



MODERN SLAVERY STATEMENT
FINANCIAL YEAR 2021





About us

Dardanup Butchering Company was established in 1950 as a stand-alone retail store in the Walker Arcade, Bunbury. Today, DBC employs more than 220 direct employees within its wholesale, retail and food service divisions, and serves in excess of 1900 sites including restaurants, hotels and cafes, butcher shops and IGA's throughout Western Australia.

At a glance

This statement is made on behalf of Dardanup Butchering Company Unit Trust ABN 89 869 494 617, ACN 009 070 624 t/f Dardanup Butchering Company Nominees Pty Ltd t/as Dardanup Butchering Company (DBC). DBC own shares in Perth Hide and Skin Exports Unit Trust (ABN 47 755 668 741), t/as Perth Hide and Skin Exports to which a copy of this statement and our policy has been shared.

In our second modern slavery statement made in fulfilment of the requirements of the Modern Slavery Act 2018 (Cth), we are pleased to be able demonstrate

a further maturing of our response to modern slavery risk management. Below is a high-level summary of DBC's FY21 modern slavery approach.

Respecting human rights

Here at DBC we reject any form of modern slavery and look to implement controls to mitigate risks within our business operations and supply chains. We respect the human rights of our employees, clients and those of our suppliers and business partners.

Achievements in the past year

This is our organisation's second statement and whilst we have still not found any evidence of modern slavery in our organisation or supply chains, this report confirms our commitment and details how we will continue to recognise and mitigate any potential risks. We have continued to apply our robust methodology to review areas in our operations and supply chain where risk factors of modern slavery may exist and remediate.



IMPROVED SUPPLIER DUE DILIGENCE

Applied continuous improvement with our policies, procedures, documents and internal framework to ensure that modern slavery risks are embedded into each of the pillars of our business and continue to be part of everyday business decisions. This continues to be an ongoing project in the 2021-2022 period.



ENHANCING OUR INTERNAL CAPABILITY

Maintain awareness of modern slavery risks by continuing to work with our managers, human resources personnel and procurement employees to reconfirm the company's commitment to addressing and eliminating these risks. Continual training and internal conversations keep this at the forefront of our business decisions.



COMMUNITY AWARENESS

As the majority of our supply base is small to medium businesses, our supplier onboarding process has helped raise awareness of modern slavery risks. For some of our suppliers, our questions on how their business was addressing modern slavery were the first time that these suppliers had been made aware of the risk.

By scanning our supply base, we have captured and documented those who have statements or internal policies, those that are working towards implementing this into their business, and those that are still assessing how this will impact their business. In 2021-2022, we will continue to work with the suppliers who have not yet incorporated this into their business through education and support.

What we source

Our main categories of procurement include:



Livestock



**Raw
Material**



**Professional
Services**



**Property &
Operations**

Primarily, our supply chain is all Australian based companies as international purchases are only undertaken when a local source is reasonably unable to be found (such as specialised capital equipment). We expect our partners and stakeholders to adhere to ethical business conduct standards which are consistent with our own, and we are committed to working with them to fulfil this common goal. DBC acknowledges the potential for indirect exposure to the risk of modern slavery in our supply chains and will use our best endeavours to ensure these risks are identified and addressed.

For over 70 years, DBC has been supplying Western Australians with the very best food from WA's best farmers in the pristine South West region.

We enjoy a close relationship with many third and fourth generation producers, ensuring best practice and adherence to quality procedures throughout the supply process. These ongoing relationships allow us to consistently deliver the high standard of fresh product and excellent taste for which we are known.

With 90% of our stock sourced directly from the producer, we are also pleased to be able to deliver full product traceability to our clients. Dardanup is proud to be a Western Australian company supporting both the local Western Australian food industry and Western Australian farmers.



COVID global pandemic

DBC recognised the significant impact that the COVID-19 pandemic has had on our organisation, our people, the people and businesses in our community and around the world. As we make this statement, the world continues to deal with its impact.

We have assessed the new risks caused by the pandemic and are particularly aware of the increased vulnerability of people in global supply chains and their increased exposure to modern slavery risks and other forms of exploitation and harm.

Factory shutdowns, cancelled supply contracts, workforce reductions and freight interruptions have caused widespread economic uncertainty which is surely to increase exposure to modern slavery risks. In Western Australia, increased demand pressures due to product and labour shortage can result in increased demand for excessive overtime, reduced focus on safety, and reduced focus on good practice processes. We are managing these new threats by continuing to be vigilant in our supply chain management and scanning for potential threats.

Risk identification, mitigation and remediation

Due diligence

Our due diligence approach involves identifying risks and being proactive to mitigate found risks. We implement human rights due diligence by conducting a review process each year by considering internal and external information to help us constantly improve both our own and our suppliers approach to modern slavery. To date we have not identified any instances of modern slavery associated with our operations or in relation to our immediate supply chains. Neither have we received any concerns from our customers through our feedback channels.

Risk identification

In FY20, we introduced a new management information system and procedures to better identify risks within our supply chains. During the 2020-2021 period, we have worked diligently to continue to onboard suppliers into this process.

Remediation

The Whistle-blower's Policy encourages employees and third parties to confidentially and anonymously report conduct concerns. Outlined in the Whistleblower Policy is the way

that all grievances will be handled, investigated and remediated. This same procedure will be used to remediate any grievances for modern slavery. All concerns will be treated with utmost confidence and be assessed, investigated and appropriate action taken within the designated time frame.

Measuring and monitoring effectiveness

We aim to build our employees' and manager's understanding of what constitutes a modern slavery incident and awareness on how to report the incident. This is an area that is continually being improved upon.

Our grievance mechanisms are another way in which we can track our performance against our risk mitigation goals. We aim to ensure that our grievance and reporting mechanisms are robust and can be effectively used by employees and other stakeholders to raise concerns around modern slavery. Whilst no modern slavery related complaints have yet been received, we are looking to explore an improved mechanism for measuring effectiveness as we understand that having no complaints may not accurately capture the data required.



Looking forward

Our aim is to ensure that human rights are understood, respected and upheld within our organisation and across our supply chains and acknowledge that working towards this will be a constantly evolving journey. We will continue to develop and implement integrated and transparent systems aimed at increasing our awareness to risk and methods to appropriately mitigate the risk. Our journey will be one of constantly learning, improving and embedding our improved practices into our business operations.

Statement approval

This Statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) has been reviewed and approved by the Board of DBC and is signed by the Chief Executive Officer and Director, Mark Panizza.

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MARK PANIZZA

Dardanup Butchering Unit Trust Director
and Chief Executive Officer



Dardanup Butchering Unit Trust
ACN 009 070 624 | ABN 89 869 494 617

T/F Dardanup Butchering Company Nominees Pty Ltd
T/A Dardanup Butchering Company