

**Carman's**  
*Real food made with real passion...* 

**MODERN SLAVERY ACT  
STATEMENT 2025**

1 JULY 2024 TO 30 JUNE 2025



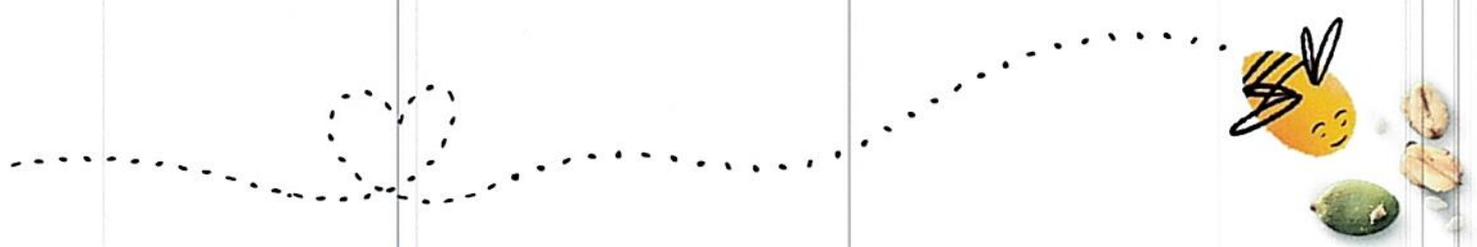
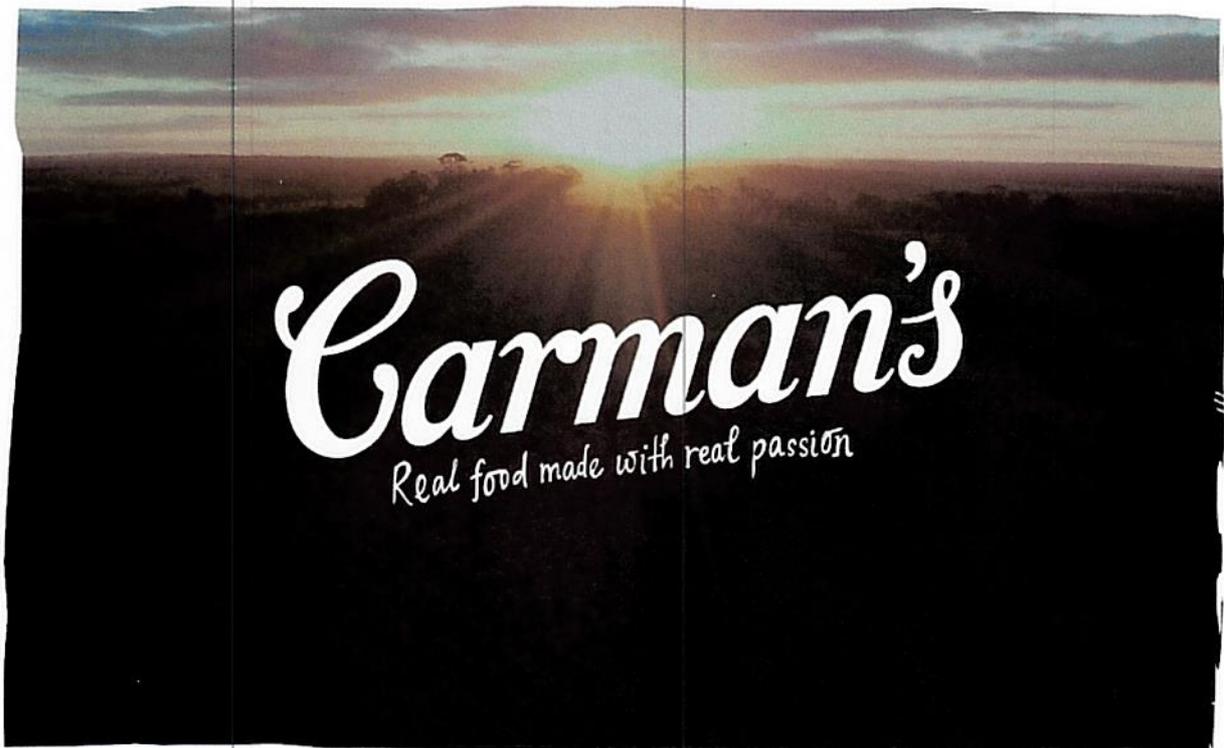


## INTRODUCTION

At Carman's, we believe in creating delight every day — not just through the food we make, but in how we do business. As a proudly Australian-owned company, founded and led by Carolyn Creswell, we operate independently and with integrity, guided by our values and a deep sense of responsibility.

This statement has been prepared in accordance with the **Modern Slavery Act 2018 (Commonwealth)** for Carman's Fine Foods, located at 11 Hume Street, Huntingdale VIC 3166, ABN 37 109 604 202. It outlines the steps we've taken between **1 July 2024 and 30 June 2025** to identify, assess and address modern slavery risks across our operations and supply chain.

We recognise that modern slavery is a complex and global issue — one that demands vigilance, compassion and action. Whether here in Australia or abroad, we remain committed to doing our part to ensure ethical sourcing, fair treatment and transparency in everything we do.





## OUR STRUCTURE & OPERATIONS

At Carman's, we've always believed that doing good business starts with doing the right thing. Since 1992, we've grown from humble beginnings into a household name — one that's trusted for quality, care and a genuine commitment to delighting our customers every day.

We're proudly Australian owned and operated, with our head office based in Melbourne. Our team of around 69 passionate individuals is supported by a network of local partners who help us produce, store and deliver our products across the country. These relationships are built on trust, transparency and shared values.

We know that ethical sourcing isn't just a checkbox — it's a responsibility. That's why we work closely with our supply chain partners to uphold fair work practices, support local businesses wherever possible, and make thoughtful choices at every step of our operations.

At Carman's, excellence isn't just about the quality of our products — it's about how we bring them to life. We're deeply committed to ensuring our supply chain reflects the same care, integrity and responsibility that goes into every Carman's creation.

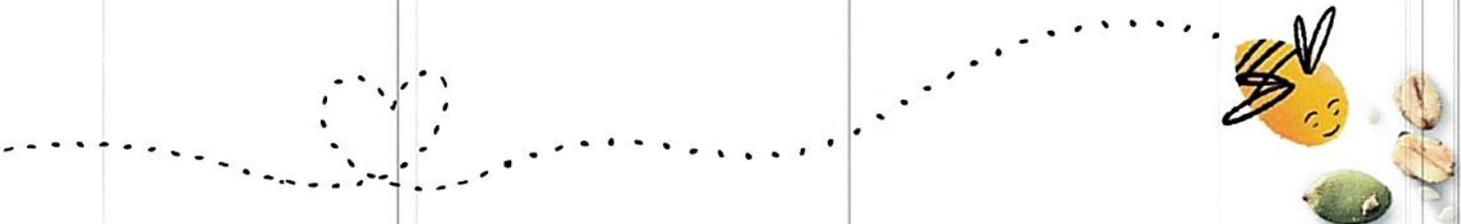
We work hand-in-hand with our partners to:

- **Champion fair and respectful work practices**, ensuring that everyone involved in our supply chain is treated with dignity and that modern slavery standards are upheld.
- **Source ingredients and materials thoughtfully**, with a preference for local suppliers where possible and a focus on reducing social and environmental impact.
- **Make conscious choices at every step**, from procurement to delivery, always guided by our values and a desire to do what's right.

Modern slavery is a serious issue, and we recognise that it can exist not only overseas but right here in Australia. We take this seriously. Any concerns can be reported confidentially to our Consumer Care Team on **1300 555 885**, or via our whistleblower service at [carmanskitchen@stoline.com.au](mailto:carmanskitchen@stoline.com.au) or <http://carmanskitchen.stolinereport.com/>

At Carman's, quality is more than a benchmark — it's a promise. We're committed to delivering safe, delicious products made with the finest ingredients, sourced responsibly and ethically.

To uphold this promise, we've built strong partnerships with suppliers who share our values. Our approved supplier program ensures that every partner undergoes rigorous screening and risk assessment, with a clear expectation to meet modern slavery and ethical sourcing standards.





We prioritise sourcing locally wherever possible, but when international sourcing is required, we expect our global partners to maintain full visibility and accountability across their supply chains. This includes:

- Implementing robust vendor assurance programs,
- Conducting thorough assessments of sourcing practices,
- Addressing risks associated with high-risk regions through SEDEX and other recognised platforms.

We continuously review and refine these processes to ensure our supply chain remains transparent, responsible and aligned with Carman's values.

## MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN & OPERATIONS

At Carman's, we take a proactive and transparent approach to identifying and managing modern slavery risks across our operations and supply chain. These risks may arise both directly and indirectly through our business relationships.

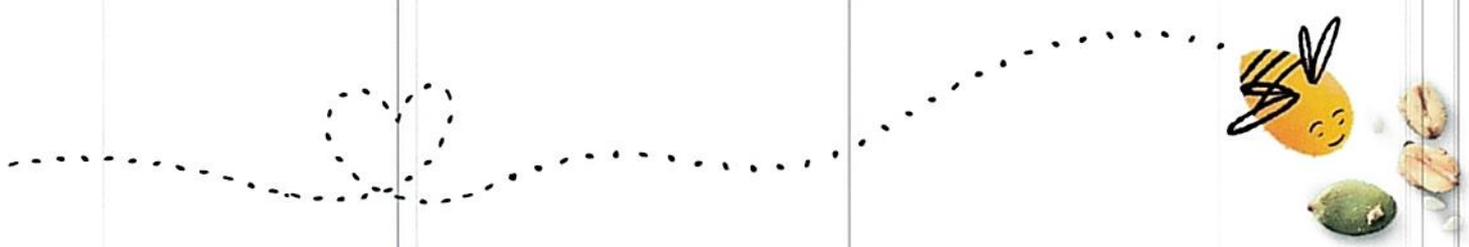
### Direct Risks

We work closely with a range of Australian businesses to support our operations at our Melbourne headquarters. While these relationships are local, we remain vigilant to the possibility of worker exploitation. To safeguard against this, our partners are bound by contractual obligations that require strict compliance with Australian labour laws and ethical standards.

### Indirect Risks

Our broader supply chain includes third-party partners responsible for manufacturing, storage and transport. These relationships, while essential to our operations, may expose us to indirect risks such as forced labour or unethical working conditions. Additionally, sourcing raw materials — particularly through manufacturing partners — introduces potential commodity-related risks, especially when ingredients are sourced from regions with known vulnerabilities to modern slavery.

We continue to strengthen our oversight and due diligence processes to ensure these risks are identified early and addressed responsibly.





## MODERN SLAVERY RISK ASSESSMENT & ACTION PLAN

At Carman's, we continue to lead with integrity and transparency in managing modern slavery risks across our supply chain. Building on the strong foundation established in previous years, FY25 has been about deepening our approach and embedding best practices into every stage of our operations.

### Our ongoing commitment includes:

- Comprehensive supplier risk assessments across all relevant partners, ensuring visibility and accountability,
- Use of the SEDEX pre-assessment tool to identify potential vulnerabilities early and strengthen supplier engagement,
- Approved Supplier Program maintained and enhanced to ensure compliance with ethical and quality standards,
- Implementation of key policies, including:
  - Modern Slavery Policy
  - Sustainability Policy
  - Ethical Sourcing Policy.

### In FY25, we strengthened our approach by:

- Continuing to leverage global frameworks such as the UN Guiding Principles on Business and Human Rights alongside SEDEX insights,
- Expanding supplier assessments and agreements to include updated responsible sourcing declarations,
- Monitoring and addressing risks associated with high-risk materials and suppliers in identified regions via SEDEX,
- Maintaining robust vendor assurance programs to evaluate compliance with modern slavery obligations,
- Delivering internal training for relevant staff to improve awareness and capability in identifying modern slavery risks.

As active members of SEDEX, we use the platform to foster stronger connections with suppliers, enabling detailed analysis of supply chain risks and associated ratings. This collaborative approach ensures that Carman's remains vigilant, proactive and committed to ethical sourcing.





Our findings show that around 60% of our ingredients are sourced locally in Australia, while the remainder comes from countries such as China, USA, India, Malaysia, Indonesia, Thailand, Singapore, Germany, Turkey, Argentina, Chile, Belgium, Brazil, France.

To manage these risks, we work closely with our manufacturing partners to maintain full visibility of their supply chains. Through approved supplier programs, these partners conduct detailed assessments and implement controls that help us identify and mitigate potential vulnerabilities. These programs have significantly improved our understanding of sourcing practices and strengthened our ability to act responsibly.

Looking ahead, we remain committed to refining and enhancing these processes, ensuring that every step of our supply chain reflects Carman's values of integrity, care and accountability.

Carman's have also reviewed information from the following resources:

- UN Guiding Principles on Business and Human Rights, 2011
- Commonwealth Modern Slavery Act 2018 Guidance for reporting entities
- Walk Free Foundation & SEDEX, for industry and country specific modern slavery risks.

## EFFECTIVENESS OF ACTIONS

At Carman's, we measure the impact of our modern slavery initiatives through a series of structured actions designed to ensure transparency and accountability across our operations and supply chain.

**Our key measures include:**

- **Approved Supplier Program** – All new and existing suppliers undergo screening and risk assessments. Each supplier signs Carman's Ethical Sourcing Program, committing to share information on ethical trading and modern slavery compliance.
- **Whistleblower Policy** – Accessible to all employees, providing a confidential channel to report breaches or concerns related to illegal or unethical practices.
- **SEDEX Assessments** – Key suppliers are reviewed through the SEDEX data exchange platform, offering detailed insights into risk profiles and compliance.
- **Contractual Obligations** – Procurement agreements explicitly reference compliance with modern slavery legislation, reinforcing our zero-tolerance approach.

**Current Status:**

To date, Carman's has not identified any reportable incidents. Should an incident occur, we acknowledge our responsibility to report and remediate ethically. Given our smaller



organisational size, we would work closely with the Australian Border Force (ABF) to ensure remediation aligns with legal requirements.

We value transparency and, where legally permissible, would share details of any reportable incident to raise awareness and drive industry-wide improvement. Above all, our priority will always be the welfare of any individual directly affected.

### **Governance & Awareness:**

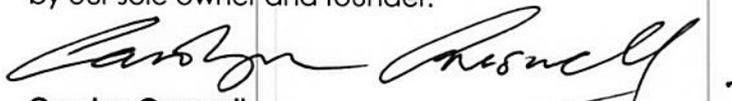
All organisational actions undergo review by our Executive Leadership Team. We continue to elevate awareness of the Modern Slavery Act and its requirements across the business, ensuring that compliance is embedded in our culture.

## **FUTURE COMMITMENTS**

Carman's is committed to strengthening compliance and driving meaningful change through initiatives that deliver real results. In FY26 and beyond, we will:

- **Empower and educate our workforce and supply partners**
  - Continue training programmes to build awareness of modern slavery risks.
  - Share resources and guidance to help partners identify and mitigate risks effectively.
- **Enhance our supply chain risk framework**
  - Introduce more detailed risk assessment tools for greater visibility.
  - Integrate modern slavery considerations into all procurement processes.
- **Leverage SEDEX data for deeper insights**
  - Use SEDEX analytics to evaluate commodity-specific risks.
  - Monitor high-risk regions and suppliers through SEDEX reporting.
- **Implement an audit programme for high-risk manufacturers**
  - Develop a structured audit process to ensure compliance and accountability.
  - Prioritise suppliers operating in regions with elevated risk profiles.
- **Strengthen sustainability and ethical sourcing practices**
  - Embed responsible sourcing principles across all operations.
  - Continue refining processes to align with global best practices.

This statement has been reviewed by Carman's Executive Leadership Team and signed off by our sole owner and founder.



Carolyn Creswell

Date: 22.12.25

