



**MODERN SLAVERY STATEMENT**  
**For the 2024-2025 REPORT YEAR**

## Introduction

This Joint Modern Slavery Statement (the **Statement**) is made by Cordina Chicken Farms Pty Ltd (ABN 29 003 058 428) as the reporting entity under the *Modern Slavery Act 2018* (Cth), and covers its owned and controlled entities, including Cordina Foods Pty Ltd and Cordina Processing Pty Ltd (together referred to as **Cordina, we, us** or **our**). Cordina's registered office is at 55 Mandoon Road, Girraween NSW 2145. Cordina acknowledges its obligation to identify risks of modern slavery in our operations and supply chains and actions to address those risks.

This Statement is made pursuant to sections 14 and 16 of the *Modern Slavery Act 2018* (Cth) (the **Act**) for the reporting period from 1 July 2024 to 30 June 2025. This is Cordina's fifth Modern Slavery Statement, and it sets out the actions we have taken during this reporting period and those we propose to take in the future to assess and address Modern Slavery risks in our business. Cordina is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across its operations.

This Statement has been prepared to meet the mandatory reporting criteria set out under section 16 of the Act.

At Cordina Group, we acknowledge we have both a legal and a moral responsibility to promote transparency in our operations and implement procedures that minimise the chances that modern slavery practices could exist within the business and broader supply chain. We are committed to improving our practices to identify and address modern slavery. Cordina will not tolerate any form of slavery or human trafficking in our business.

Cordina recognises that modern slavery can occur in every industry and sector and has severe consequences for victims. Modern slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities. Cordina recognises that slavery and human trafficking can occur in many forms as detailed in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

## Our business, structure, operations and supply chain

Cordina has been operating in the Australian food industry for 80 years. From our manufacturing and distribution facilities located at Girraween and Wyong (NSW), we process, prepare and distribute food products nationally.

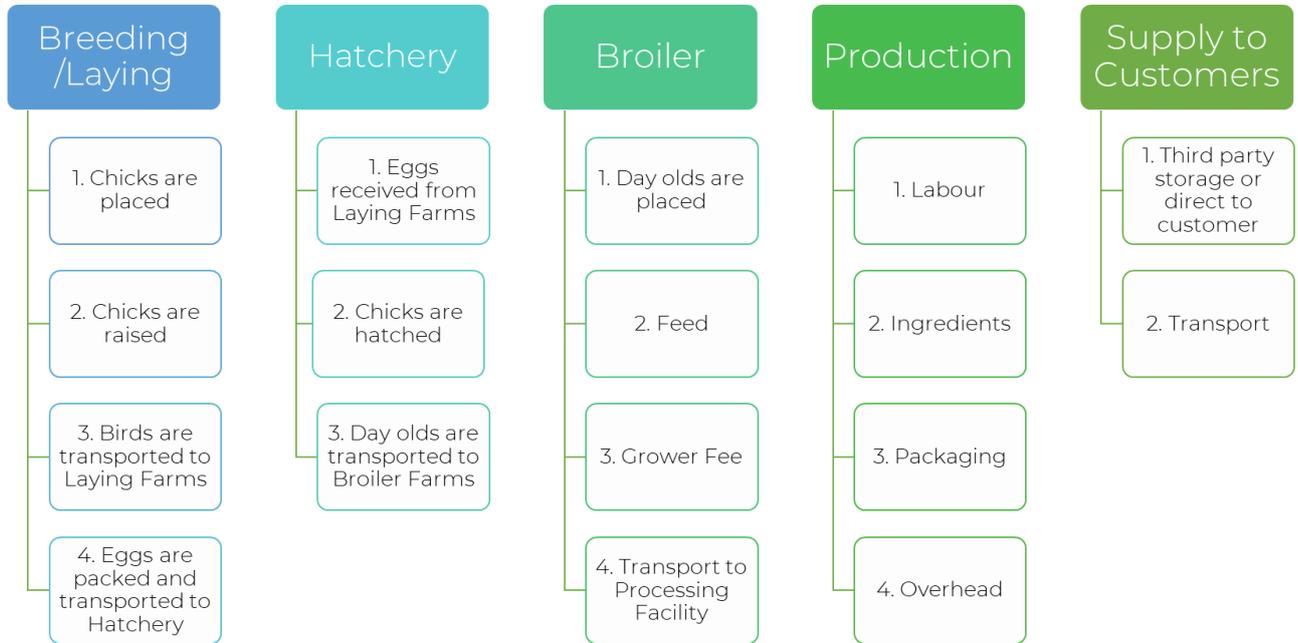
Cordina produces a complete range of fresh chicken products covering traditional areas of whole birds, fillets and pieces as well as an extensive range of further processed products to satisfy the increasingly varied food requirements of consumers. We market our products through major supermarket chains, food service outlets and other food manufacturers.

For the purpose of this Statement our key operating entities and operations and the associated supply chains are as follows:

- **Cordina Chicken Farms Pty Ltd – ABN 29 003 058 428**
- **Cordina Foods Pty Ltd – ABN 17 002 429 825**
- **Cordina Processing Pty Ltd – ABN 89 101 347 764**

All the operating entities are located within New South Wales, Australia.

Operations Flow	Operations Function	Procurement Category
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**Employment**

Cordina Group employs 1466 workers, comprising of:

- 1166 are Company employed
- 300 are Contract workers

Cordina includes, but is not limited to, roles in marketing, finance, IT, procurement, people & culture and operations.

All our team members are based in Australia. From time to time, employees from Cordina may work remotely, including from overseas.

**Procurement of goods and services**

Cordina suppliers are primarily Australian based and comprise the following categories.

- Feed
- Packaging
- Ingredients
- Services

Cordina’s supply chain includes direct suppliers (Tier 1) based primarily in Australia, as well as indirect suppliers (Tiers 2 and beyond) that may operate internationally, particularly in relation to packaging, ingredients, and services.

## **Risk Identification**

Cordina undertakes an annual risk assessment of its operations and supply chains, considering sector, industry, product, and geographic risk factors. This includes reviewing supplier locations, types of goods or services procured, and labour practices.

## **Employment**

Cordina considers that it has a low risk of directly causing or contributing to modern slavery practices related to its own team members. The Cordina workforce is employed directly by Cordina entities under awards, enterprise agreements, and contracts. Cordina engages independent contractors from time to time for specific skills as required.

Cordina has a HR team which oversees the terms and conditions of employment with Cordina to ensure compliance with Australian workplace laws, including the *Fair Work Act 2009* (Cth), work health and safety legislation and other legislation pertaining to employment. Cordina is confident there are no modern slavery practices within operations directly under its control.

Modern slavery risks that relate to our operations and direct workforce are assessed in the context of our health and safety and human resources policies and procedures, ethical standards and behavioral requirements as per our Company policies, including our Code of Ethics, statutory and contractual obligations regarding employment conditions. We maintain robust internal policies, systems and processes to comply with our legal and contractual obligations and to manage entitlements to our people. For our indirect workers such as labour hire agencies, we regularly conduct internal audits to identify any risks.

## **Procurement of goods and services**

Cordina has formal policies in place that are intended to promote ethical and legal compliant business conduct. Those policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business, including our Ethical Sourcing Policy, Code of Ethics Policy, Human Rights Policy and Land Rights Policy.

Modern slavery risks may be present in our operations and supply chain due to a range of factors, including:

- Procurement of products or services from suppliers that may be sourcing or manufacturing their products in high-risk countries or sectors
- Use of third-party recruitment providers, including labour hire agency workers

We believe that our most significant risks are likely to exist in our supply chains while purchasing products from our suppliers, rather than our internal operations. Our Procurement Team have a number of risk mitigation processes in place to mitigate risks associated with modern slavery including our onboarding requirements, which include agreement by suppliers to comply with the Cordina policies referred to above. All the above controls will continue to be reviewed to ensure that we have robust processes in place to minimise the risk of modern slavery in our supply chains on an ongoing basis.

Most of Cordina's larger suppliers have issued their own Modern Slavery statements and/or are required to submit their own Modern Slavery statement as set out in the Modern Slavery Act 2018 (the Act). Cordina believes the risks of modern slavery are being assessed by its suppliers and action is being taken.

We continue to consider the risks of modern slavery practices to be higher in our supply chain and acknowledge that identifying modern slavery risks in a supply chain is a complex process. Cordina recognises that it cannot

definitively ensure that there are no risks of modern slavery that may exist within its supply chain network. This is because Cordina does not have the same level of oversight over its suppliers that it can exercise over its own team members and operations.

During this reporting period, due to the nature of the products we produce & supply, our suppliers and risks remain unchanged from previous statement.

### **Risk Management, Due Diligence and Remediation Processes**

To manage the risk of modern slavery in our business and supply chains, Cordina has undertaken the following measures:

- Training and awareness on Anti Modern Slavery Policy;
- Revised its internal policies; and
- Updated supplier engagement processes and principles.

Cordina has also established a confidential grievance mechanism for employees and suppliers to report concerns related to modern slavery. Where modern slavery risks or incidents are identified, Cordina will work with relevant parties to remediate harm in line with international human rights standards.

### **Employment**

Cordina has multiple levels of regulation that apply to the engagement of its team members as described below:

Team members may be covered by modern awards, including but not limited to, the Poultry Processing Award 2020, Pastoral Award 2020, Manufacturing and Associated Industries and Occupations Award 2020, Clerks—Private Sector Award 2020, General Retail Industry Award 2020, Professional Employees Award 2020.

Cordina ensures that team members receive at least the minimum entitlements under the applicable industrial instrument including the minimum rates of pay for their applicable classification and annual leave, personal / carer's leave, shift allowances, overtime and weekend penalty rates etc, as they apply to its operations.

For team members who are not covered by a modern award or enterprise agreement, Cordina is aware that it must pay at least the federal minimum wage to these team members for each hour worked and ensure that the terms of the national employment standards (NES) are applied to their employment and not in any way undermined.

Many team members at Cordina are paid above the relevant modern award and federal minimum wage base rates. This is to ensure Cordina is able to employ the most highly skilled people in the industry to provide our specialist services.

Cordina also has the relevant systems and processes in place to ensure matters such as taxation, superannuation, workers compensation and all other statutory and contractual entitlements are properly attended to. Cordina regularly engages with external legal advisors to ensure it is meeting its various legal obligations.

In this reporting period, Cordina continued to implement its risk management approach by taking appropriate action to ensure that workers have appropriate working rights in Australia by using Vsure system to check visa status for potential existing workers employed by Cordina. Cordina also regularly conducts audits of its labour hire provider to ensure that their workers have appropriate working rights to work in Australia.

### **Procurement of goods and services**

In this financial year 2024/2025, Cordina's supply chain has largely remained the same as outlined in the previous statements. Cordina's major suppliers have remained unchanged with addition of additional suppliers to the approved supplier list.

We continue to establish strong foundations to embed the consideration of modern slavery risks into our business and supply chain including by:

- Building on the awareness & training our staff on modern slavery risks in FY 2025;
- Continuing to work with suppliers to undertake appropriate due diligence into the risk of modern slavery in their business and supply chain; and
- Embedding contractual terms dealing with modern slavery risks in our business.

Cordina also has had regard and consideration of its suppliers' modern slavery statements to better understand their risks.

Cordina is committed to continually reviewing engagement with suppliers to identify and assess modern slavery risks within its operations and the operations of its supply chain to the extent it is reasonably able to.

### **Ongoing Assessment of Risk**

Cordina acknowledges the importance of assessing the effectiveness of its actions.

As part of its future actions, Cordina will continue to review and improve its risk management procedures for modern slavery as well as encourage the reporting and monitoring of such risks.

### **Employment**

Cordina employs a payroll manager to ensure that all team members are being paid at least the appropriate minimum rates of pay as well as, but not limited to, the applicable overtime and penalty rates, allowances, loadings.

Cordina also seeks external legal advice from specialist employment lawyers to ensure that its team members receive the correct entitlements.

Cordina also measures the effectiveness of its actions with respect to employment relations, by assessing completion rates of staff training on modern slavery.

### **Procurement of goods and services**

Cordina undertakes to increase scrutiny to address the modern slavery risks of its suppliers. The effectiveness of our actions will be assessed by monitoring and analysing:

- Continuing to evolve our due diligence processes to aid in the identification of risks including expanding the scope of our supply chain risk assessment;
- Monitoring and acting on information submitted accompanying supply registrations;
- Survey and audit results;
- Resolution rates of reported concerns; and
- Our policies and procedures and ensuring they are reviewed, updated and socialised in relation to any changes in relevant Codes and Standards of Practice.

## **Communicating, Engaging and Collaborating with our Stakeholders on Modern Slavery**

For consultation purposes, Cordina's reporting entities all report into Cordina Chicken Farms Pty Ltd (ABN 29 003 058 428).

Throughout the process of responding to the Act, Cordina has engaged with its owned and controlled entities. This engagement has been important to confirm that these entities are both aware of and responsive to the legislation.

Should our risk assessment processes uncover any cases or instances where suppliers are in breach of the business' modern slavery requirements, we will engage directly with the suppliers to understand how they are managing those risks and will assist with any remediation and develop an action plan to eradicate any risk in a transparent, timely and efficient manner.

Cordina's reporting entities have common directorship across the entities, including a single Chief Executive Officer. The Chief Executive Officer is responsible for all of Cordina and sits on the **Cordina Board**.

This Statement has been reviewed and approved by the directors of Cordina on behalf of all entities. The development of this Statement was done in consultation with, and input from, Directors of Cordina entities and the Cordina Group Executive Team.

### **Further information**

Cordina remains committed to an ongoing management process to identify, prevent, mitigate and account for how we address actual and potential adverse human rights impacting our operations and supply chains, including modern slavery. As part of its strategy for the coming reporting period, Cordina is committed to the continued monitoring of risks. Cordina is also committed to encouraging the reporting and investigating of modern slavery risks across its operations and its supply chain.

Over the next reporting period our key focus will be on:

- Increasing awareness among Cordina suppliers of our ethical business practice expectations.
- Working with our suppliers to eradicate potential risks in their own operational supply chains;
- Continuing the modern slavery training for employees within the business;
- Strengthening the alignment of our modern slavery risk processes and responses across our controlled entities;
- Complying with all legislative requirements and remaining up to date with emerging best practice for modern slavery management;
- Increasing team member awareness particularly aimed at persons within Cordina making purchasing decisions and those involved in tender processes;
- Having a clear and detailed internal process for actioning any instances of modern slavery identified in our supply chain; and
- Publishing our Modern Slavery policy and sharing this policy across the organisation and to external stakeholders via our website.

Cordina recognises the importance of developing and implementing a model of continuous improvement by assessing and addressing risks stemming from our business.

Cordina understands internal systems and processes need to be regularly reviewed and improved to effectively mitigate against risks of modern slavery.

This Statement was approved by the Board of Cordina on 19 December 2025 after consultation and input from all Cordina trading entities. This statement is approved on behalf of all Cordina reporting entities.

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*Louise Cordina*  
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**Louise Cordina**  
**Chief Executive Officer**  
**19 December 2025**