

**BE CAMPBELL**

**MODERN SLAVERY STATEMENT 2023**



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## 1. IDENTIFY THE REPORTING ENTITY

BE Campbell Pty Ltd (ABN 97 164 598 120) as trustee for BE Campbell Unit Trust is an Australian family owned and operated company based in New South Wales (NSW). BEC processes and distributes fresh Australian meat and meat products, specialising in pork cuts. The company employs approximately 600 staff, selling its products to multiple sales channels including supermarkets, retail butchers and other food service providers.

This Modern Slavery Statement ('the statement') has been developed in accordance with the Commonwealth's Modern Slavery Act 2018 for the calendar year ending 31 December 2023.

This statement is intended to meet the requirements of section 16 of the Modern Slavery Act 2018 (Cth) and outlines the steps taken by BE Campbell during 2022 to seek to minimise the risk of modern slavery occurring in our businesses and supply chains.

This Statement has been approved by the principle governing body, the Board of Directors of BE Campbell Pty Ltd on 19<sup>th</sup> June 2024.



*Ted Campbell*

Chairman and Managing Director BE Campbell

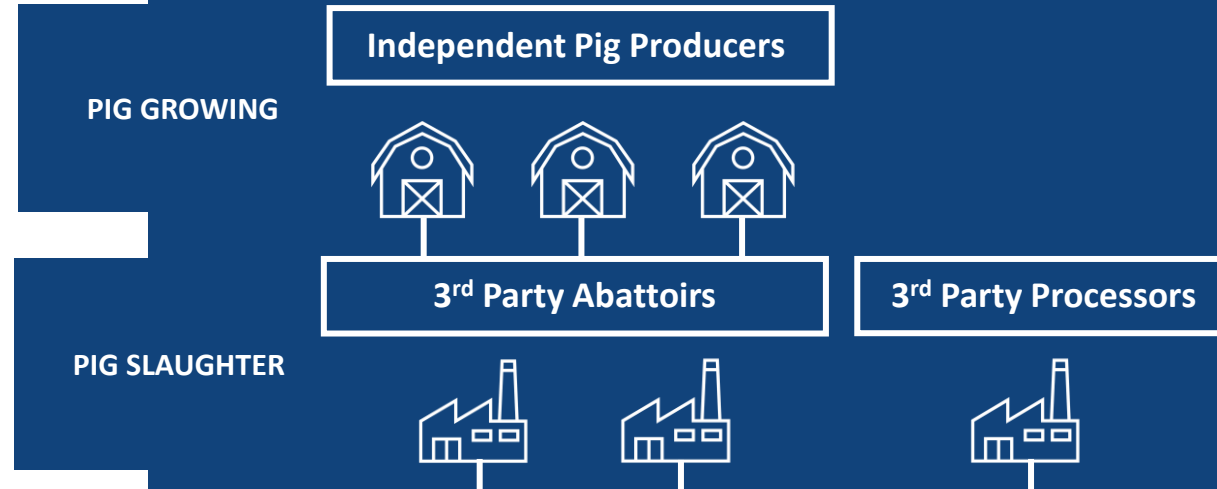
## 2. STRUCTURE, OPERATIONS & SUPPLY CHAIN

BE Campbell's operations are located in Sydney Australia and consist of two production plants, a fleet of transport vehicles, a Head Office site and the workers it directly employees.

The company's supply chains include Australian farms that produce livestock, Australian abattoirs that provide slaughter services, and transport providers that deliver both raw materials to BE Campbell and later finished goods to end customers.

Other goods that are procured include ingredients, packaging, personal equipment and clothing, and machinery required in the production process. Additionally, BE Campbell's supply chain extends to services that contribute to its operations such as cleaning, contractors, security and labour hire services.

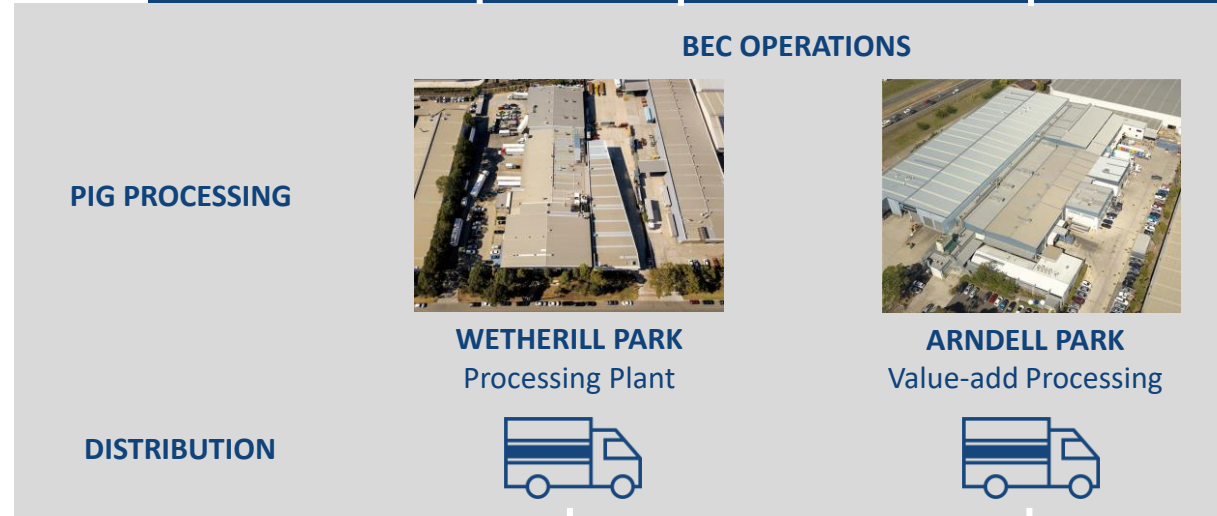
### BEC Supply Chain



Pig production takes place on farms located across Australia with primary inputs being grain, feed supplements as well as medications

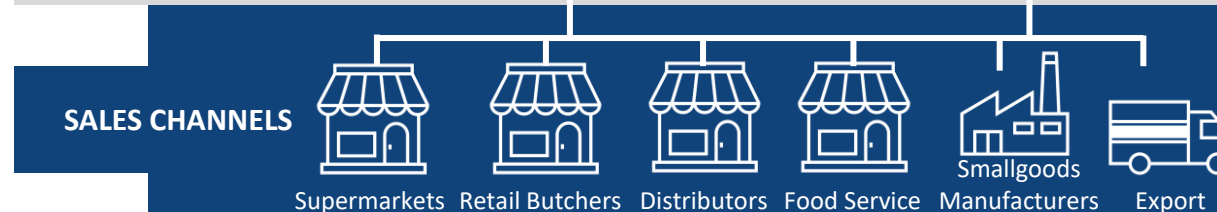
Live pigs are transported to one of 7 export accredited abattoirs across the country to be slaughtered. Slaughter facilities are similar to our production plants with significant labour involved and machinery required. Some additional meat is sourced from 3<sup>rd</sup> parties in Australia.

### BEC OPERATIONS



BE Campbell Pty Ltd operates in the processing segment of the industry which is the deboning of chilled pig carcasses and further processing into value added meat products for distribution to a wide range of customers across different sales channels. Other than manual labour, other inputs include PPE, equipment such as gloves and knives, machinery and cleaning services. Contingency labour is also used to supplement a permanent workforce.

Finished goods are loaded onto a company owned fleet of trucks manned by permanent employees for delivery to end customers.



Delivery takes place to a range of customers across different channels, for on sale to consumers or for processing

### 3. RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAIN

BE Campbell have undertaken a review of potential risk of modern slavery practices across our operations and supply chains using a Risk Management Framework supplemented with publicly available risk indicators.

1. Internal Labour Practices: Underpayment of wages and excessive working hours.
2. Contingent Labour Hire. The Labour Hire industry brings a level of inherent risk associated with incidences of underpayment of wages and exploitation of migrant workers.
3. Imported goods. BE Campbell imports some products that are utilised in the production process such as PPE, consumables, and electronics from countries with varying risk levels. In addition there are some (non-pork) food products that BE Campbell imports and sells as part of a basket of goods to foodservice customers.
4. Other Supply Chain risks. Throughout the supply chain there are operations such as farms and processing facilities that we utilize. These operations would have some risk attached to them with regards to migrant workers, deceptive recruitment, excessive working hours.

### 4. ACTIONS TAKEN IN 2023 TO ASSESS AND ADDRESS RISKS

BE Campbell focus during 2023 was to strengthen the governance and risk management framework of potential Modern Slavery risks in our Operations and Supply Chain. Actions undertaken include:

- Continued operational embedding of the Sustainability Strategy, 'A Better Tomorrow', focusing on four key areas: BEC Family, Partners, Community and Environment. The Sustainability Strategy strengthens our approach to modern slavery as well as general employee health and wellbeing.
- Continued to develop the knowledge and understanding of modern slavery. All current managers and key staff across all areas have completed a mandatory Modern Slavery Awareness training module.
- Continuous Improvement of our Supplier Management system enabling us to effectively populate and track all vendor information, company details, insurance certificates and compliance obligations has broadened to now include screening for modern slavery risks.
- Prepared a review and revision of all company ethic related policies including the Speak Up Policy and Procedure and created a Supplier Code of Conduct ensuring these upheld Modern Slavery requirements ready for company approval in February 2024.
- Improved internal mechanism to report potential modern slavery concerns on our staff intranet site available on computer and mobile app with internet access for staff on own device.
- Establishment of an Overseas Worker Coordinator position within the People team.
- Conducted monthly audits of all labour hire agencies utilised across all sites to ensure compliance with obligations in relation to pay rates, pay documentation, superannuation, and forced labour practices.

## 5. HOW WE ASSESS OUR EFFECTIVENESS

BE Campbell measures our effectiveness in mitigating modern slavery in our operations and across our supply chain through the following ways:

- Develop actions to strengthen our approach to Modern Slavery risks.
- Drive meaningful engagement with our supply chain partners to bring them on the journey and ensure full understanding of our commitments.
- Regular meeting of our modern slavery working group to effectively oversee the implementation of agreed action plan.
- Report regularly to the BE Campbell Board of Directors and Senior management

### MODERN SLAVERY WORKING GROUP

Led by BEC Chief Sales and Marketing Officer in conjunction with a cross functional team including HR, Procurement and Sustainability Manager.

### EXECUTIVE LEADERSHIP TEAM

ELT consisting of Managing Director, COO, CFO, CSCO, CHRO and CSMO oversee the Working Group and approve process implementation.

### BOARD OF DIRECTORS

Approval and sign off on BE Campbell Modern Slavery Statement.

## **6. CONSULTATIVE PROCESS ACROSS BEC**

We do not own or control any other entities and therefore this criteria is not applicable.

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