



MODERN SLAVERY STATEMENT

Escare Holdings Pty Ltd T/A Cadell Food
Service

Cadell
Food Service

1. Introduction:

This Modern Slavery Statement is provided for Escare Holdings Pty Ltd ABN 76 065 386 110 (Cadell Food Service) under section 14(1) Modern Slavery Act 2018 (Act) for the period from 1 July 2023 to 30 June 2024.

Cadell Food Service is committed to eradicating modern slavery and human trafficking from its operations and supply chains. This Modern Slavery Statement outlines our dedication to preventing, detecting, and addressing instances of modern slavery in accordance with the Modern Slavery Act 2018 (Cth) of Australia.

Core Principals:

At Cadell Food Service, our core principles guide our actions and decisions:

- Reliable, quality customer service,
- Honesty and respect,
- Resilience through teamwork and
- Continuous improvement.

We believe slavery in any form to be abhorrent and morally corrupt. Our organisation understands our obligations and is committed to identifying and driving out any form of slavery that may be present in our value chain. The Cadell Food Service Board consistently assesses the company's risk management strategy to pinpoint potential threats and implements suitable mitigation measures where necessary.

Our Commitment:

We acknowledge that modern slavery is a grave violation of human rights and a crime. As a responsible corporate citizen, Cadell Food Service is fully committed to ensuring that our operations and supply chains are free from any form of modern slavery, including forced labour, child labour, debt bondage, human trafficking, and exploitative practices.

Our Policy:

We have developed a comprehensive Anti-Modern Slavery Policy that communicates our dedication to eradicating slavery from our business operations and supply chains. This policy outlines the responsibilities of all employees, suppliers, and contractors, emphasising our zero-tolerance approach towards modern slavery.

2. About us:

Our history:

Established in 1994, Cadell Food Service began operating with a five-person workforce. Now in 2024, we have grown to approximately 180 full-time equivalent employees (including full-time, part-time, and casual personnel). Our offices in Regional Victoria and Melbourne, as well as our partnership with the Countrywide National Network, encompasses buying power of two billion dollars, making Cadell Food Service a family-owned Victorian success story.



Our business:

Cadell Food Service operates in wholesale food distribution, serving 2000+ clients across diverse food service establishments, including:



Cafes and Restaurants



Pubs and Clubs



Hotels Motels



Health & Age Care



Schools & Education



Fast Food & Pizza Shops



Caterers



Bakeries

Additionally, Cadell Food Service manages the needs of fifty contract customers, overseeing food items, costs, freight, and accounts.

State-of-the-art technology, product control, vehicles, and highly motivated staff have allowed Cadell Food Service to provide a hassle-free experience for our customers. We provide guaranteed extra effort from all our staff, ensuring that our service is second to none. Our family-owned regional business has been competing with multinational businesses in all aspects of the food service industry for 30 years.

3. Modern slavery risks in our operations and supply chains:

In our operations:

Considering our operational context, we assess our modern slavery risk as low, as all our office sites and employees are based in Australia, a country deemed low risk by the Global Slavery Index (GSI). Our staff benefit from contractual and industrial safeguards protecting their rights. With a medium-sized workforce, all employees are directly employed by Cadell Food Service and operate outside sectors flagged as high-risk by the GSI.

In our supply chain:

Our supply chain encompasses major Australian food manufacturers, primarily sourcing locally. However, some suppliers extend internationally for products like packaging from China, Seafood from Thailand, Malaysia, and Vietnam, Condiments from Europe and America, and potato products from New Zealand and Europe.

While most of our suppliers are based in low-risk countries like Australia, some may face higher vulnerability due to supply chain extensions to regions like China, Thailand, Malaysia, and Vietnam. Additionally, the lack of complete visibility across our supply chain poses another immediate risk of modern slavery practices.

Despite strong relationships with core suppliers, our limited insight into their supply chains, including contractors and subcontractors, may expose us to modern slavery risks.

4. Supplier Engagement and Risk Management Strategies:

Supplier Due Diligence:

We recognise the critical role that suppliers play in our commitment to combat modern slavery. To address modern slavery risks effectively, we will undertake rigorous due diligence on our suppliers. This will include:

1. **Supplier Assessment and Questionnaires:** We will develop a supplier assessment questionnaire that includes specific questions related to modern slavery risks. We will request information about their labour practices, recruitment methods, working conditions, and measures they have in place to prevent modern slavery.
2. **Supplier Self-Assessment:** We will encourage suppliers to conduct their self-assessments of their labour practices and supply chains.
3. **Supply Chain Mapping:** We will map out our supply chain to understand the various tiers of suppliers involved. We will identify high-risk areas where modern slavery may be more prevalent, such as regions known for labour exploitation.

Engagement with Suppliers:

We will actively engage in open dialogues with suppliers about their labour practices, seeking their commitment to comply with ethical standards. We will encourage transparency and collaboration to address any identified risks.

Auditing and Monitoring:

Annual audits of suppliers and supply chains will be conducted to assess compliance with anti-slavery measures.

Transparency and Communication:

We are transparent about our efforts to combat modern slavery and will regularly communicate progress to stakeholders, including customers, investors, and the public. Our Modern Slavery Statement is available on our website, and we will provide updates in our board reporting, annual reports and corporate social responsibility (CSR) reports.

Employee Training and Awareness:

Cadell Food Service will provide appropriate team members with tools and training for them to assess, identify, and manage the risks associated with Modern Slavery. We believe that training, whether conducted face-to-face or online, plays a crucial role in developing our team and supporting the governance of our business.

For new employees involved with modern slavery-related responsibilities, they will be expected to undergo training. This training will provide them with the necessary knowledge and skills to understand, identify, and address issues related to modern slavery effectively.

Risk Management:

We maintain consistent and high standards of due diligence and risk mitigation processes, regardless of whether the environment or the suppliers with whom we work are vulnerable to modern slavery.

Despite the risks outlined within our business, the Board remains steadfast in its dedication to Environment, Social, and Corporate Governance (ESG) factors as key indicators of the company's performance. This commitment extends to transparently disclosing our supply chain management efforts and taking steps to mitigate the risks associated with modern slavery. Regularly, the Board of Cadell Food Service evaluates the company's risk management strategy to pinpoint potential threats and guarantee the implementation of suitable mitigation strategies.

5. Our Efforts Against Modern Slavery Risks:

Setting Specific Goals and Crafting a Position Statement:

To provide clear direction and accountability, Cadell Food Service will set specific goals and craft a position statement outlining its commitment to eradicating modern slavery practices. This statement will include actionable steps that will be implemented over a defined period, demonstrating the company's ongoing dedication to this cause.

Development of Robust Policies and Procedures:

In line with these goals, Cadell Food Service will develop robust policies and procedures governing its approach to modern slavery, incorporating a feedback loop to ensure continuous improvement and adherence to ethical principles. These policies will emphasise the importance of ethical conduct throughout the supply chain and provide guidelines for identifying and mitigating risks.

Training Programs for Awareness and Education:

Recognising the importance of awareness and education, Cadell Food Service will conduct training programs with key staff to give them the tools to identify and manage modern slavery risks.

Regular Audits and Utilising a Risk Assessment Platform:

As part of its commitment to transparency and accountability, Cadell Food Service will conduct annual reviews to assess its position and identify areas for improvement in the fight against modern slavery. These reviews will help to evaluate the effectiveness of existing measures and inform future actions.

Supporting a "Speak Up" Culture:

Cadell Food Service encourages a "speak up" culture, which is supported by our Whistleblower Policy and complaints management process. This provides appropriate protection for employees, subcontractors, and suppliers of Cadell Food Service who report issues or concerns, either directly or anonymously. This process is supported by Cadell Food Service's Human Resources Department to ensure that reports are handled confidentially and escalated appropriately within our business.

Through these concerted efforts, Cadell Food Service will be dedicated to upholding the highest ethical standards and making meaningful progress in the fight against modern slavery.

Board Involvement:

At Cadell Food Service, we understand the critical role of leadership in driving organisational change. Therefore, our Leadership Team is fully committed to ensuring the success of initiatives from the "top down." Specifically, we will integrate modern slavery risk considerations into our organisation's risk management matrix. This framework undergoes periodic review and assessment by the Board.

Furthermore, the Board is dedicated to continuous professional development, particularly on Environmental, Social, and Governance (ESG) issues. To this end, training sessions will be provided for the Board members when required to enhance their understanding and engagement on this topic.

6. Continued Improvement and Remedial Actions:

In this initial reporting year, our focus will be on updating procurement policies and procedures to address modern slavery risks within our direct supplier base. Subsequently, in the second year, we will introduce online training for relevant staff, revise our code of conduct to explicitly reference human rights and modern slavery, and monitor new supplier engagements for such risks, integrating modern slavery clauses where applicable.

Moving into the third year, our efforts will remain concentrated on monitoring training effectiveness and enhancing supply chain management processes.

Looking ahead to the fourth year and beyond, Cadell Food Service commits to:

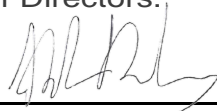
1. **Review and Enhance Procurement Practices:** Continuously update procurement practices and procedures to ensure appropriate due diligence aligned with risk levels.
2. **Review Core Supplier Agreements and Policies:** Ensuring that minimum standards are met by reviewing core supplier agreements, policies, and accreditations.
3. **Enhance Employee Training:** Review online training modules to ensure Procurement Managers understand and comply with human rights obligations.
4. **Gain Insight into the Extended Supply Chain:** Developing a deeper understanding of our second and subsequent tiers of the supply chain, including packaging and raw food products.
5. **Consider Supplier Modern Slavery Statements:** Evaluating the modern slavery statements submitted by key and potential suppliers to inform our future purchasing decisions.
6. **Enhance Supplier Risk Assessment Process:** Continuously evaluating the adequacy of our supplier risk assessment process as part of our commitment to ongoing improvement.
7. **Strengthen Modern Slavery Compliance Framework:** Ensuring the effectiveness of our modern slavery compliance risk management framework, including identification, assessment, mitigation, and monitoring of potential risk areas in our supply chains.
8. **Protect Whistle-Blowers:** Maintaining a supportive environment for whistle-blowers by safeguarding their interests and concerns.

Through these proactive measures, Cadell Food Service remains committed to advancing its efforts in modern slavery risk management and promoting ethical practices throughout its supply chain.

7. Board Approval

This statement was approved by the Cadell Food Service Leadership Team and by the Board of Directors.

Signature: _____



Alister Kenley (Director)

Escare Holdings Pty Ltd T/A Cadell Food Service

Date: 28 October 2024



Food Service