

Modern Slavery Statement

2022 - 2023



This statement covers the activities of Golden Cockerel Pty Ltd

ABN 84 009 906 432



OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Golden Cockerel is an independent Poultry Processor currently employing approximately 600 people. Our head office and processing facility are located in Mount Cotton, Queensland Australia.

Golden Cockerel is jointly owned by two families who have been involved in the Australian poultry industry for three generations. We presently process in excess of 35 million broilers per annum.

All Golden Cockerel operations are conducted solely in Australia. The supply chain (Tier 1) including procurement of services are sourced predominantly from approved Australian suppliers.

Golden Cockerel strives to ensure integrity, ethics and transparency in all activities. We are fully committed to ongoing review of our risk profile and maintaining strict compliance with relevant laws and regulations.

OUR POLICIES

Our Code of Conduct outlines our company values and how we will conduct ourselves. It covers a range of important elements about how we do business, including behaving ethically and lawfully. It sets out the standards of behaviour we expect of our people, including our directors, employees and contractors.

We have the following policies in place to ensure our commitment to good corporate governance and responsible business practices. These proactively assist with identification of potential risks for slavery and human exploitation.

- Employee Code of Conduct
- Business Ethics & Integrity Policy
- Whistleblower Policy
- Recruitment Policy
- Contractor Management Procedure

DUE DILIGENCE PROCESSES

In 2022 we undertook a more in depth review of our supply chain for potential modern slavery and exploitation risks. This review was based on various key factors:



Summary Of Procurement Activities	% of total expenditure	Risk
Livestock for processing	62 %	Low
All other goods, materials and services are sourced from Tier 1 suppliers	38 %	Low

Overall we conclude that modern slavery risks within our supply chain and operations are unlikely.

In addition to our supply chain review, Golden Cockerel's processing operations are subject to regular internal auditing to ensure compliance with relevant legislation, regulations and strict quality standards. We are also subject to rigorous external auditing through our customers respective Ethical/Social Accountability programs which thoroughly examine our business operation and practises for slavery and other human right concerns.

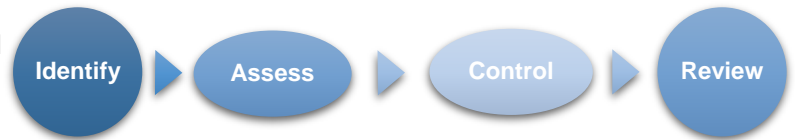
Golden Cockerel has also been a member of [Sedex \(Supplier Ethical Data Exchange\)](#) since 2018.

RISK DETECTION AND MANAGEMENT

Despite no known risks at present, we are committed to continually improving how we work with the supply chain to meet our ethical obligation to combat potential slavery and exploitation risks. Our actions are focussed to ensure potential risks are identified and avoided.

We are pro-actively working to deepen our review of the supply chain in support of our commitment to this statement and our overall strategy.

Potential risks will be identified and responded to appropriately using our internal risk management process



Concerns regarding potential modern slavery issues can be raised internally through the established grievance process or externally through the process outlined in the published Whistleblower Policy.

TRAINING

Training is an essential component of our risk management, governance and compliance framework. Training ensures all employees are aware of their obligations under our compliance policies, and are able to access further information when required.

Training completed in 2022 / 2023 in relation to policy, awareness, ethical management and business practices includes:

- Policy and procedure refresher training for all employees – including an update on the Code of Conduct.
- Refreshing awareness of the Whistleblowing Policy to all employees – including an overview of the policy, scope and how to report a matter of concern.
- Refreshing awareness of the Business Ethics and Integrity Policy to all management and non-production employees.
- Supplier questionnaire and code of conduct roll out/awareness training for management and roles responsible for procurement of goods and/or services (proposed).

KEY AREAS OF FOCUS 2022 / 2023

- Development of a supplier questionnaire and code of conduct
- Further review and updating risk related policy and governance control measures
- Continue participation in internal and external auditing around social accountability and modern slavery practises

This statement is made pursuant to section 13 of the Modern Slavery Act 2018 and constitutes the slavery and human trafficking statement of Golden Cockerel Pty Ltd for the year ended 30 June 2022 and has been approved by the Golden Cockerel Board.

Signature by: John Flynn
Chief Executive Officer

November 2022

