



Western Meat Packers Group and M.A.P. WA Modern Slavery Statement 2020

1. Introduction

At Western Meat Packers Group and M.A.P. WA, we pride ourselves as being one of Australia's most trusted beef processors and exporters. Starting off in a small boning room in 1983, WMPG has grown significantly since inception and is constantly expanding, with traditional values of customer and supplier loyalty remaining at the forefront of what we do. Catering to both domestic and international markets, Western Meat Packers Group and M.A.P. WA have a long-standing legacy of ensuring a range of quality meat products are delivered to our clients - consistently, efficiently, and reliably.

Ethics and integrity are the foundation of Western Meat Packers Group's and M.A.P. WA's business success. Therefore, we have a zero-tolerance approach to modern slavery and are committed to acting ethically, with integrity and transparency in all our business dealings and relationships, to prevent the exploitation of others and to taking steps to ensure modern slavery and human trafficking are not present in our business or in our supply chains.

We are fully committed to playing our part in eradicating modern slavery. We acknowledge modern slavery may occur in our supply chains without our knowledge and so we firmly support transparency and collaboration to eliminate the risks of modern slavery in all of its forms.

This Statement is published on behalf of Western Meat Packers Group and its controlled entities (collectively referred to as "WMPG") and M.A.P. WA for the period 1 July 2019 to 30 June 2020. The Statement is made pursuant to section 14 of the *Modern Slavery Act 2018*.

2. Our Structure, Operations and Supply Chain

Our Structure and Operations

Western Meat Packers Group and M.A.P. WA operate principally in Western Australia. Our business model is to source premium cattle from approved farmers/suppliers, and then process and pack both natural and added value product for the Australian and International markets. Our products are distributed to various meat wholesalers, supermarkets, butchers, hotels and restaurants in Australia and are exported to 50 countries in Africa, Middle East, Asia, Oceania, North, Central and South America.

WMPG employs approximately 232 employees and M.A.P. WA employs approximately 153 employees, all of whom are located in Western Australia and engaged either under Employment Contracts or Enterprise Agreement.

Our abattoir, Western Meat Processors is located in Cowaramup, Western Australia. Western Meat Processors provides a highly skilled slaughtering service and processed carcasses to our main packing facility, Western Meat Packers, located in Osborne Park, Western Australia.

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WMPG's Head Office, Cold Storage & Distribution facilities, and our flagship retail butcher's shop "WA's Big Butcher" are also located in Osborne Park, Western Australia.

M.A.P. WA's state of the art meat packaging facility is located in Bibra Lake, Western Australia and supplies retail-ready, chilled raw meat to Coles supermarkets across Western Australia.

Entities within the Western Meat Packers Group

Company Name	ABN
Shagay Pty Ltd atf The Shagay Unit Trust T/A Western Meat Packers	23 196 601 962
Horseshoe Investments Pty Ltd atf The Rod Russell Family Trust	67 144 684 928
Western Cold Storage Pty Ltd	42 981 811 690
Western Meat Processors Pty Ltd atf The Western Meat Processors Unit Trust	88 568 125 181
M.A.P. WA Pty Ltd ¹	24 814 479 238

Supply Chain

WMPG's and M.A.P. WA's supply chain extends well beyond our fully accredited internal business units operating in Australia.

Our supply chains include Australian farms that produce livestock, Australian abattoirs that provide slaughter services, and transport and logistics providers that deliver both raw materials to WMPG and M.A.P. WA and later finished goods to end customers. Other goods procured by WMPG and M.A.P. WA include ingredients, packaging, personal equipment and clothing, and machinery required in the production process. Additionally, WMPG's and M.A.P. WA's supply chain extends to services that contribute to its operations such as cleaning, contractors and security services.

WMPG's and M.A.P. WA's suppliers range from family-owned, small to medium sized businesses, to international organisations. The majority of our suppliers are located in Australia and all WMPG and M.A.P. WA products are processed and packed at state-of-the-art Australian facilities.

3. Modern Slavery Risk in our Operations and Supply Chain

Modern slavery is a violation of fundamental human rights. It is prohibited in Australia and constitutes serious criminal conduct. Modern slavery can take various forms, such as servitude, child labour, forced and compulsory labour, debt bondage and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

¹ M.A.P. WA shares common directors with WMPG but is not directly controlled by WMPG. M.A.P. WA is reporting voluntarily pursuant to section 6 of the *Modern Slavery Act 2018*.



WMPG and M.A.P. WA consider that the risk of modern slavery occurring in our supply chains is extremely low. We believe in the fair treatment and industry competitive remuneration of employees. We do not tolerate any form of workplace discrimination, harassment or physical assault, or any form of child, forced, or compulsory labour. We are committed to ensuring that all wages and conditions applied across our business and our supply chains comply with all industrial regulations and Fair Work Australia requirements. We respect the rights of our employees and contractors, including freedom of association and collective bargaining. We have robust grievance and whistle-blower mechanisms in place.

WMPG and M.A.P. WA are also committed to the safety, health and wellbeing of our staff, which is overseen by our HR and Safety teams.

WMPG and M.A.P. WA endeavour to discuss modern slavery with key suppliers as part of the negotiation and contractual process. Suppliers are required to complete modern slavery questionnaires, and this shall continue to be monitored. We are not aware of any allegations of human trafficking or modern slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report the allegation to authorities for investigation.

WMPG acknowledges that a number of our suppliers, particularly cattle farmers, operate in the agricultural industry which is regarded as having a high modern slavery risk.

WMPG and M.A.P. WA recognise that garments are noted in the *Global Slavery Index* 2018 in the top 5 products at risk of modern slavery imported into the G20 and so our personal clothing and equipment procurement processes take this risk into account. WMPG and M.A.P. WA source our personal protective clothing and equipment from Australian suppliers who source garments and equipment manufactured overseas.

Due to the strict control of viral outbreaks in Western Australia and the essential status of WMPG and M.A.P. WA's business in the food industry, the COVID-19 pandemic has not had any material impact on WMPG and M.A.P. WA's operations during the reporting period, other than limiting the availability of freight services. WMPG and M.A.P. WA are aware of the potential impact of the COVID-19 pandemic on our supply and distribution chains outside of Australia but assess its impact on the risk of exposure to modern slavery in our supply and distribution chains has been negligible.

4. Mitigation, Due Diligence and Remediation Processes

WMPG's and M.A.P. WA's corporate governance approach aligns with our commitment to acting ethically, with integrity and transparency in all our business dealings and relationships. We maintain a conscious and proactive mitigation strategy to prevent the risk of modern slavery occurring in our operations and supply chain as part of our overall corporate governance approach.

The policies below have been put in place to establish a robust set of practices and processes in order to continually ensure WMPG's and M.A.P. WA's compliance with Modern Slavery obligations as well as our own ethical standards.

- **Code of Conduct** describes the standards of behaviour and conduct expected from all employees in their dealings with customers, suppliers, clients, co-workers and management. We recognise the importance of a work environment that actively promotes best practice.



- **Anti-Slavery & Human-Trafficking Policy** outlines our zero-tolerance approach to modern slavery and demonstrates our commitment to acting ethically, with integrity and transparency in all our business dealings and relationships to prevent the exploitation of others and to ensure modern slavery and human trafficking are not present in our business or in our supply chains.
- **Gender Equality Policy** affirms that we aim to fulfil our obligations under *the Workplace Gender Equality Act 2012 (Cth)* ('the Act'), by developing and implementing a workplace program designed to eliminate discrimination and contribute to gender equality in employment in the workplace.
- **Recruitment and Selection Policy** affirms that our recruitment and selection decisions will be based purely on the principle of merit meaning that candidates shall be selected based on whether they have the right skills, qualifications, experience, and suitability required for the position. We do not unlawfully discriminate against candidates based on their sex, race, disability, age, sexuality, pregnancy, family responsibilities, etc., nor allow personal bias or favouritism to influence decisions or outcomes.
- **Whistle-blower Policy** is in place to drive a culture where employees feel comfortable reporting or raising concerns about illegal, unacceptable, unethical or undesirable conduct (Misconduct). The Policy outlines comprehensive reporting procedures and mechanisms which enable employees or third parties to report concerns regarding Misconduct, including modern slavery. It allows for anonymous reporting through mediums such as email, online or by telephone through our independently operated whistle-blower system. Investigations of alleged Misconduct shall be conducted in a manner that is confidential, fair and objective. Where issues are investigated and substantiated, we are committed to taking appropriate action.

5. Measuring and Assessing the Effectiveness of our Actions

WMPG and M.A.P. WA will undertake continuous and ongoing risk assessment and compliance processes to ensure we are maintaining appropriate controls and procedures to mitigate the risk of modern slavery occurring in connection with our operations and supply chain.

WMPG and M.A.P. WA will undertake continuous and ongoing assessment of our suppliers by evaluating information that we receive and promptly act upon any allegations or findings of involvement in unethical practices if they do arise.

WMPG's controlled entities and M.A.P. WA are members of Sedex, a global ethical data exchange platform (<https://www.sedex.com/>) so that we can provide detailed data assessments to our customers about our own sites.

In the next reporting period, WMPG and M.A.P. WA will undertake a Sedex Members Ethical Trade Audit which includes as part of its measurement criteria an evaluation of the systems in place to assess, manage and mitigate any human rights impacts of WMPG's and M.A.P. WA's operations including in respect of modern slavery.

We will provide ongoing training to our leadership team, managers and supervisors in order to increase awareness of modern slavery, and all our people receive ongoing training on our policies and receive information as to how they can obtain support. We will continue to enforce WMPG's policies and controls to prevent modern slavery from occurring.

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WMPG and M.A.P. WA have established an annual review process whereby in each reporting period members of senior management shall review our policies and procedures in relation to modern slavery.

6. Consultation within the Group

WMPG and its controlled entities are treated as one entity from a corporate governance perspective and adhere to the same policies and procedures, including in respect of modern slavery.

This Modern Slavery Statement is a joint statement of each of the controlled entities of WMPG and M.A.P. WA. Shagay Pty Ltd atf The Shagay Unit Trust is in a position, directly or indirectly, to influence or control each reporting entity covered by the statement (other than M.A.P. WA) and its Board has approved this statement. This Modern Slavery Statement was prepared in consultation with M.A.P. WA and its Board has approved this statement.

This Modern Slavery Statement and the policies and processes described herein were developed for and are applicable to the entire Western Meat Packers Group and M.A.P. WA.

7. Looking forward

Over the next reporting period, WMPG and M.A.P. WA will continue to identify ways to reduce the risks of modern slavery. Some of the steps associated with the ongoing compliance process are:

- **Policy Review** - we will regularly review our current Code of Conduct and policy framework to ensure it meets best practice.
- **Procurement Policy and Framework** - will also be established in the next reporting period and we will implement a code of conduct applicable to our suppliers and service providers specifically outlining our zero-tolerance approach to matters such as modern slavery.
- **Training** - we will deliver ongoing annual training in modern slavery to Management and all procurement staff to increase awareness and understanding, and to ensure they are able to assist suppliers in building their capabilities to meet our legal and ethical requirements.
- **Suppliers Engagement and Collaboration** - a robust supplier engagement process will be established to ensure our suppliers understand and meet their requirements related to modern slavery. This will include a requirement that suppliers provide WMPG and M.A.P. WA with a copy of their modern slavery risk mitigation policies or strategies.

This statement has been approved by the Chief Executive Officer and endorsed by the Board of Directors, Western Meat Packers Group and Board of Directors, M.A.P. WA.

A handwritten signature in black ink, appearing to read "A. Fuda".

Andrew Fuda
Chief Executive Officer, Western Meat Packers Group and M.A.P. WA Pty Ltd

Date: 29 March 2021

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