

Craig Mostyn Group

Modern Slavery Statement 2022



INTRODUCTION

The Craig Mostyn Group is committed to limiting the risk of Modern Slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.



We are committed to continuing to evolve our approach to meet developing risks. This statement, which meets the requirements of the Commonwealth Modern Slavery Act (MSA), describes the steps taken by Craig Mostyn in 2022 to ensure that Modern Slavery is not occurring in any part of our business or in any of our supply chains. In line with the Australia's Government guidance, Craig Mostyn has produced one statement for our group covering all subsidiaries.

OUR STRUCTURE, BUSINESS AND SUPPLY CHAINS

Craig Mostyn is a large Australian private food and agribusiness company with over 1000 employees. Craig Mostyn services customers both domestically and overseas. We directly employ workers and operate farms and abattoirs in Western Australia for pork, lamb and beef, and abalone in Victoria & Tasmania. Our [website](#) provides additional information on our key products and services.

We have supplier relationships working with over 300 suppliers. Where possible, Craig Mostyn buys goods and services locally to cover the agribusiness life cycle, including items such as stock, feed, personal protective equipment, packaging and chemicals.

“Craig Mostyn works with its stakeholders to identify and understand the impacts of its activities”

RISK ASSESSMENT AND MITIGATION

Craig Mostyn Group have identified a number of potential different Modern Slavery risk factors. Potential risk areas include labour regularly employed, with some sites utilizing international labour, employed in different employment modes including sourcing labour under labour hire supply arrangements.

A further potential risk area is through sourcing through international suppliers. If a human rights incident was to occur, we seek to resolve the situation as appropriate based on our

policies and standards, this may include remediation based on our involvement.

Craig Mostyn works with its stakeholders to identify and understand the impacts of its activities, so that benefits can be optimised, and negative impacts limited. Due diligence is implemented to prevent and mitigate adverse impacts and Craig Mostyn provides access to remedy through effective grievance mechanisms.

ACTIONS TAKEN

Craig Mostyn established a Modern Slavery Policy in 2020. The policy outlines the Minimum Standards that our suppliers must comply with. The Policy encourages suppliers to exceed these standards and promotes best practice and continuous improvement in our operational and supplier contract terms. This Policy was reviewed in March 2022 is approved by the Craig Mostyn Board.

Suppliers are monitored for compliance against our Minimum Standards through our supplier assessment processes. A risk matrix was used aimed at identifying potential sources of Modern Slavery which uses known leading risk factors such as product type, country, and industry.

Our standard supplier contracts contain a Modern Slavery Clause, requiring suppliers to comply with Modern Slavery Laws, policies and guidelines. It also requires suppliers not use any materials sourced or produced using Modern Slavery.

In 2022 two of our sites underwent an Ethical Trade Audit, conducted by SEDEX. The audits covered areas including Freely Chosen

Employment, Freedom of Association, Living Wages & Benefits, and Safety & Hygienic Conditions. The 4 pillar audits were completed over two days and included site inspections, document review and interviews with workers. Identified issues were remediated and the audits did not identify any modern slavery issues.

Craig Mostyn rolled out training to all Senior Leaders on Modern Slavery to increase awareness and help them better understand, identify, and report Modern Slavery incidents.

Craig Mostyn has several mechanisms for employees and third parties to anonymously report suspected or actual illegal activity or breaches of Craig Mostyn Policies, including the Code of Conduct. Employees and third parties can raise issues internally to protected disclosure officers, or externally under our Whistleblower Policy. Each whistleblower disclosure received is investigated and reported to the Chair of the Audit & Risk Committee. Craig Mostyn's grievance procedure ensures all grievances are managed in a systematic, fair, timely and transparent manner.

ASSESSMENT AND EFFECTIVENESS

Several of our processes, including our supplier review, grievance processes, and audits help track our performance. We are not aware of any Modern Slavery complaints or issues during 2022 through either our site level grievance processes, whistle-blower reporting or audits.

Industrial relations disputes and grievances, which may cover a range of labour related issues, are tracked through our People, Safety & Culture Team. We are not aware of any KPIs for our operations which would incentivise or facilitate Modern Slavery.

CONSULTATION

This statement was prepared following consultation with each operating business unit, Human Resources, Finance and Safety teams as well as our supplier partners who provide support with international sourcing and recruitment. These discussions assisted in assessing modern slavery risks and identifying opportunities to improve our risk controls.

LOOKING AHEAD

In 2023 we will continue to embed the prevention of Modern Slavery into operational as well as our supplier driven processes. We will continue to develop our processes and practices to address this challenging and complex issue.

For our own operations this includes further integrating management of Modern Slavery risks into site-level processes. For our supply chains we will continue to focus on ongoing improvement in our processes and procedures as well as driving compliance with our policy.


Wayne Crofts
Chief Executive Officer

This statement was approved by the Board of Directors of Craig Mostyn Holdings Pty Ltd, in their capacity as principal governing body, on 2 December 2022, with an amendment approved on 24 July 2023 to include the approach to consultation. This statement covers the consolidated Craig Mostyn Group, being Craig Mostyn Holdings Pty Ltd (parent) and the entities it wholly owns and controls.