



Introduction

MJCP Holdings Pty Limited and its subsidiaries (**M&J**) are pleased to present M&J's first Modern Slavery Statement (**MSS**).

This MSS relates to the reporting period from 1 July 2019 to 30 June 2020. The MSS is made under the Modern Slavery Act 2018 (**MS Act**) as a joint MSS for MJCP Holdings Pty Limited ACN 626 875 349, MJCP Finco Pty Limited ACN 628 593 493 and M&J Chickens Pty Limited ACN 626 875 465.

The MSS sets out the reporting entities' approach to:

- Implementing M&J's Modern Slavery Policy (**MS Policy**) within its operations and within its supply chains; and
- Identifying, assessing, and addressing modern slavery risks in its operations and supply chains.

M&J is committed to identifying, assessing and addressing modern slavery risks within our own business and supply chain.

M&J's modern slavery program is undertaken in collaboration with its suppliers, acknowledging that the identification and management of modern slavery practices is both complex and challenging. M&J encourages suppliers to maintain a collaborative and open relationship with M&J with respect to any modern slavery risks in its supply chains.

Structure, operations, and supply chain

Structure

MJCP Holdings Pty Limited is a proprietary company registered in Australia that owns two Australian subsidiaries. M&J is headquartered in New South Wales. The business commenced trading in 1982 as a family business managing a single chicken shop.

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Below is M&J's corporate structure:



M&J shares central governance and legal functions. MJCP Holdings Pty Limited prepares the group's modern slavery policies, procedures and reports centrally through head office.

Operations

M&J has food processing sites in New South Wales, Queensland, Victoria, South Australia, and Western Australia. M&J processes, cooks, and distributes fresh and cooked products to over 3,000 customers in the hospitality, health care, aged care, catering, education, retail and government sectors. Beyond its domestic business, M&J also sells products, largely via distributors, in Hong Kong and Singapore.

M&J operates under a number of brands, which include M&J Chickens, Chef's Creations, Five Acre Fields, and Chef's Perfection. The business has a variety of registered business names and brands including:

CHEF'S PERFECTION (WHOLESALE)
M & J CHICKENS - VICTORIA
M & J CHICKENS (North QLD)
M & J CHICKENS (QLD)
M & J CHICKENS (SA)
M & J CHICKENS (W.A)
M&J CHICKENS – NSW

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Supply chains

Key goods that M&J sources include:

- Processed fresh chicken or whole fresh chickens from Australian poultry processors;
- A variety of ingredients and spices that it uses in further processing and manufacturing of value-added products; and
- Specialised equipment, some of which is sourced from:
 - The Australian subsidiaries of OECD based manufacturers; or
 - Local distributors of OECD based manufacturers.

M&J also sources services to support its operations. Key services that are part of its supply chain include:

- Factory cleaning services;
- Third party providers providing certifications in accordance with various State food safety laws; and
- Repair and general maintenance to equipment.

Risks of modern slavery practices in M&J's operations and supply chains

Risks in M&J's Operations

M&J has a relatively low risk profile within its own operations, where employees are recruited and inducted through a fair and transparent recruitment process, with checks for visa status. We have processes aimed at achieving compliance with employment and safety legislation from the time our employees commence employment.

Risks in M&J's Supply Chains

M&J has considered the extent to which it may contribute to, cause or be linked to modern slavery risks in its operations and supply chains. Through this process, M&J has identified the following key risk areas:

- Supply of specialist machines and goods from overseas; and
- Use of labour hire firms.

M&J's Approved Suppliers are diverse in the nature of their operations. They vary from Australian listed companies, Australian private companies, sole traders and in addition, one Thailand-based family company.

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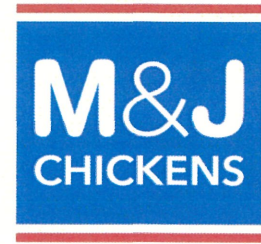
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Smaller businesses may not have developed adequate systems to detect and address the risks of modern slavery within their own operations or supply chains. Some of the work is unskilled and / or semi-skilled, and may attract workers who are vulnerable to exploitation in respect of their working terms and conditions.

Actions taken to assess and address modern slavery risks

Due diligence

M&J has taken the following actions to address modern slavery risks in its own operations:

- Ongoing review of our labour practices;
- Provision of direct, permanent employment wherever possible;
- Provision of a safe and non-discriminatory workplace; and,
- Ensuring that our employees are able to work under the Migration Act 1958

In respect of modern slavery risks in its supply chains, the key actions taken by M&J include:

- The introduction of a MS Policy;
- Preparation of a comprehensive plan and documentation to implement the following actions during the FY21 financial year:
 - Provision of the MS Policy to all current and new suppliers;
 - Roll-out of a questionnaire ('**Questionnaire**') seeking information from all Approved Suppliers about their compliance with M&J's Supplier Code of Conduct and policies to assist M&J understand and mitigate its modern slavery risks that may arise through those suppliers':
 - Businesses with regard to labour practices; and
 - Supply chains, whether in Australia or overseas.

The Questionnaire will be the primary means for M&J to obtain relevant information from its Approved Suppliers regarding the risks of modern slavery in its supply chains. The Questionnaire will require information to be provided to M&J with regard to the following categories of information:

- General information about business operations;
- Any external certification information;
- Labour practices;
- Supply chain;
- Grievance & redress mechanisms;
- Response to any allegations and incidents; and
- Potential remedy.

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M&J will also provide all of its Approved Suppliers with M&J's Supplier Code of Conduct and its MS Policy. M&J requests its Approved Suppliers to return a Declaration with their Questionnaire, which requires the directors/authorised representatives of the Approved Suppliers to understand, acknowledge and declare their entity's compliance with the MS Act and also to M&J' Supplier Code of Conduct and MS Policy.

Remediation

M&J has put in place the following actions to address any impact of modern slavery in its operations and supply chain:

- At the recruitment stage, M&J ensures each candidate for employment has a right to work in Australia and is engaged in accordance with the requirements of the *Fair Work Act* 2009 and applicable safety legislation.
- M&J has a range of policies covering workplace conduct, equal employment opportunity, and bullying. M&J has also introduced a whistle blower policy.

Where M&J was not satisfied with its due diligence inquiries, it has taken corrective action, by either ceasing to trade with such suppliers or working collaboratively with the suppliers to ensure they operate in a manner consistent with M&J's expectations.

M&J is committed to working with relevant suppliers to try and bring about awareness of modern slavery risks in the supplier's own business. However, if a supplier does not take steps to address these risks, then M&J will consider ending the business arrangement.

Assessing the effectiveness of M&J's modern slavery actions

M&J has commenced the process of raising awareness within its business and identifying areas where modern slavery risks may arise. M&J has introduced the following measures to monitor the effectiveness of the actions that it has taken to mitigate the modern slavery risks in its operations and supply chains:

- Reviewing and developing the content of M&J's supplier Questionnaire to ensure it is relevant to the risks of modern slavery within the food processing industry. An internal team with legal, operational, human resources and procurement skills has been established to ensure the MS Policy and Questionnaire are reviewed to ensure their effectiveness and continuing relevance. Where such skills are not resident in the M&J team, third party support has been secured;
- Reviewing our risk assessment processes to ensure they remain up to date;
- Regular engagement and feedback between key areas (including procurement, human resources and legal); and,

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- Internal audits of our processes (e.g. prequalification checks for suppliers)

Consultation

In preparing this Statement, M&J consulted with a cross-functional working group of employees with responsibility for the oversight of procurement, legal and risk processes across the business. M&J management team members with specific operational responsibility for the reporting entities covered by this Statement (and the entities controlled by them) were also asked to provide feedback on the Statement prior to it being presented to the board of directors of MJCP Holdings Pty Limited for final review and approval.

Conclusion

M&J has valued the opportunity to review its own operations and its supply chain in accordance with the objectives of the MS Act, as part of M&J's commitment to high standards of ethical conduct and corporate governance.

The contents of this MSS have been approved by the board of MJCP Holdings Pty Limited.

Chief Executive Officer of MJCP Holdings Pty Limited

Chairperson of MJCP Holdings Pty Limited

DATE: 31 March 2021

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