

Modern Slavery Statement

2024-2025



This statement covers the activities of Golden Cockerel Pty Ltd

ABN 84 009 906 432



Reporting Entity and Reporting Period

This Modern Slavery Statement is provided by Golden Cockerel Pty Ltd (ABN 84 009 906 432) pursuant to the Modern Slavery Act 2018 (Cth) for the reporting period 1 July 2024 to 29 June 2025. This statement has been approved by the Board of Directors and signed by the CEO on their behalf.

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 Structure

Golden Cockerel is an independent, privately Australian owned **Poultry Processor**. We are currently employing approximately 700 people. Our head office and processing facility are located in Mount Cotton, Queensland Australia.

Our Operations

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.

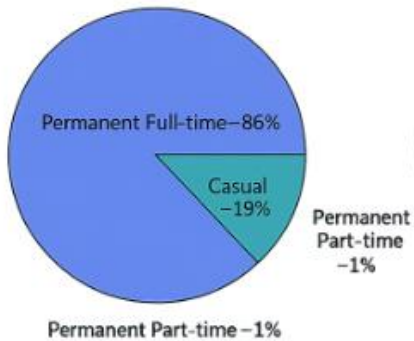
Golden Cockerel supplies fresh and frozen poultry and value-added products to a range of domestic and international customers. Our customers include major retailers, restaurants and the food service industry.

Head office and the processing facility are located at 1483 Mount Cotton Road, Mount Cotton QLD 4165. A small distribution centre is located at Morningside in Queensland.

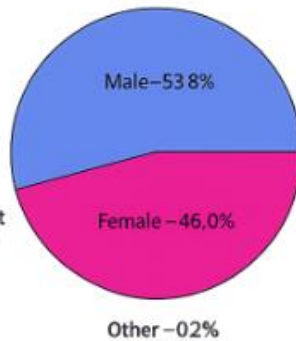
Our workforce is comprised of the following:

- Processing** (process line workers)
- Distribution** (warehouse workers and delivery drivers)
- Maintenance** (electrical and mechanical trades)
- Non-Operational Support** (sales, finance, admin, HR/safety, IT, planning)
- Technical** (quality assurance and laboratory)

Employment Type Breakdown



Gender Breakdown



We employ directly and use labour hire when required. In addition, we engage suppliers who provide services for our operations, such as hand de-boning, cleaning and site security. We consider these suppliers and their workers to be part of our supply chain.

Our Supply Chain

We work closely with our suppliers to communicate our expectations and manage potential modern slavery and ethical sourcing risks. We broadly define our supply chain in two categories – goods for resale (GFR) and goods not for resale (GNFR).

Below are some examples of what we source:

Goods for resale	Goods not for resale
<p>Broilers are sourced from Australian farms integrated with Golden Cockerel.</p> <p>Processing fresh and frozen poultry for retail and other customers predominantly within Australia.</p> <ul style="list-style-type: none"> - Whole birds - Cuts and pieces - Injection marinated birds - Value added product - Specialty processing - Offal - Petfood 	<p>We procure a range of goods and services (not for resale) to support our operation and processing from over 40 suppliers.</p> <ul style="list-style-type: none"> - Plant and equipment - Packaging - Ingredients - Consumables - Cleaning /security - Uniforms - Labour Hire - Capital expansion

Modern Slavery Risks in Our Operations and Supply Chain

We acknowledge that modern slavery can occur in all industries and sectors. Based on our business model the key modern slavery risks we have identified include:

- Operational Risks
- Use of temporary, contract or migrant labour
- Roles involving lower-skilled or vulnerable workers
- Outsourced services such as cleaning, security and logistics

Supply Chain Risks

- Sourcing from higher-risk geographies
- Use of labour hire or recruitment intermediaries
- Limited visibility in extended (Tier 2+) supply chains
- Industries with known risks (e.g., agriculture, manufacturing, logistics)
- Worker Vulnerability Factors
- Low-skilled or low-wage workers

We recognise that our risk exposure is generally higher in our supply chains than in our direct operations, consistent with industry experience.

Actions Taken to Assess and Address Modern Slavery Risks

We adopt a risk-based approach to identifying, assessing and addressing modern slavery risks.

Governance and Accountability

We maintain governance structures to oversee modern slavery risks, including:

- Senior management transparency on human rights and ethical sourcing
- Senior management accountability for risk management
- Cross-functional collaboration across procurement with HR and Sustainability.

Policies and Standards

We have implemented policies and frameworks that support our commitment to human rights, including:

- Employee Code of Conduct
- Supplier Code of Conduct and Ethical Sourcing Policy
- Whistleblower Policy
- Modern Slavery Policy
- Human Rights and Ethical Trading Policy
- Child Labour Policy (introduced 2025)

Risk Management Framework

These policies set expectations regarding:

- Prohibition of forced labour, child labour and exploitation
- Fair wages and working conditions
- Freedom of association and grievance mechanisms
- Addressing other ILO Conventions

Due Diligence Processes

We apply due diligence across our operations and supply chains, including:

- Supplier approval process and risk assessment
- Supplier declarations and certifications
- Ethical or social compliance audits (internal or external where applicable)
- Ongoing supplier monitoring

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.

Supplier Engagement

We communicate expectations and work collaboratively with suppliers to:

- Improve labour practices
- Address non-compliance
- Build supplier capability (key focus 2025)

Grievance Mechanisms

We provide accessible channels for reporting concerns, including:

- Anonymous whistleblower reporting
- Internal reporting mechanisms
- We are committed to investigating reported concerns and taking appropriate action.

Remediation

Where risks or incidents are identified, we:

- Investigate promptly
- Work with suppliers to remedy harm
- Support affected individuals where possible
- Implement corrective actions to prevent recurrence

Assessing the Effectiveness of Our Actions

We assess the effectiveness of our modern slavery response through:

- Monitoring supplier compliance and yearly **Sedex** audit outcomes
- Tracking incidents, grievances and remediation outcomes
- Reviewing policy implementation and training completion
- Evaluating supplier engagement and improvements
- We recognise that effectiveness improves through continuous monitoring, reflection and improvement.
- We are committed to strengthening our approach over time.

Future Commitments

We are committed to continuously improving our response to modern slavery risks. Our priorities include:

- Enhancing supply chain visibility (Tier 2+)
- Strengthening supplier due diligence processes (**see note below).
- Reviewing and expansion of training and awareness programs
- Improving grievance mechanisms
- Aligning with emerging regulatory and best practice standards

** Contractual requirements on modern slavery compliance aligning with SMETA and best practice standards scheduled for implementation 2026.

Approval and Signature

In accordance with the requirements of section 14(2)(d)(i) of the Modern Slavery Act, this statement was approved by the Board of Golden Cockerel Pty Ltd in their capacity as principal governing body on 25 May 2026.



Dennis Stark
Chief Executive Officer
25 February 2026.

