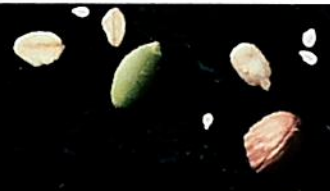




**Carman's**  
*Real food made with real passion...* 

**MODERN SLAVERY ACT  
STATEMENT 2024**

1 JULY 2023 TO 30 JUNE 2024

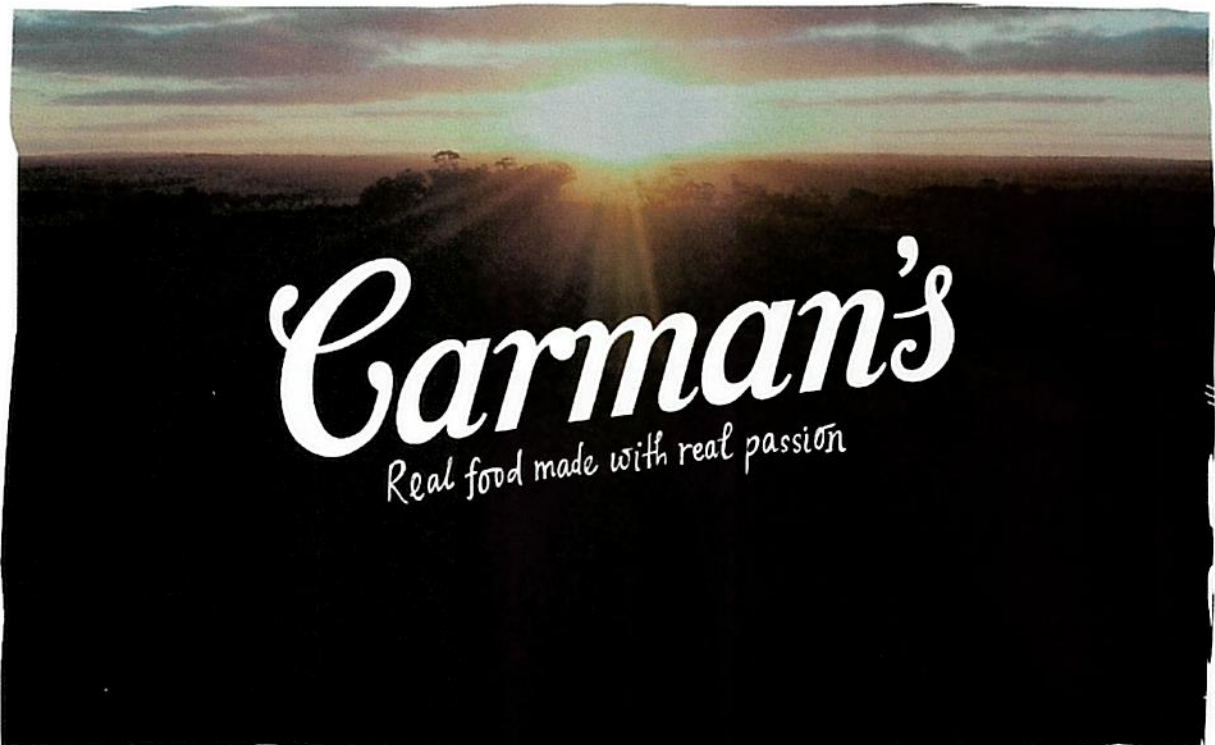


## INTRODUCTION

Carman's Fine Foods is a privately held food company, with Caroly Creswell as its founder, owner and sole director. Carman's Fine Foods operates independently, without control over any other entities, eliminating the need for external consultations.

This statement has been prepared to comply with the Modern Slavery Act 2018 (The Commonwealth Act) for Carman's Fine Foods, 11 Hume Street Huntingdale VIC 3166, ABN 37 109 604 202. It outlines the measures undertaken by Carman's Fine Foods to address modern slavery risks during the reporting period from 1 July 2023 to 30 June 2024.

We recognize the significant challenge that modern slavery presents and remain steadfast in our commitment to mitigating these risks both within Australia and beyond, and we have a responsibility to identify and report any relevant activities in our operations and supply chain.





## OUR STRUCTURE & OPERATIONS

Since its founding in 1992, Carman's Fine Foods has grown to become a trusted name in households creating delight every day for consumers ever since. This philosophy shapes everything we do — from how we source our ingredients to how we care for our customers and manage every aspect of our business and operations. Carman's is dedicated to creating high-quality, premium products while making a difference in people's lives.

Carman's is proud to be an Australian owned and operated company. Our head office is located in Melbourne, and we have a small production facility based in the Adelaide hills. We work with several supply chain partners within Australia who produce, store and transport products on behalf of Carman's.

At the time of reporting, Carman's Fine Foods has approximately 105 employees.

Aligned with our core values, Carman's is committed to eliminating slavery and human rights violations in the modern world. We work collaboratively across our supply chain to address modern slavery concerns and mitigate identified risks.

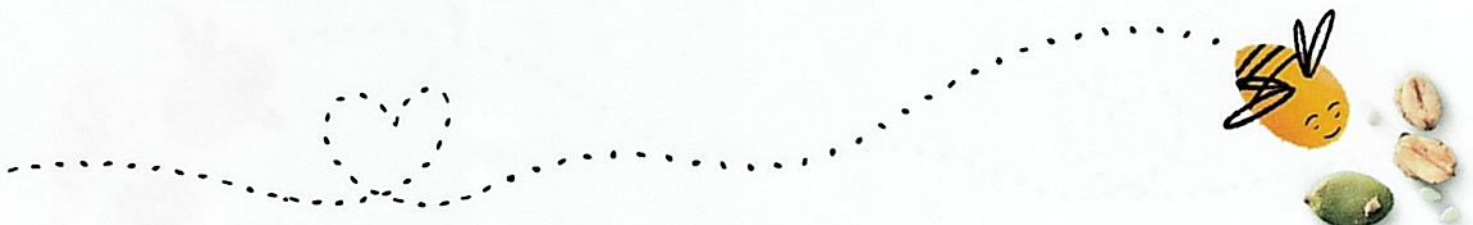
At Carman's, we strive to uphold excellence throughout our supply chain by:

- Promoting fair work practices and fostering ethical trading while ensuring compliance with modern slavery standards among our partners.
- Procure materials sustainably to minimize social and environmental impacts, with a focus on supporting local businesses whenever possible.
- Making responsible choices at every stage of our supply chain operations where possible.

Carman's recognises that modern slavery is not only an issue overseas, but can also be an issue within our local manufacturing systems. We take this very seriously and would encourage any concerns to be reported to our Consumer Care Team on 1300 555 885 or via our whistleblower service at [carmanskitchen@stopline.com.au](mailto:carmanskitchen@stopline.com.au) or <http://carmanskitchen.stoplinereport.com/>

Carman's upholds the highest quality standards to deliver safe and exceptional products to our consumers, utilizing the best quality ingredients available. Our key supply chain partners implement robust vendor assurance programs, which include thorough assessments to identify and address modern slavery and ethical sourcing risks within the supply chain.

While we prioritize sourcing raw materials locally whenever possible, some ingredients are obtained from international suppliers. We require both our local and global manufacturing partners to exercise due diligence in managing and mitigating modern slavery risks within their supply chains.





## ➤ MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN & OPERATIONS ◀

There are several potential modern slavery risks in the Carman's supply chain:

### Directly linked

Carman's partners with a range of Australian businesses to support operations at its Melbourne headquarters and Adelaide production facility. These direct operational relationships may involve risks of worker exploitation. To address this, all companies working with Carman's are bound by contractual agreements requiring compliance with local labour laws and standard

### Indirectly linked

Carman's relies on various supply chain partners for the manufacturing, storage and transport of products. These third-party relationships may expose us to indirect risks of modern slavery, forced labour, or worker exploitation. Additionally, sourcing raw materials through manufacturing partners presents a potential commodity-related risk for modern slavery within the supply chain.

## ➤ MODERN SLAVERY RISK ASSESSMENT & ACTION PLAN ◀

Carman's has proactively conducted a comprehensive assessment of modern slavery risks with all relevant suppliers. This initiative has proven instrumental in acquiring crucial information and gaining insights into our suppliers' level of understanding and commitment to modern slavery risk mitigation. Carman's has established a robust approved supplier program and have implemented a dedicated Modern Slavery Policy, Sustainability Policy, Ethical Sourcing Policy. As an active member of SEDEX, we leverage the platform to foster connections with key suppliers, facilitating in-depth understanding and analysis of supply chain risks and associated ratings.

In FY24, Carman's has strengthened its approach to modern slavery risk assessment by:

- Continuing to utilize tools such as the UN Guiding Principles on Business and Human Rights and insights from SEDEX.
- Expanding supplier assessments and agreements to include updated responsible sourcing declarations.
- Monitoring and addressing risks associated with high-risk materials and suppliers in identified regions via SEDEX.
- Maintaining vendor assurance programs that evaluate supplier compliance with modern slavery obligations.
- Internal training for relevant staff in understanding modern slavery risks and identifying these risks in our supply chain.



We have also assessed if any of our raw materials are sourced from countries with high-risk of modern slavery; an average of 50% of our ingredients are sourced from Australia, with remaining ingredients sourced from countries including Argentina, China, India, Indonesia, Malaysia, Nigeria, Pakistan, the Philippines, Turkey, Ukraine and Vietnam. To address modern slavery risks associated with sourcing from these high-risk regions, our manufacturing partners maintain visibility into their supply chain risks through approved supplier programs. These programs have significantly enhanced our understanding of sourcing practices across the supply chain, and we are committed to further refining and developing these processes in the years to come

Carman's have also reviewed information from the following resources:

- UN Guiding Principles on Business and Human Rights, 2011
- Commonwealth Modern Slavery Act 2018 Guidance for reporting entities
- Walk Free Foundation & SEDEX, for industry and country specific modern slavery risks.

## ➤ EFFECTIVENESS OF ACTIONS ➤

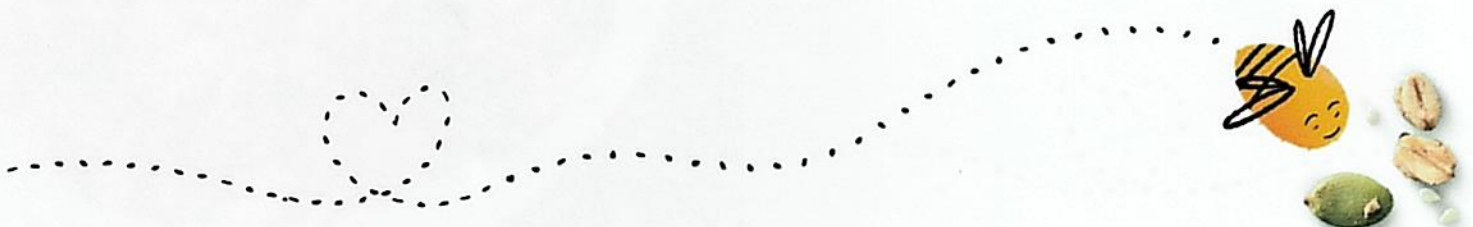
Carman's assesses the effectiveness of its measures against modern slavery through the following initiatives:

- Our Approved Supplier Program involves screening and risk assessment for both new and existing suppliers. Suppliers are required to sign Carman's ethical sourcing program which mandates all suppliers to share information related to ethical trading and modern slavery.
- Our Whistleblower Policy and operating procedures are accessible to all employees, providing a channel to report any breaches or grievance related to potentially illegal business practices.
- Key suppliers undergo assessment via the SEDEX data exchange platform, offering a comprehensive review of supplier risk.
- Procurement contract terms explicitly reference compliance with modern slavery legislative requirements.

Carman's have not, to our knowledge, had any reportable incidents, and at the time of publication of this report have nothing to disclose. Should such incidents be uncovered, the entity acknowledges its obligation to report and remediate in an ethical manner.

In the event of an incident, given its smaller organisational size, Carman's would collaborate with the Australian Border Force (AMF) team to ensure remediation in accordance with requirements. Carman's values transparency and, if legally permissible, would share details of any reportable incident to enhance awareness of modern slavery. Most importantly, our priority will always be the welfare of the individual/s directly involved.

Carman's organisational actions have undergone review by its Senior Leadership Team. The organisation has elevated awareness of the Modern Slavery Act and its requirements.



## ➤ FUTURE COMMITMENTS ➤

Carman's aspires to increase compliance by working towards impactful initiatives that contribute to improved outcomes:

- We will continue to empower and educate our workforce and our supply partners on modern slavery risks.
- We are committed to enhancing our supply chain risk framework for a more thorough assessment of potential modern slavery risks within Carman's supply chain.
- Enhancing supply chain risk frameworks, leveraging SEDEX data to evaluate commodity-specific risks.
- We are looking into implementation of an audit program for our high-risk manufacturers to manage and mitigate these risks.
- Strengthening our sustainability practices, with the goal of attaining B-Corporation certification, reflecting our ongoing dedication to ethical and sustainable business practices.

This statement has been reviewed by the Senior Leadership Team of Carman's Fine Foods and is signed off by the sole owner and founder.



Carolyn Creswell

Date: 18.12.24

