

MODERN SLAVERY STATEMENT

SCALZO FOODS 2019

This statement has been created to address “Modern Slavery Act 2018 (The Commonwealth Act)” and “The Modern Slavery Act (NSW act)” for Scalzo Foods.

The legislation has been set out to address the risk of modern slavery practices occurring in the supply chains of goods and services in the Australian market.

Scalzo Foods has developed a plan to:

Identify key risk origins and industries we work within.

Raise awareness with our key stakeholders.

Work on continuous improvement in our supply chains.

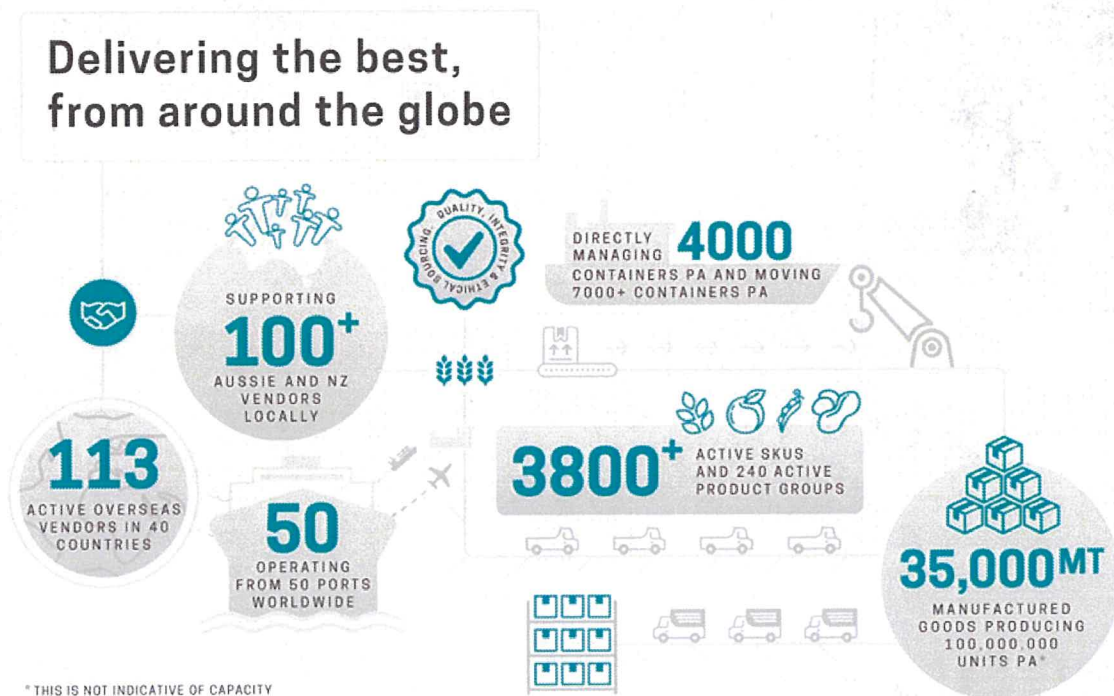
Scalzo is committed to do business the right way. We hold the highest level of respect for human rights in our supply chains.

Scalzo opposes slavery in all forms. This statement will outline steps taken by Scalzo to identify and minimise the risk of slavery occurring in our supply chains.

We recognise that the supply chains we operate within are extremely complex. We are on an ongoing journey to identify and mitigate risks within our supply chains and we are committed to continuous improvement.

OUR BUSINESS

Scalzo Foods is a privately owned business that began operations in 1977. Our capabilities in ingredient supply and manufacturing expertise have fuelled our development. We're an agile, growth-orientated food business that focuses on innovation and adding value to drive mutually beneficial partnerships.



Our head office is located in Melbourne and we have a further network of offices, warehouses and production facilities across Australia and New Zealand. Our team consists of over 300 employees.

Since 1977, we've been busy building close working relationships with an international network of suppliers across 40 countries. We also work with over 100 suppliers in Australia and New Zealand.

We treat our suppliers the way we like to be treated ourselves. We search for supplier partners that share similar ethics and values.

As representatives of Scalzo, we strive to operate with honesty, fairness and loyalty. We actively seek suppliers who share our core values and commitment to excellence.

Our Scalzo Foods Vendor Assurance Program delivers additional peace of mind. The adherence to strict quality and ethical standards translates to the highest quality ingredients and products. Our strict auditing program ensures we understand risks in our supply chains and we work with our suppliers to uphold the same core values.



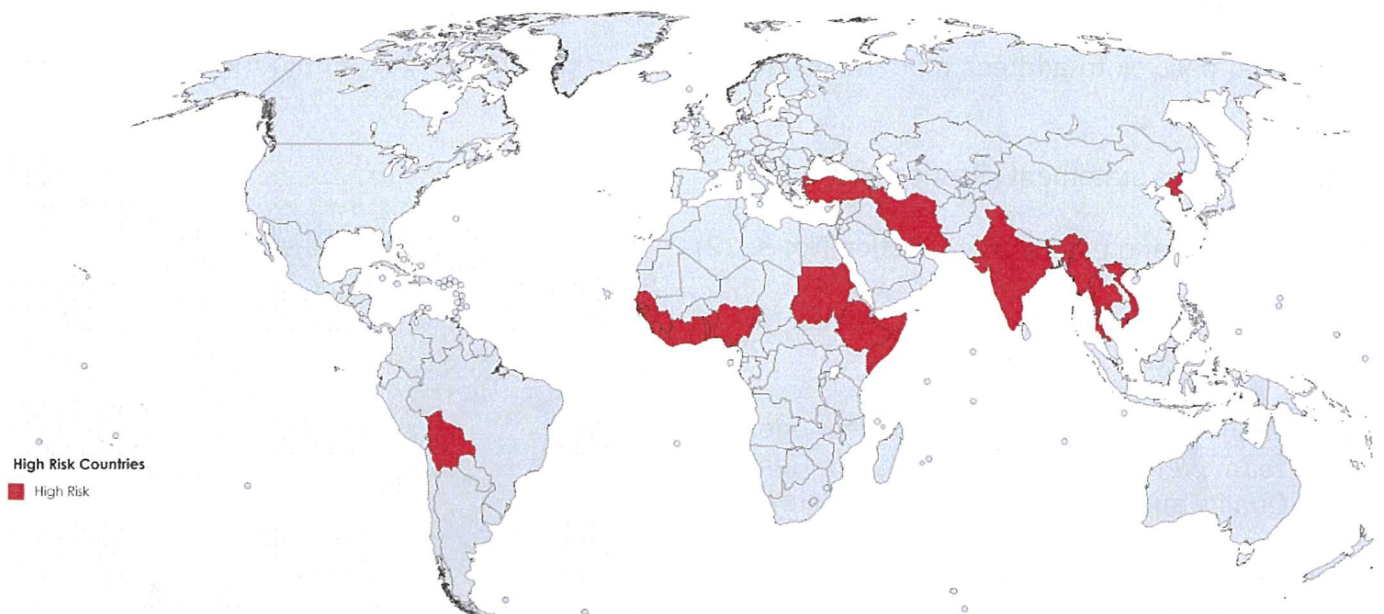
Given the vast volume we import, we believe that our business should create a positive impact on the communities we work within.

The scale of the volume we import contributes to many of our suppliers:

- Sustainable farming programs.
- Community education programs.
- Initiatives to improve quality of life.

MODERN SLAVERY IN OUR SUPPLY CHAINS:

OUR HIGH RISK REGIONS:



Based on the analysis conducted it was concluded that the countries highlighted above were deemed to be high risk for Modern Slavery and that our priority begins within these regions.

OUR COMMITMENT:

Scalzo opposes modern slavery of all forms and upholds the highest level of respect for human rights. A risk analysis was conducted across all origins and industries we buy from. This analysis categorised our suppliers into High, Medium and Low risk.

We have built this plan with assistance from the below resources:

- Outsourced expert advice from [ViaAdvisery](#).
- Considering the country of origin ranking and relevant data available on the [Modern Slavery index](#).
- Researching industries to determine any industry specific modern slavery risks - [Walk free foundation](#).
- Consulting our key stakeholders and our own experience to analyse potential supply chain risks.



Our supplier base has been notified of the new legislation and our audit schedules have been updated.

Our audit checklists and new supplier approval documentation have been updated to include a review of human rights.

Our internal policies to address modern slavery have been updated and sit within the below company statements:

Vision and values statement (**Section No.:** 3.1.1)

Business Ethics and procedures (**Section No:** 3.1.2)

Program to Introduce new suppliers (**Section No.:** 2.2.2)

Our “Human rights agenda” Sits with the Modern slavery team (Vendor Assurance Manager, Head of people Quality and Safety, Product Managers)

Scalzo foods are a member of the SEDEX platform and have undergone a SMETA audit.

Our values are aligned with internationally recognised organisations:

- [United nations declaration of human rights](#)
- <http://www.ilo.org/declaration/lang-en/index.htm>
- <https://www.ethicaltrade.org/eti-base-code>



CONTINUOUS IMPROVEMENT:

- All of our employees responsible for working with suppliers are being trained in ethical sourcing. This specialised training provided by CIPS Australia educates the team to identify and mitigate labour related sourcing risks.



- We recognise and understand that many upstream inputs into our products and suppliers' facilities may also hold human rights abuse risks. We have added these upstream inputs onto our risk agenda with an emphasis on this area in the coming 18 months.
- We will be working closely with our suppliers, customers and the food and beverage importers association to achieve continuous improvement.

This statement was reviewed and approved by the Scalzo Board of Directors on the 26th of September 2019.

A handwritten signature in black ink, appearing to read 'Quin Scalzo', written over a horizontal line.

Quin Scalzo
Executive Director

