into Tasmania. Our workforce consists of approximately 1650 people. Approximately 1100 people are directly involved in the manufacture, packaging and safety of food preparation across all these entities. We do not employ anyone outside of Australia.

### Our supply chains

- 6 As a meal delivery service business, our supply chain primarily includes the purchase of products and services needed for our day-to-day operations including:

#### *Goods*

- (a) Food/ingredients including fresh produce and meat;
- (b) Packaging materials;

- (c) Kitchen equipment
- (d) Information technology and communications equipment;
- (e) Print and promotional goods;
- (f) Office supplies; and
- (g) Corporate clothing.

***Services***

- (h) Food preparation services;
- (i) Distribution/delivery services;
- (j) Property services (including facilities management, utilities, cleaning, waste management and security);
- (k) Consulting and other professional services; and
- (l) Advertising and marketing services

**Modern slavery risk assessment and management**

- 7 We consider the risk of modern slavery within our direct business operations to be low. However, we recognise that through our supply chain, we can be indirectly exposed to instances of modern slavery. We have over 2200 trade and non-trade suppliers, most of which are Australian based with very limited foreign suppliers. Our trade suppliers provide us with materials for the production and packaging of food, non-trade all services that support the manufacture of food.
7. In 2019 LNE began conducting supplier risk assessments with emphasis on the above mentioned points. We as a management team have recognised this as a fundamental basis upon which we as a market leader in our industry have to keep reviewing and recognising any instance where the possibility of modern slavery can occur.
- 8 During the Reporting Period, our primary focus was on conducting an assessment of our operations and supply chains to identify key modern slavery risk hotspots.
- 9 Viewing our operations, we have employees on both permanent and casual contracts. Understanding that casual contracts can be considered a risk we are reviewing our employment policies so as to reduce this risk by reviewing our contracts. Due to the nature of our process we do employ immigrants and people considered more vulnerable that are more likely to be less aware of their rights.
- 10 A part of our operations uses contracted labour. We have limited visibility and control over this labour, and have thus will also focus on this group in the future.
- 11 We have identified the following service orientated areas as our key risk areas and will review these in the future:
  - (a) Maintenance service providers; and
  - (b) Cleaning contractors.

- 12 Going forward our approach to preventing and mitigating the risk of modern slavery in these areas will include:
- (a) Undertaking further supplier due diligence and monitoring ongoing adherence with LNE's values;
  - (b) Providing employee training; and
  - (c) Maintaining adequate reporting and monitoring mechanisms.

### Assessing our effectiveness in combating modern slavery

- 13 We will measure how effective we have been to ensure that modern slavery is not taking place in any part of our business or supply chains using various metrics which have been summarised in the following table:

Action	Metric	Details
Supplier reviews	Number of suppliers with modern slavery warranties included in contract Number of suppliers which have completed due diligence questionnaires	We did not review our existing supplier arrangements during the Reporting Period. Although we have long-term and trusted relationships with all of our major suppliers, we intend to conduct a review of all of our major suppliers in the 2020-2021 financial year and include modern slavery warranties in any new or renewed supplier contracts going forward.
Training	Number of people within our business who received modern slavery training Total number of training hours delivered in relation to modern slavery	We did not deliver modern slavery training during the Reporting Period. We intend to deliver modern slavery training to relevant staff in the 2020-2021 financial year.
Reporting and monitoring mechanisms	Number of people who reported issues concerning modern slavery Number of reported issues escalated to the Board of Directors	There were no reports made concerning allegations of modern slavery within our operations or supply chains during the Reporting Period.

### Oversight and governance

The LNE Board of Directors are common in all the LNE companies within the group and control the CEO and Heads of Department of all functions within this group and who in turn are accountable for managing human rights. At this point there is no Human Rights Steering Committee in place at LNE, rather it is a responsibility of our Supply Chain, assisted by People and Culture (P&C), to ensure that we meet the requirements of the Modern Slavery Act.

This statement was approved by the Board of Directors of Lite N' Easy Pty Ltd ACN 010 655 820 on 23 February 2021

  
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Signature

Graham D Mitchell  
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Name of authorised signatory

23 /02 /2021  
\_\_\_\_\_  
Date