

Introduction

This Modern Slavery Statement is made in accordance with the Australian Modern Slavery Act 2018 and outlines the steps taken by Maxum Foods during the financial year ending 2024 to assess and address the risks of modern slavery within our operations and supply chains.

As a dairy distributor based in Australia & New Zealand, we recognize the importance of human rights and are committed to operating with integrity and transparency. We are determined to take all necessary steps to prevent modern slavery, including forced labour, human trafficking, child labour, and other forms of exploitation, within our operations and the supply chains we manage.

Our Business

Maxum Foods Pty Ltd is a company domiciled in Australia and is the parent of a wholly owned subsidiary, Maxum Foods NZ Ltd which is domiciled in New Zealand.

Maxum Foods is a leading distributor of dairy products to wholesale food manufacturers, foodservice providers, and other businesses in Australia & New Zealand as well as a leading producer of milk replacers, stockfeed powders and other animal nutrition products.

We source products from a range of dairy processors predominantly in Australia, New Zealand, Europe and USA and manage an extensive supply chain to deliver these goods to our customers.

Our operations involve warehousing, transportation, and distribution logistics to ensure that our dairy products are delivered efficiently and safely across Australia & New Zealand.

Our Operations, and Supply Chain

Our operations are centred around the distribution of dairy products sourced from local & international dairy processors. We work closely with suppliers and third party logistics partners to ensure that high-quality dairy products reach our customers. Our supply chain extends across the dairy sector involving processing, packaging, warehousing and transportation.



Your partner in dairy

We recognise that modern slavery risks may be present in various aspects of our supply chain, from dairy farm labour to transportation services.

Modern Slavery Risks in Our Operations and Supply Chain

Maxum Foods acknowledges that modern slavery exists in various industries, but assesses the risk of modern slavery in its supply chain to be extremely low.

We have identified potential risks within the following areas:

- **Dairy Farm Labour:** Risks related to seasonal, migrant, or low-wage workers in the dairy farming industry. This includes the potential for underpaid or coerced labour, particularly during peak milk production seasons.
- **Processing and Packaging:** Workers involved in dairy processing and packaging may face exploitation in situations of forced labour or unsafe working conditions, particularly in lower-wage roles within processing plants.
- **Logistics and Transportation:** The transportation sector may present risks of forced labour or exploitation, particularly within third-party logistics services.
- **Supply Chain Risks:** Suppliers of packaging materials, refrigeration equipment, and other goods used in dairy processing and distribution may also have modern slavery risks, particularly if they operate in regions with less stringent labour protections.

Our Actions to Address Modern Slavery

At Maxum Foods, we are committed to taking proactive measures to address modern slavery risks in our operations and supply chain. The steps we have implemented include:

1. Approved Suppliers

We source products from reputable suppliers and retain copies of key suppliers Modern Slavery Statements to ensure they are aligned to our values. Suppliers are expected to adhere to the principles of the Modern Slavery Act 2018.



Your partner in dairy

2. Working Conditions

All Maxum employees are treated fairly and in accordance with local laws and regulations. We expect all suppliers to treat their employees fairly and in accordance with local laws and regulations.

3. Collaboration and Industry Engagement

We are a member of SEDEX (Supplier Ethical Data Exchange) which allows us to track and share data with business stakeholders, keep abreast of legislation and improve sustainability performance.

4. Training and Awareness

We will provide training to key employees and management teams to raise awareness about modern slavery risks.

5. Supplier Accountability and Improvement

If a supplier is found to be in violation of modern slavery laws, we work with them to implement corrective actions. Continued non-compliance may result in the termination of our business relationship.

Effectiveness of Our Actions

To monitor the effectiveness of the actions taken, we will:

- Conduct regular internal reviews of our modern slavery policies and supplier practices.
- Review our supplier relationships annually to ensure ongoing compliance with ethical labour standards.
- Continuously improve our approach to preventing modern slavery, based on emerging risks and industry best practices.

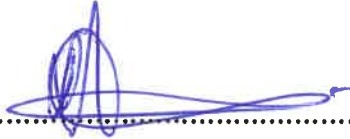
Conclusion

Maxum Foods is committed to the highest standards of ethical business practices and human rights. We recognize the importance of preventing modern slavery in our operations and supply chain, and we will continue to monitor and improve our efforts to ensure that our dairy products are distributed in a manner that respects human rights and dignity.

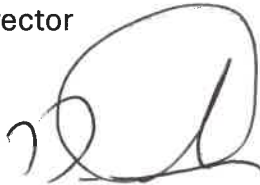


Your partner in dairy

This statement is approved by the Board of Directors of Maxum Foods and is made in accordance with the requirements of the Australian Modern Slavery Act 2018.

A blue ink signature of Dustin Boughton, consisting of a stylized, circular initial followed by a horizontal line.

.....
Dustin Boughton
Director

A black ink signature of Ben Woodhouse, featuring a large, rounded initial followed by a horizontal line.

.....
Ben Woodhouse
Director

A black ink signature of David Russell, showing a stylized initial followed by a horizontal line.

.....
David Russell
Director



Your partner in dairy