



# **Modern Slavery Statement**

**Reporting Period: 1 July 2024 – 30 June 2025**

**Report Date: 12 December 2025**

**Royal Foods Aust Pty Ltd**

**ABN: 19 130 110 048**

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## Modern Slavery Statement 2024-2025

### About Royal Foods

Royal Foods Aust Pty Ltd is an Australian-owned and operated food storage and distribution company. We employ approximately 285 staff across five sites nationally. Our warehouse sites are based in Hemmant (Head office - QLD), Condell Park (NSW), Brunswick (VIC), Hallam (VIC), and Bassendean (WA). Royal Foods receives, stores, and distributes food to both food service and retail market consumers. The majority of suppliers to Royal Foods are located throughout Australia, with a small number internationally. International suppliers are based in Asia, Europe, and New Zealand. A detailed breakdown of suppliers by region can be found in the appendix at the end of this document.

Further to our distribution operations, Royal Foods also supports a charity – the New Life Trust (Registered Charity No: CH1979). In March 2006, the Managing Directors of Royal Foods established the New Life Trust with the goal to rescue orphaned, abandoned, and vulnerable children in Myanmar. The primary goal of the New Life Trust charity is to provide a safe environment for children at risk. The charity aims to improve the health of children and reduce preventable deaths from disease, provide a rich and quality education, develop and foster employment skills and knowledge, as well as support the children and local community through sustainable farming practices. Royal Foods recognises the importance of ensuring that charitable activities it supports are conducted in a manner consistent with human rights and Modern Slavery risk considerations.

Further information about the New Life Trust and their ongoing activities can be found on the New Life Trust website.

## **What is Modern Slavery?**

The Commonwealth Modern Slavery Act (Cth) 2018 defines Modern Slavery as ‘situations where coercion, threats, or deception are used to exploit victims and undermine their freedom’. There are eight primary types of Modern Slavery:

- Slavery
- Debt bondage
- Trafficking in persons
- The worst forms of child labour
- Servitude
- Deceptive recruiting for labour or services
- Forced labour
- Forced marriage

Royal Foods understands the necessity in aiding to abolish these forms of slavery. Royal Foods aims to find and eliminate any identifiable instances of Modern Slavery practices within our business and supply chains.

## **Where are the risks of Modern Slavery within our operations and supply chains?**

Royal Foods operates business operations in line with government regulations, including fair and timely wages, suitable working hours, honest recruiting, actively fostering the safety and wellbeing of staff, and ensuring that staff are part of a safe working culture. For these reasons, the risks of Modern Slavery within our operations lie predominantly within the suppliers of products to Royal Foods. The risk to Royal Foods is that manufacturers, transportation providers, and external service providers could be fostering Modern Slavery practices within their organisation by means of intentional or negligent conduct.

## **What is Royal Foods doing to identify and prevent Modern Slavery?**

To ensure that Royal Foods is actively identifying and preventing instances of Modern Slavery with our supply chain, we have selected three key quantifiable objectives.

The three key objectives of the current Royal Foods’ Modern Slavery identification and prevention methodology are:

- 1) Gaining supplier statements from our suppliers in the form of either a survey or supplier audit.
- 2) Training our staff to understand the scope and importance of action against Modern Slavery.
- 3) Ensure appropriate mechanisms are available for whistle-blowers to raise concerns about Modern Slavery.

Below summarises the progress towards the stated objectives and what our plans are to further our Modern Slavery awareness and prevention measures.

### How are we progressing towards our set objectives?

Effectiveness is monitored through supplier response rates, training completion data, and periodic review during preparation of the Modern Slavery Statement. The below table summarises our current objectives and progress for this reporting period.

Objective	Progress Update	Status
Supplier Questionnaires – Top 10 Suppliers	Prepared and distributed to ‘Top 10’ suppliers.	Completed
Modern Slavery Training – Key Staff	Prepared and distributed amongst relevant staff. Relevant staff have completed this training.	Completed
Modern Slavery Training – 50% of Staff	Royal Foods has made this training available for all staff (nationally) to complete. The current goal is to train at least 50% of critical staff in Modern Slavery Awareness and Prevention – available to staff through our online training system. All critical staff have completed the Modern Slavery training.	Completed
Supplier Questionnaires – Top 50 Suppliers	Royal Foods has expanded the Modern Slavery Questionnaire scope and is actively collecting questionnaire responses from our Top 50 suppliers. Significant progress has been made on acquiring supplier questionnaires, with progress continuing.	In Progress

### Supplier Questionnaires

A supplier questionnaire has been prepared and distributed to our top 10 suppliers. Over the coming months Royal Foods will continue to distribute this questionnaire among our top 50 of suppliers (based on revenue). The responses to these questionnaires will be collected, examined, and will assist further development of our Modern Slavery identification and

prevention plan. No amendments to the supplier questionnaire have been required in the past 12 months.

### **Staff training on Modern Slavery**

Royal Foods believes that training is a fundamental element in helping to identify and prevent Modern Slavery in our supply chains. A Modern Slavery awareness and prevention training course has been developed and distributed among our staff via our online learning management system. All key procurement staff have completed this training.

### **Implementing a Whistle-blower Platform**

Following consideration of the available options for establishing a whistle-blower platform, Royal Foods has determined that identified Modern Slavery risks will be managed and addressed through existing internal reporting and escalation processes. Where instances of Modern Slavery are identified, or where reasonable grounds suggest that further investigation may be required, Royal Foods will take appropriate action, including notifying relevant authorities where appropriate, such as the Australian Anti-Slavery Commissioner or the Australian Federal Police. The need for a dedicated whistle-blower platform will be kept under ongoing review as part of Royal Foods' continual improvement approach.

### **Summary of Current Actions**

Royal Foods has continued to strengthen its approach to identifying and addressing Modern Slavery risks within its operations and supply chains through a targeted and proportionate framework. During this reporting period, Royal Foods has implemented supplier due diligence measures, delivered Modern Slavery awareness training to key staff, and established clear internal reporting and escalation processes to support the identification of potential Modern Slavery concerns. These actions represent measurable progress towards Royal Foods stated objectives. While no instances of Modern Slavery have been identified to date, Royal Foods

acknowledges that Modern Slavery risks can evolve over time and will continue to review and refine its approach as part of its ongoing commitment to continual improvement.

Next Modern Slavery Statement due: **December 31<sup>st</sup> 2026**

### **Modern Slavery Statement Approval**

This Modern Slavery Statement has been approved by the Royal Foods Aust Pty Ltd Board of Directors. Consultation for this statement includes Royal Foods Aust Pty Ltd, and a non-trading entity, Devings Fine Foods Pty Ltd, which is controlled by Royal Foods Aust Pty Ltd.

This Modern Slavery Statement for 2024-2025 was approved by the Royal Foods Aust Pty Ltd Board of Directors on 17/02/2026.

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