



**Modern Slavery  
Statement**

2025

# Table of contents

<b>01</b>	Identify the reporting entity	<b>3</b>
<b>02</b>	Structure, operations and supply chains	<b>4</b>
<b>03</b>	Risks of modern slavery in operations and supply chains	<b>4</b>
<b>04</b>	Actions taken to assess and address those risks	<b>5</b>
<b>05</b>	Assessing the effectiveness of actions taken	<b>6</b>
<b>06</b>	Consultation	<b>7</b>
<b>07</b>	Other information	

**Drafting notes:** The Commonwealth Modern Slavery Act 2018 established Australia's national Modern Slavery Reporting Requirement. Under the reporting requirement, certain entities must publish annual Modern Slavery Statements describing their actions to assess and address modern slavery risks.

Section 16 of the Act sets out the required information to be included in the Modern Slavery Statement, which is reflected in each of the items on this Contents page.

The statement must be approved by the entity's principal governing body (i.e. the Board of MFA) and signed by a responsible member of the entity.

Entities submit their statements to the Online Register for Modern Slavery Statements, maintained by the Australian Border Force (ABF). ABF will review the statement before making publishing in the Register.

# Minerva Foods Australia's Modern Slavery Statement

## 1. Identify the reporting entity

Minerva Foods Australia (MFA) is committed to ethical working conditions within our operations and supply chains are fair, equitable, and safe.

MFA has prepared this Modern Slavery Statement ('the statement') in accordance with the Commonwealth's Modern Slavery Act 2018 for the financial year ending 2025.

MFA is committed to the continuous improvement of its response to modern slavery and will continue to build on what is set out in its statement.

This statement was approved by the board of MFA on the

Signature Initialled each page. Electronic signature on final page

Name Edison Ticle de Andrade Melo e Souza Filho

Title \_\_\_\_\_ Director \_\_\_\_\_

As required by section 16 of the legislation, this statement outlines the steps taken by MFA to identify and minimise the risk of modern slavery occurring in our business, including our supply chain.

# Minerva Foods Australia

## Modern Slavery Statement

### 2. Structure, operations and supply chains

Minerva Foods Australia (MFA) operates Australia's single largest small-stock processing site in Australia. We are a 100% Australian privately owned company that is recognised globally as a processor and marketer of premium lamb.

We process up to 75,000 head per week, producing premium lamb and lamb products that are distributed to domestic and internal markets. We export to over 70 countries worldwide.

Employing over 800 people, we operate across 2 sites in Victoria, Australia:

- 1 abattoir and processing facility in Colac

### 3. Risks of modern slavery in operations and supply chains

MFA has reviewed the risks of modern slavery in our operations and supply chains, and have identified the greatest risks to modern slavery are linked to:

- Reliance on a migrant workforce with limited English language competency and temporary visa arrangements.
- Suppliers and subcontractors. Types of modern slavery risks include exploited labour.

MFA is committed to continuously improving our risk identification capability to ensure that modern slavery does not exist within our operations or supply chain.

# Minerva Foods Australia Modern

- 1 processing facility in Sunshine.

We source our livestock from high quality and reputable producers in Southern Australia.

## Slavery Statement

### 4. Actions taken to assess and address those risks

As a first step, MFA is addressing modern slavery risks through a number of policies to ensure a safe work environment, including our: • Ethical Sourcing and Modern Slavery Policy

- Human Rights Policy
- Workplace diversity and Equality Policy
- Recruitment Policy

We will continue to review and revise our training, policies and supplier processes to ensure we are managing risks of modern slavery effectively.

# Minerva Foods Australia Modern

- Whistle Blower Policy.

In particular, our Ethical Sourcing and Modern Slavery Policy requires suppliers to comply with MFA's expectations and legislation with regards to child, forced or illegal labour, and health and safety. We reserve the right to terminate any contract or agreement in the event of noncompliance.

Additionally, we will further assess risks in cooperation with our suppliers to strengthen our response to modern slavery.

## Slavery Statement

### **5. Assessing the effectiveness of actions taken**

We will continue to establish processes to assess the effectiveness of actions taken to reduce the risk of modern slavery in our operations and supply chain.

We will measure effectiveness by: •

Conducting a review of our Modern Slavery

# Minerva Foods Australia's Modern

Statement and our internal policies •

Communicating with our supply chain to ensure their understanding of, and promote compliance with, our expectations •

Implement plans to monitor key risks with our suppliers • Establish regular reporting to our Board and Executives.

# Minerva Foods Australia Slavery Statement

## 6. Consultation

We will develop and implement consultation mechanisms to:

- Engage our employees and management in issues of modern slavery
- Work with our suppliers to better identify risks and establish measurement and reporting mechanisms.

# Minerva Foods Australia's Modern



### Modern Slavery Statement\_ MFA 1.pdf

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Solicitação de assinatura iniciada por: Erika d. S. G. em 05/02/2026

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