



Modern Slavery Statement – Moffat Pty Limited

For the year ended 31 August 2023

Introduction

This Modern Slavery Statement is for Moffat Pty Ltd ABN 90 070 810 721 (Moffat) which is a wholly owned subsidiary of Moffat Group Pty Limited ABN 92 069 691 407. Moffat Group Pty Limited is part of Ali Group SrL, a company incorporated in Milano Italy.

Moffat designs, develops, manufactures, markets and services a comprehensive range of commercial cooking, bakery and meal distribution equipment. We supply equipment to the food service, hospitality, bakery and healthcare meal distribution markets.

Moffat employs over 182 employees. Our head office is located in Melbourne, Australia.

Moffat does not tolerate modern slavery or other human rights abuses but recognises there are risks of modern slavery in a business that has a global supply chain.

While this is Moffat's first published Modern Slavery Statement, Moffat has made a Modern Slavery Statement available on its website for several years. This Statement sets out what our current practices are in relation to identifying modern slavery risks and what steps we plan to take in the next reporting period.

Our Purpose

Moffat is dedicated to supplying high quality products and a range of value-added services and is committed to the needs and wellbeing of our customers and employees. We seek to promote honest and ethical conduct throughout our operations and we encourage our employees, contractors, suppliers and customers to report any instances of unethical or illegal behaviour.

Our Operations, Structure and Supply Chain

The designs of all Moffat products are done by a related Moffat entity in New Zealand. All our manufacturing is carried out in Moffat's own manufacturing facility in New Zealand, and we also import products from Italy, Germany, Finland, France, the UK, China and the USA.

We have sales and services offices in Melbourne, Sydney, Brisbane, Perth and Adelaide in Australia, Christchurch and Auckland in New Zealand as well as in the United Kingdom and the USA.

The main raw materials in our products are stainless steel which is mainly sourced from China and Taiwan. Componentry, electrical componentry and heating elements are manufactured in the USA, Asia and Europe.

Most of our service technicians are Moffat employees, however we use contractors to service our customers where demand requires in the major cities, and those customers located in remote areas. We use labour hire companies on a limited basis to provide some of our warehouse and office staff.

We outsource services such as cleaning, security, facility management and provision of uniforms.

Risks of Modern Slavery

The commercial cooking, bakery and meal distribution equipment market is not one which is viewed as being at high risk of modern slavery and nearly all of the manufacturing of our products occurs in geographic regions where protections for workers are generally well developed and robust. Where our suppliers are located in China, we have been careful to use reputable suppliers and undertake thorough screening.

However, we do not have complete visibility of the supply chain of our suppliers, especially in relation to the production of stainless steel which is the key raw material in our products.

Due diligence and Remediation

Our approach to reducing the risks of modern slavery in our supply chain is to build and maintain strong supplier relationships with reputable suppliers across our operations and all geographic locations. We are assisted in this in our affiliation through our parent company with the Ali Group, a global company, with a strong tradition of innovation and excellence. In developing our supplier relationships, we consult with other members of the Ali Group and Ali Group's Procurement division.

Where practicable, we formally screen our product suppliers to ensure that employees are paid according to the local laws and that working conditions are reasonable and safe. We aim to conduct site visits and audits of our suppliers' premises at least once every two years, although these visits have been disrupted because of the Covid 19 pandemic. If we find any issues with our suppliers, our approach is to change suppliers.

In this reporting period, Moffat's focus has been to identify the risks of modern slavery in our supply chain and operations and we have not yet developed measures to evaluate the adequacy of our current supplier screening processes. We intend to develop these measures in the coming reporting periods.

Consultation

Moffat does not own or control any other entities so there were no other entities with which Moffat consulted in drafting this Modern Slavery Statement.

Planned Actions in Next Reporting Period

These are the actions Moffat intends to take to address the risks of modern slavery in its supply chain and operations:

- Provide training to senior Moffat staff in relation to its modern slavery obligations;
- Review its Whistleblower Policy to ensure it encourages the reporting of modern slavery; and
- Commence a review of its key supply contracts to ensure that Moffat requires its suppliers to comply with the *Modern Slavery Act 2018* (Cth).

Signed by:



Name: Gregory J O'Connell
Position: Group Managing Director
Date: 21 September 2023