

Modern Slavery Statement 2024 / 2025

Introduction

Fayman International Group Pty Ltd (ACN 640 390 576) (**Fayman Group, we, us or our**) is an Australian company with its registered address at 2 Cope Street, Preston, Victoria, 3072, Australia.

This Modern Slavery Statement (**Statement**) has been made in accordance with the Modern Slavery Act 2018 (Cth) (**Act**). This Statement identifies the ongoing steps taken by the Fayman Group to identify, manage, mitigate and eliminate the specific risks of modern slavery in our operations and supply chains during the financial year ending 30 June 2025 (**Reporting Period**).

Modern slavery is a growing global issue affecting individuals across the world. As of 2025, modern slavery continues to affect approximately 50 million people globally with no significant decline over recent years. It involves serious forms of exploitation and includes human trafficking, servitude, forced labour, debt bondage, forced marriage, child labour and other forms of exploitation where individuals cannot leave due to coercion, threats, or deception. Often, it is driven by the procurement of goods and services via global supply chains, and involves coercion, threats or deceit to exploit victims and undermine or deprive their freedom. Despite growing awareness, the scale of the issue remains daunting.

The purpose of this Statement is to update and set out what the Fayman Group is doing to minimise the risk of modern slavery in our operations and supply chains. Fayman Group is committed to working with our stakeholders, suppliers, other businesses and the broader community to help minimise modern slavery practices around the world.

Fayman Group has adopted a zero-tolerance policy for modern slavery in all forms through our operations and supply chain. Operating in a global environment, Fayman Group is committed to transparency through our supply chains. Fayman Group is on a journey to ensuring our operations and supply chains are free of modern slavery.



Our structure, operations and supply chain

Since 1952, Fayman Group (and its predecessor firms) has grown to become a trusted name and global operation that specialises in the manufacture, import, export and distribution of chilled, frozen and cooked proteins. We focus on 3 core areas – edible proteins, pet food, and animal-based pharmaceuticals.



Fayman Group is currently located in Melbourne, Sydney and Brisbane with approximately 30 employees. At the Fayman Group, we are all part of the same team, and we have particular people who specialize in markets and products.



We have approximately 50 direct suppliers across Australia that supply Fayman Group predominantly with raw materials and logistics. In secondary levels of our chain of suppliers, we procure shipping and freight and product from abattoirs, manufacturers and protein traders. Whilst primarily based throughout Australia, suppliers are also procured from Asia Pacific and the Americas.

Our related brands

Fayman Group has grown to become truly global, servicing customers in 4 continents and over 80 countries, with the advantages that having local knowledge and a global perspective brings. Within this growth, the vision of the founders remains – customer satisfaction above all, wherever in the world the company operates. Our related entities carrying on our business in Australia comprise the following:



Risks of modern slavery practices in our operations and supply chains

Fayman Group acknowledges the inherent risks of modern slavery linked to certain sectors, products, countries or geographic regions.

We undertook risk assessments of modern slavery risks in our operations and supply chains over the Reporting Period to consider the risk that we are causing, contributing, or directly linked to modern slavery practices. We used several factors to assess the potential risk of modern slavery in our supply chains as set out below.

Risks related to sectors

Sectors can have high modern slavery risks because of their characteristics and processes. The supply chains of the food and agriculture sector have a high risk of modern slavery due to the nature of the work undertaken in the production, processing, packaging and transportation of raw materials and product.

The [International Labour Organisation and Walk Free Foundation](#) identified that in 2016, of the estimated 16 million victims of forced labour exploitation in the private economy worldwide, 11% were found to be within the agricultural and fishing sector.

According to recent global estimates, forced labour affects approximately 27.6 million people worldwide, with the majority - about 63% - exploited in the private economy. While a precise sectoral breakdown for 2025 isn't yet available, agriculture and fishing remain among the most vulnerable industries due to their informal nature, seasonal work, and limited oversight. If we apply the 11% applicable to 2016 as referenced in the [International Labour Organisation and Walk Free Foundation](#) (and referenced in our last statement), then over 3 million people may still be trapped in forced labour within agriculture and fishing. However, this is a rough estimate, and actual numbers could vary depending on regional enforcement, climate-related displacement, and economic pressures.

Risks related to products

Products can have high modern slavery risks because of the way they are produced, provided or used. An important element to consider as part of production is the sourcing of raw materials. As some raw materials for products sold by Fayman Group are procured through indirect suppliers, we recognise that there may be reduced visibility over third party labour arrangements particularly in overseas markets, increasing the complexity of risk management and mitigation. In this Reporting Period, we assessed these risks and concluded that they remain relatively low, as our suppliers are primary producers in the supply chain who purchase directly from local farmers. This structure provides greater traceability and oversight of labour practices, helping to reduce the likelihood of modern slavery risks occurring further upstream.

Risks related to countries or regions

Some countries or regions, including areas in South America, may have high modern slavery risks due to poor governance, conflict, migration and socio-economic factors.

Further considerations

We recognise that risks of modern slavery are heightened where these factors intersect. Though, the overall risk is likely mitigated based on the small number of overseas suppliers engaged and the vast majority of raw material that are sourced from within Australia. Additionally, we have many long-standing relationships with a number of our direct suppliers, providing Fayman Group with increased visibility of supplier operations.

Our actions taken to assess and address risks of modern slavery practices

We continue to implement a modern slavery framework to assist in addressing the modern slavery risks associated with our operations and supply chains. This framework outlines Fayman Group's approach to modern slavery and human trafficking concerns, which continues to be implemented over time. The following phases are part of this framework:

1. reviewing and updating the [terms and conditions \(https://fayman.com.au/terms-conditions-for-purchase-of-goods-or-services/\)](https://fayman.com.au/terms-conditions-for-purchase-of-goods-or-services/) for purchasing goods or services from the Fayman Group, having regard to modern slavery provisions;
2. reviewing and updating the [terms and conditions \(https://fayman.com.au/terms-conditions-for-sale-of-goods/\)](https://fayman.com.au/terms-conditions-for-sale-of-goods/) for sale of goods by the Fayman Group, having regard to modern slavery provisions;
3. establishing and rolling out further policies for the Fayman Group, ensuring they address issues associated with modern slavery;
4. conducting regular site visits and assessing operations of direct suppliers;
5. assessing modern slavery conditions on procurement of new suppliers;
6. reviewing due diligence procedures of suppliers; and
7. providing internal training and educating employees about identifying and reporting instances or threats of modern slavery.

In relation to past actions addressing modern slavery, it was noted the Fayman Group had:

- developed a comprehensive questionnaire which continues to be distributed to our suppliers, which identified potential areas of vulnerability and evaluated the effectiveness of our suppliers' policies and practices in addressing modern slavery concerns;
- implemented a biennial site visit program where our team met with suppliers to review their operations, which visits focus on assessing the quality and the source of

raw materials, collection processes, and production processes. These visits enabled us to assess firsthand the working conditions and practices, and helped us to identify any risks related to modern slavery, as well as collaborate with suppliers to address any identified issues; and

- implemented and rolled out several policies to strengthen our commitment to combating modern slavery, including the following:
 - a. whistleblower policy;
 - b. procurement policy; and
 - c. the Fayman Group code of conduct.

In this Reporting Period, we continued these efforts with ongoing engagement and review to ensure our framework remains current and effective.

During this Reporting Period, we undertook the following additional steps:

- continued refinement and roll out of the detailed modern slavery questionnaire to our suppliers and the update of applicable contractual terms;
- improved modern slavery due diligence processes and contractual protections, seeking to ensure that modern slavery is not present in the operations and supply chains of our suppliers, including indirect suppliers;
- reviewed the 2023 Global Slavery Index and considered updated risks in our industry;
- continued distribution of our supplier questionnaire to our major suppliers, including to those located in South America, and specifically distributed our supplier questionnaire to our largest suppliers to ensure greater oversight and focus on areas of highest potential impact;
- continued discussions with staff and suppliers and education about modern slavery and related topics in order to combat modern slavery within our team;
- provided refresher updates of the whistleblower policy, procurement policy and the Fayman Group code of conduct to our team via accessibility on internal staff networks (shared drives) accessible to all employees;
- assessed moderate to high-risk scenarios by country for overseas suppliers and by industry;
- had internal discussions and working groups about modern slavery requirements with our legal and procurement teams to determine and roll out future actions;
- maintained our program of regular site visits to our suppliers' facilities, ensuring in-person assessments remain a core part of our risk review; and
- continued to encourage our team to visit our suppliers at their sites with a focus on assessing the quality and the source of raw materials, collection processes and production processes.

Description of our policies, governance and due diligence processes

Fayman Group continues to maintain a comprehensive code of conduct. This code outlines the expected behaviour and business conduct for all employees within our organisation. It covers legal compliance and provides guidance on ethical standards. At a high level, this code of conduct seeks to outline Fayman Group's mission, values and principles, linking them with standards of professional and legal conduct. The code places an obligation on all personnel to take responsibility for their own conduct, and promotes the behaviour and practices desired from personnel on a day-to-day basis. Implementing and rolling out this code demonstrates senior management's expectations in relation to ethical principles.

We also continue to operate our whistleblower policy within Fayman Group that contemplates staff and suppliers submitting whistleblower notifications. Employee handbooks, codes of conduct, externally facing websites and internal policies and procedures have been updated to include / reference to the whistleblower policy. This whistleblower policy encourages the reporting of any misconduct, including breaches of legislation, criminal activities, and unethical behaviour, including in relation to modern slavery non-compliance. Importantly, the whistleblower policy allows for anonymous reporting, ensuring a safe and confidential reporting environment.

Furthermore, the Fayman Group has implemented a robust procurement policy that sets out guidelines and procedures for our procurement processes. This policy ensures that:

- our procurement activities for all goods and services adhere to high ethical standards;
- goods and services procured are obtained in an honest, competitive, fair, ethical and transparent manner with consideration of quality, service, environmental and social impacts; and
- we promote fair and transparent supplier selection.

All of these policies have been communicated to our workforce, for the purpose of ensuring that our employees are fully aware of our expectations. We actively encourage our employees to report any suspicions or concerns regarding modern slavery, ensuring prompt measures are taken to resolve such concerns.

Assessing the effectiveness of our actions

During this Reporting Period, our efforts extended beyond gaining a better understanding of modern slavery risks in our operations and supply chains. While we are still in the process of adequately assessing the effectiveness of our measures, we have made significant improvements. We have continued to develop frameworks and implement processes that will enable us to effectively review the actions taken to assess and address modern slavery risks.

Fayman Group has identified a very limited number of risks with its current supplier base and no instances of non-compliance in relation to modern slavery. This is likely due to the long-term and entrusting nature of our relationships with direct suppliers. Remediation of any non-

compliance issues are dealt with amicably by directly engaging with suppliers. We also undertook a risk review during this Reporting Period and concluded that the nature of our supplier relationships, particularly with primary producers who source directly from local farmers, supports a low overall modern slavery risk profile.

Fayman Group is committed to continuous improvement in our strategies to identify and mitigate modern slavery and ethical sourcing risks. In future years, we envisage Fayman Group's priorities to include:

- continued engagement and training related to modern slavery with employees and suppliers;
- additional stakeholder engagement via refresher training for employees and suppliers;
- continued planning and assessment of appropriate ways to work with our high-risk suppliers in South America; and
- continued review of our suite of risk-related policies and governance control measures.

Consultation with our related entities and governance

Fayman International Group Pty Ltd does not own or control any other reporting entities for the purposes of the Act, and therefore this criterion is not applicable.

This Statement was developed in consultation with relevant departments across our business, including procurement, legal and human resources.

This Statement was approved by the Board of Directors of Fayman International Group Pty Ltd in their capacity as principal governing body on 20 June 2025 and is signed by responsible members of Fayman International Group Pty Ltd as defined by the Act.

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Paul Fayman

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Paul Fayman
Director

20 June 2025 | 1:16:07 PM AEST

Date

Signed by:

Ashrith Ramachandran

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Ashrith Ramachandran
Chief Executive Officer

20 June 2025 | 12:33:48 PM AEST

Date