



2019 - 2020 Modern Slavery Statement

This statement is made under the Modern Slavery Act 2018 (Cth). It sets out the actions taken by B & E Poultry Holdings Pty Ltd ACN 137 454 678 and its affiliates (**B & E Foods**), being an entity which operates in Australia, to address modern slavery risks in our supply chain over the financial year ending 30 June 2020.

Our structure, operations and supply chains

B & E Foods' business model consists of entities conducting food and grocery supply businesses across Australia and as a result, engages with a number of suppliers within Australia.

Our Operations expand across the areas of processing and production of food and grocery products, provision and delivery of food and grocery products to businesses and individuals, research and development, direct employment of employees, distribution, purchasing, marketing and sales.

B & E Foods operates their business across three locations in Australia as follows:

Entity	State	Operations	Supply Chain
B & E Foods Pty Ltd ACN 629 618 837	NSW	Head office of the business. Management of business, direct employment of staff, obtaining grocery products, processing food products, manufacturing food products, arranging logistics for delivery of grocery products, and direct sales to businesses and individuals.	Engages and deal with meat and food services suppliers nationally such as Baiada Poultry, Simplot Australia, Primo, Bindaree Food Group, and Allied Pinnacle.
B & E Food Melbourne Pty Ltd ACN 619 726 555	VIC	Sub office of the business. Self-management of business, self-employment of staff, obtaining grocery products, processing food products, manufacturing food products, arranging logistics for delivery of grocery products, and direct sales to businesses and individuals.	Deal with meat suppliers with the national account engaged in Sydney. Engage with new suppliers and will deal with Sydney office closely.
B & E Poultry (Queensland) Pty Ltd ACN 154 695 539	QLD	Sub office of the business. Self-management of business, self-employment of staff, obtaining grocery products, processing food products, manufacturing food products, arranging logistics for delivery of grocery products, and direct sales to businesses and individuals.	Deal with meat suppliers with the national account engaged in Sydney. Engage with new suppliers and will deal with Sydney office closely.

In the 2020 financial year, there are approximately more than 200 people employed across Australia. B & E Foods engaged directly with more than 200 suppliers locally. The Group's largest category of spend is on poultry products. The supply chain of products and services that contribute to our operations include the breeding, raising and slaughter of animals, manufacture of non-animal food products and the delivery of food products.

Risks of Modern Slavery Practices in our operations and supply chains

The majority of our food products are sourced from Australia. Food products are procured from a global supply chain which heightens the risk of purchasing from countries where slavery may be taking place. With this in mind, we take all reasonable steps to ensure we source responsibly.

The risks of modern slavery in B & E Foods' Operations are harvesting and manufacturing Products overseas increases the risk of exploited labour, knowingly setting unrealistic cost targets and delivery timeframes for a supplier that can only be met by using exploited labour, etc.



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The actions we take to assess and address these risks

B & E Foods adopts a number of processes and procedures to assess and address risks of modern slavery, as outlined below:

- We are committed to a process of upholding practices against modern slavery or human trafficking in our supply chains and in any part of our business.
- We commit to acting ethically and with integrity in all of our business relationships.
- Our commitment is also supported by our comprehensive Modern Slavery provisions within our supply contracts.
- We are committed to assisting our suppliers to resolve or mitigate any risks within their supply chains or businesses, and held discussions with prospective suppliers to ensure compliance, which includes an assessment of their supply chain and their own employment conditions.

We measure our performance in a number of ways and are further developing measurable indicators which reach out into the scope of the business.

It is a goal for our next financial year for all senior managers and directors to have undergone Modern Slavery awareness and training, so that the leaders in our business are aware of the risks present in our business and can inspire others to be committed to the elimination of modern slavery practices in our supply chain. We have also developed a survey for distribution to each of our suppliers, so that we will have more comprehensive supply chain data and mapping for the next financial year.

Grievances

B & E Foods continues to take steps to increase employee awareness and engagement regarding modern slavery.

B & E Foods maintains a Whistleblower Policy to protect the employees and other disclosers can raise concerns with management of the Group in a supportive environment, as well as Anti-bribery Policy, anti victimization, anti harassment, anti discrimination, anti bully, OHS guidance

Remediation

B & E Foods has not identified any actions within the Group that may have caused or contributed to modern slavery however, is committed to undertaking a regular assessment of this position through consideration of payroll, contractors agreements and payments.

How we assess the effectiveness of the actions we take to address the risks of Modern Slavery

The effectiveness of the measures B & E Foods takes to address the risks of modern slavery is assessed by way of partnering with professional practitioners and conducting internal audits to measure potential risks and with external consultants to address any issues that may arise effectively.

Process of consultation with our subsidiaries

We have engaged in consultation with each member of Our Group to ensure that they are aware of the actions that they need to take and the modern slavery risks in the operations so that they can be identified, assessed and addressed. Specifically, we have undertaken Management meetings, workshops and induction programs for internal staff.

This statement was approved by the Board of B & E Foods.

A handwritten signature in black ink, appearing to read "Xu Chun Dong".

Xu Chun Dong
Director
B & E Foods Pty Ltd