

Carman's

MODERN SLAVERY ACT
STATEMENT 2020

(for 1 July 2019 to 30 June 2020)



Reporting Entity

This statement is prepared on behalf of Carman's Fine Foods Ltd ABN 37 109 604 202 to support the reporting period of 1 July 2019 to 30 June 2020.

Carman's is a privately-owned food company with circa 45 direct employees, at the time of reporting period, operating from the following address:

11 Hume Street, Huntingdale, VIC, 3166

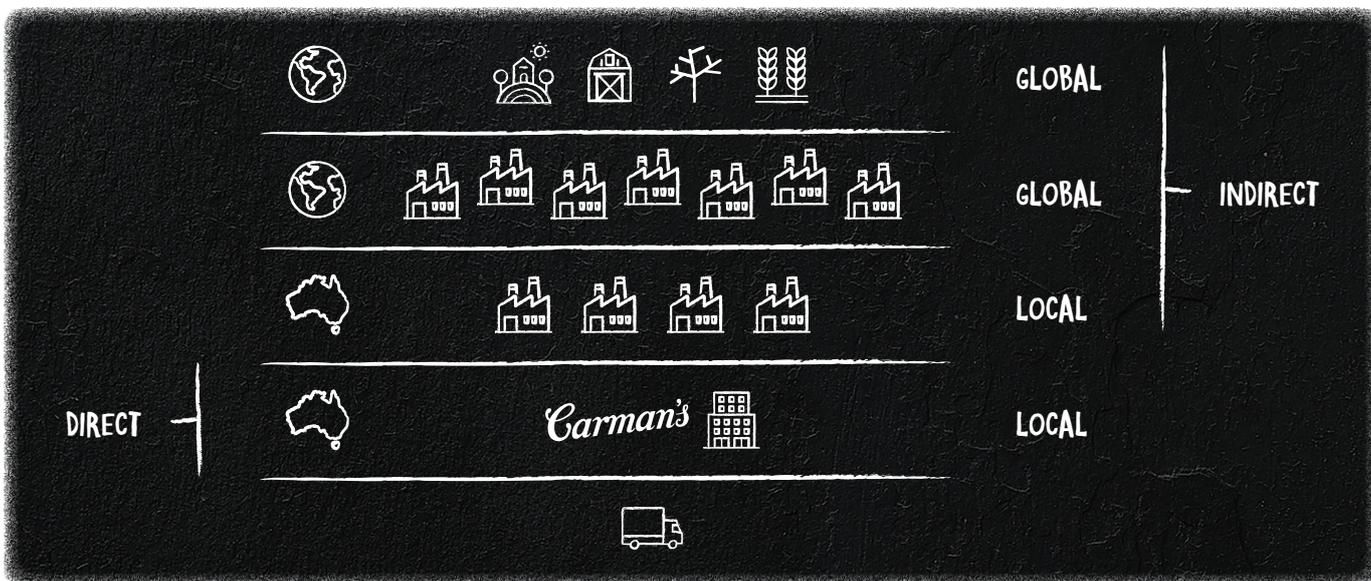
Carman's recognise that Modern Slavery is an issue within Australia and beyond and we have a responsibility to identify and report any relevant activities in our operations and supply chain.

Structure, Operations & Supply Chains

Carman's have several supply chain partners who produce, store and transport Carman's products on our behalf. Modern Slavery is not only an issue overseas but can also be an issue within our local manufacturing operations. At Carman's we take this very seriously and would encourage any concerns to be reported to our consumer care contact centre on **1300 555 885** or our whistle-blower service via **carmanskitchen@stopline.com.au** or at **https://carmanskitchen.stoplinereport.com/**

Raw materials are sourced locally where possible, however, to meet the diverse requirements of Carman's products some raw materials are sourced globally, as such, we expect our local manufacturers to ensure attention is given to the Modern Slavery risks in their supply chain. We have reviewed the countries from which our raw materials are sourced and have found as follows:

Argentina, Australia, Belgium, Bulgaria, Canada, Czech Republic, Chile, China, France, Germany, India, Indonesia, Malaysia, Mexico, Netherlands, New Zealand, Pakistan, Philippines, Poland, Russia, Singapore, Spain, Taiwan, Thailand, Turkey, Ukraine, USA and Vietnam.





Modern Slavery Risks in our Supply Chain & Operations

There are several potential risks in the Carman's Supply Chain which must be considered, these are as follows:

DIRECTLY LINKED

- Local Contractors (cleaning companies, pest control, security) – worker exploitation.

Carman's engage with local contract companies to support the business activities in Huntingdale and as such could be directly linked to exploitation via these channels. Each of these companies has a contract in place which documents the requirement to meet local labour requirements for employment.

INDIRECTLY LINKED

- Local Manufacturing Supply Chain – enforced labour, worker exploitation.
- Raw Material Supply Chain (via Local Manufacture) – enforced labour, worker exploitation.
- Local Storage and Distribution – worker exploitation.

These partners have been contacted and included in the risk assessment for Modern Slavery.

Modern Slavery Risk Assessment & Action Plan

We have documented the risks as per above and contacted each of the relevant suppliers to understand their level of both understanding and commitment to Modern Slavery.

We have requested all partners confirm they are aware of the act and the requirements. Partners who are required to comply forward us a copy of any submitted statements and reports at the time of submission so we can review and ensure any identified risks are considered in our plans.

Available material has been reviewed and considered through our risk assessment.

- UN Guiding Principles on Business and Human Rights 2011
- Commonwealth Modern Slavery Act 2018 Guidance for reporting entities
- Global Slavery Index 2018





Reporting Entity – Incidents & Actions

The reporting entity have not, as yet, had any reportable incidents and as such at the time of publication have nothing to report.

Should an incident be uncovered the entity understands its obligation in reporting and remediation to resolve in an ethical manner.

COVID-19 Impact

Whilst there have been some delays for raw materials and packaging and also strict measures in place at manufacturing facilities, there have been no Modern Slavery impacts due to COVID-19 that we are aware of. Carman's has operated under COVID safe plans which have been constantly reviewed and updated in-line with the government advice.

Future Commitments

In 2021 we will extend our Modern Slavery risk assessment to understand the proportions of ingredients sourced from overseas and map this vs the in country and material risk. We will also review the value of requesting all suppliers and potentially raw material suppliers undertake a SEDEX audit to further support our risk assessments.

As part of our Sustainability Strategy, we will further define our goals for 2025 which will include Modern Slavery as a component.

This statement has been reviewed by the Leadership Team of Carman's Fine Foods with final approval from Carolyn Creswell, the sole Director (Owner and Founder) of Carman's Fine Foods.

Carolyn Creswell
DATE: 05/03/2021

