

Modern Slavery Statement 2022

Beak & Johnston Pty Ltd

FY2021-2022



The Board of Directors approved this Statement on 13th February 2023, on behalf of Beak & Johnston Pty Ltd pursuant to the Modern Slavery Act 2018.

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1. INTRODUCTION

a) CEO MESSAGE

Developing our Leadership framework to support the onboarding and retention of a highly committed work force will also be our focus short and medium term, underpinning this with our inhouse mentoring program to support our people across all levels. Development of our 'next generation' of leaders through the development of our teams will become our long-term legacy and ensure the future growth of the business. Our core values are ultimately the foundation of our business and continuing to embrace these as one team will strengthen our identify in the market place!

*“Coming together is a beginning
Keeping together is progress
Working together is success”*



b) OUR APPROACH & VALUES

This is the 3rd Modern Slavery Statement for Beak & Johnston Pty Ltd Group.

The majority of B&J team members are employed directly, with employment terms and conditions set out in employment contracts governed by Australian and New Zealand employment laws and relevant industrial instruments.

B&J has comprehensive policy frameworks that are communicated to team members through the Colleague Communication sessions and our online internal portal called The B&J hub. B&J assessment has shown a low likelihood of modern slavery risk in our direct operations.

Australian and international workers associated with the Company operations via external service providers and Supply Chain are at higher than our internal operations; due to reduced visibility of contracts, work requirements and control processes.

B&J remains committed to put controls in place to identify and mitigate modern slavery risks.

We underpin this commitment through our B&J Values:



PEOPLE MATTER - We are totally committed to the safety and wellbeing of our colleagues. It is our no.1 priority. All our decisions are founded on colleague involvement. We are focussed on colleague development, and we promote a highly engaged culture.



COLLABORATE FOR SUCCESS - We embrace cultural diversity and creativity. We understand and respect the unique contributions of our colleagues and suppliers. We celebrate new ideas because they strengthen our competitive edge. Through teamwork everyone wins.



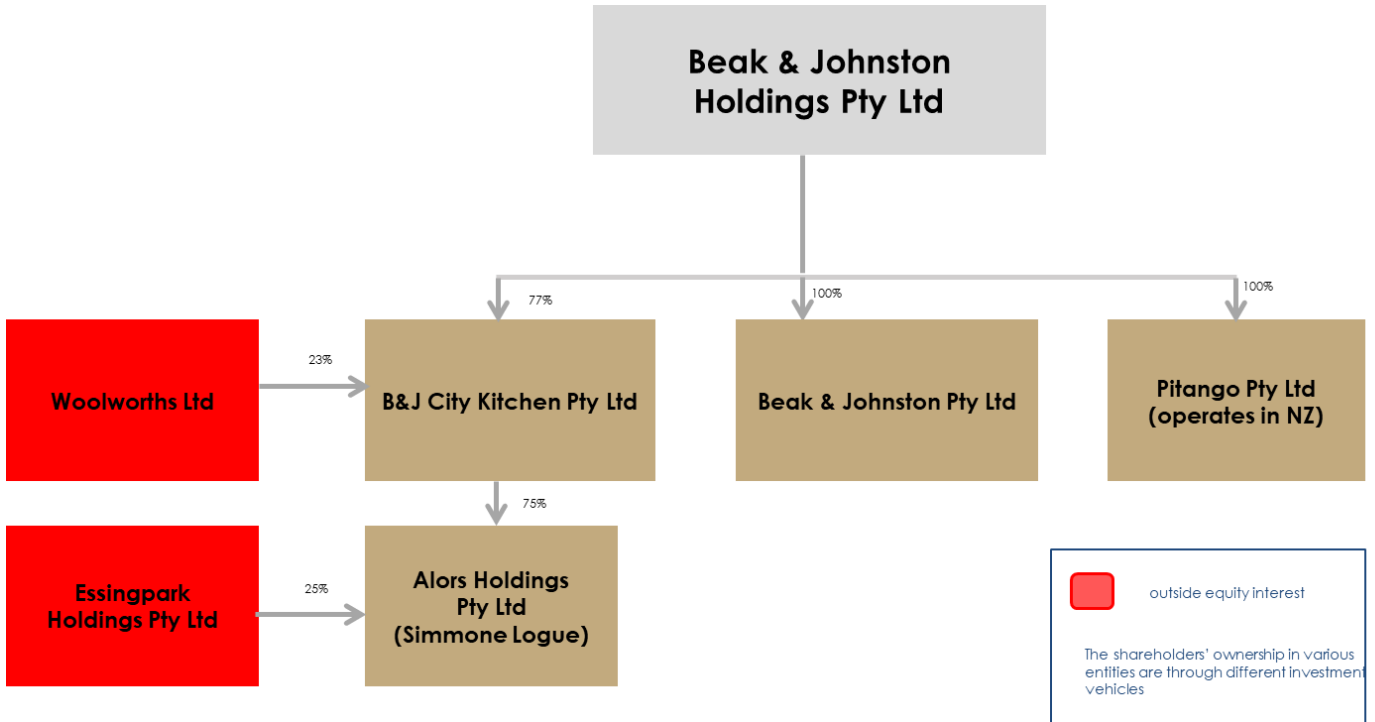
ACT WITH INTEGRITY - We are responsible in pursuing the expectations of all stakeholders. Understanding what's expected helps us demonstrate responsible behaviour. We hold ourselves accountable for constructive dialogue and listening. We act with authority and make empowered decision.



CREATE A BETTER FUTURE - We seek opportunities for success & strive for innovation. Our vision is driven by financial strength, flexibility, & new thinking. We believe considered risk taking is part of our enterprising spirit. We are accountable for delivering our productive future.

c) OUR BUSINESS STRUCTURE

Beak & Johnston Pty Ltd is a leading food manufacturer in Australia. Our company structure is made up of several trading entities. There were no changes to the Business Structure in FY21-22



We employ 670 staff across the group with two manufacturing facilities in Sydney and one facility in Auckland, New Zealand. Our Auckland operations manufactures soups and slow cooked ribs under our Pitango and Beak & Sons brands.

Beak & Johnston Holdings Pty Ltd is the reporting entity for the purposes of the Australian Modern Slavery Act. New Zealand operations are excluded from this report.

d) PARTNERSHIPS

Woolworths Ltd remains to have a 23% share in the B&J City Kitchen Pty Ltd entity. The Human Rights team within Woolworths continues to consult with Beak & Johnston and provide guidance to a framework for identifying and assessing modern slavery risks in our operations and supply chain.

e) OUR BRANDS

Beak & Johnston Pty Ltd manufactures the brands below. Brands make up 30% of our business and the remaining 70% is predominantly retail private label. Our distribution channels are 30% Foodservice and 70% retail.



f) SUPPLY CHAINS

Our supply chain is made up of a large diverse group of business partners and stakeholders. Our finished products are distributed within Australia across various retail and foodservice channels. Currently Beak & Johnston exports a handful of frozen SKUs under the Strength Meals Co and Ready Chefs brands to New Zealand for sale in Countdown.

Our principle raw materials are predominantly Australian made or produced, apart from spices and some dry ingredients such as starches. Over the last 3 years Beak & Johnston have focussed on working with Australian packaging suppliers to produce more of our packaging locally. We use substantial amounts of cardboard, plastic (PP, PET, CPET) trays and pots, foil trays and films in our operations. Currently, 20% of our packaging volume is imported from abroad. We continue to work with suppliers to further reduce this proportion.

2. RISKS & MITIGATION

Beak and Johnston continue to grow awareness of the Modern Slavery act across the Group.

a) STAFF ENGAGEMENT SURVEY – INTERNAL

We have conducted Employee Engagement Survey in Feb 2021 to assess 4 areas:

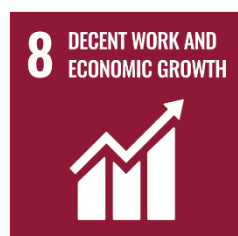
- Leadership
- Development
- Wellbeing
- Enablement

B&J achieved an 85% staff engagement score across the Group, including New Zealand.

Following the engagement survey, we conducted 'listening sessions' with all departments to establish clear action plans for areas where we feel we can improve on. The sessions were productive and collaborative.

b) SUSTAINABILITY STRATEGY

In March 2022 we started building our Sustainability Strategy with guidance and support of Sustainability Advantage NSW. After reviewing the Sustainability Development Goals Framework, we selected goals 2, 5, 8, 10 and 12 to be included in the strategy (our People Pillar). These are directly related to the social aspect of the SDG goals. A One page plan and Strategy was rolled to FY22-23 and impacts will be reported in the next report.



c) B&J'S EQUITY, DIVERSITY, AND INCLUSION STRATEGY

In January 2022 B&J formed the EDI committee with the mission to support and facilitate an environment that is inclusive and helps to create a culture that is respectful, free from any form of discrimination or harassment and where diversity is valued.

Definitions:

- **Equity** is fair and respectful treatment of all people where all colleagues have equal access to opportunities and advancement. Equal opportunity promotes justice, fairness and impartiality with processes and procedures.
- **Diversity** involves all ways in which people differ including different characteristics that make one group or an individual different from others. These differences include, race, ethnicity, sexual orientation, socioeconomic status, gender identity, religion, language, age, marital status, and physical and mental ability.
- **Inclusion** is when people are valued and respected regardless of their personal characteristics. Inclusion includes a variety of people having power, a voice, and a sense of belonging in a workplace.

d) RISING INFLATION AND COST OF DOING BUSINESS

It has been widely reported that the current inflationary environment is creating significant financial pressures on businesses.

B&J recognised that these pressures make the industry more vulnerable to modern slavery risks.

Our Sourcing Teams are fully aware of these risks and therefore carefully selecting our supply partners. Detailed Supplier Assurance checks are regularly conducted. In addition, we ensure that we pay all our suppliers on time, and not cause financial strain in that regard.

3. POLICIES AND PROCEDURES

Our commitment to reducing the risk of modern slavery is operationalised through a range of policies and procedures. We are committed to operating in a transparent manner that satisfies all of our legal and regulatory requirements and our corporate and social responsibility commitments.

Our Ethical Sourcing Policy, provides greater detail of our supplier sustainability and responsibility aspirations and the minimum standards we expect of suppliers, including those related to modern slavery and human rights. We will continue to explore opportunities to frame our modern slavery approach in a broader approach to human rights.

Policy	Policy Intent & relevance to modern slavery
Code of Conduct	Code of Conduct Updated in FY2021, our Code of Conduct provides a framework of principles B&J will abide by in business and dealing with stakeholders. Our Code of Conduct requires employees to act in an ethical manner and display the highest levels of professionalism across all aspects of their work.
Quality Policy	Quality Policy outlines how we will achieve our commitment to supplying quality, safe and consistent products that meet the expectations of our customers and consumers and comply with legal requirements.
Environmental Policy	Our Environmental Policy outlines how we will action our commitment to ensuring our business continues to develop sustainably and reduce our impact on the natural environment and ensure positive social impact.
Ethical Sourcing	The aim is to protect the labour and human rights of workers across our supply chain and is informed by
Health & Safety Policy	It sets out our commitment to providing a healthy and safe workplace for all employees, contractors, and visitors.
Equity, Diversity & Inclusion Policy	Our Diversity and Inclusion Policy aims to ensure that our employees are treated fairly and equally. We recognise that a workforce that reflects our customers and global markets helps us understand changing consumer needs and builds an innovative and externally connected culture. We are committed to ensuring our business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the business.
Whistle-blower policy	Beak and Johnston is committed to adhering to its statutory obligations, its rules and values. We are committed to providing those involved with our Organisation a safe environment to raise breaches of internal rules or policy, or Disclosable Conduct relating to the Organisation, its operating sites, officers, and employees. In cases where people feel they need to be protected in relation to raising a matter. Whistleblower Policy outlines the protections that will apply.

4. FURTHERING OUR UNDERSTANDING OF MODERN SLAVERY RISK IN OUR SUPPLY CHAIN.

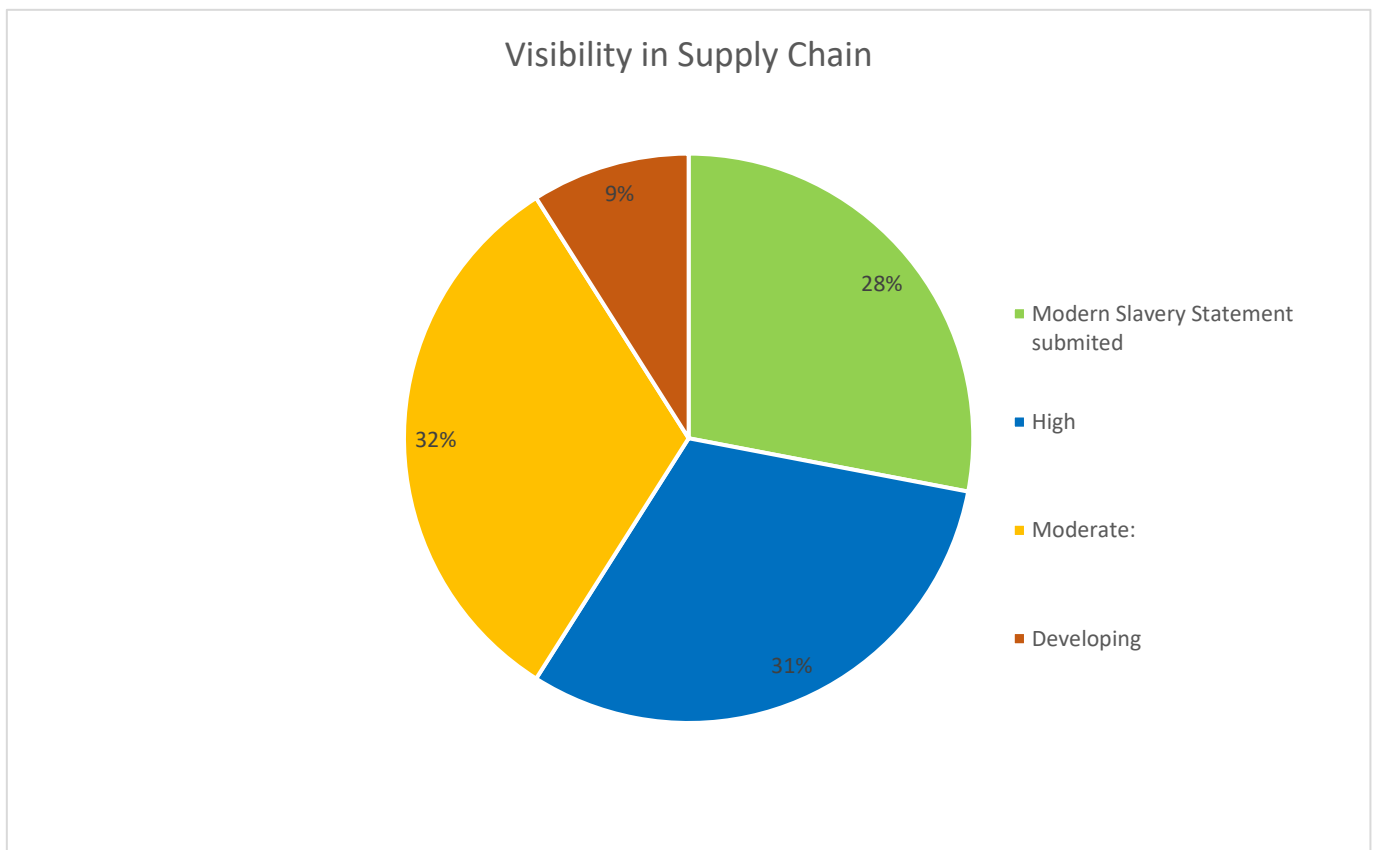
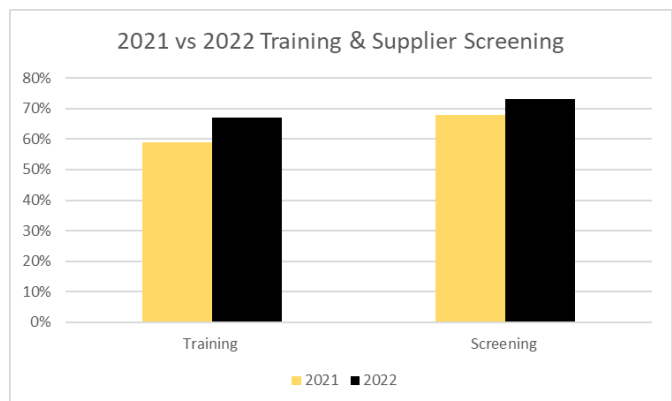
Following our Modern Slavery Statement in FY20-21, B&J has identified its highest risk to be in our supply chain.

B&J Sourcing Teams staff have completed the MSA course and have reviewed Modern Slavery Toolkit to increase awareness.

The Modern Slavery Act management has been included in the Supplier approval process in FY20-21. The target for FY21-22 was to increase participation in The Modern Slavery Survey sent to suppliers to 50% and continue to monitor our internal activities related to Modern Slavery Act.

5. SURVEY RESULTS

We have repeated the Survey to ensure compliance with Modern Slavery Act to include all our suppliers and partners. The survey was sent out to all our 158 suppliers across ingredients and packaging categories. We achieved a 56% participation rate, therefore exceeding our target.



6. NEXT STEPS

a) Training across Purchasing and Procurement teams.

The training program was reviewed and updated including the inflation caused risks of modern slavery. Sourcing Teams are updated on the changes in the Modern Slavery Act, every 6 months.

b) Sedex mandatory for high-risk Suppliers.

We are seeing increased level of awareness within Supply chain and Partners. We will initiate integration of high and medium risk suppliers signing up to Sedex. We will continually engage with our suppliers regarding our Ethical Sourcing Policy. This involves an internal risk assessment assessing spend, industry and country of operation. Any supplier deemed high and medium risk in our supply chain will need to become a member of Sedex, complete the Supplier Approval Questionnaire and conduct independent audits. We will also aim to ensure a continuous improvement approach by reviewing and updating relevant policies and continuing to monitor our processes internally.

c) Suppliers Engagement Modern Slavery Questionnaire Survey – 10% up every year.

d) Monitoring emerging risk of modern slavery due to of increased cost of living and inflation.

We will undertake further work on understanding and addressing risks in the indirect workforce, notably such as those related to labour hire/ seasonal workers.

e) Collaborate with Partners and Suppliers to raise awareness of Modern Slavery Risk in supply chain.

Hereby signed,



Ray Hanly

Group CEO Beak & Johnston Pty Ltd

On behalf of the Board of Directors for Beak & Johnston Pty Ltd.

13.02.2023