



## MODERN SLAVERY STATEMENT

This statement covers the activities of Melrina Wholesale Meats Pty Ltd and its subsidiaries ("Melrina") and is made in accordance with s.16 of the *Modern Slavery Act 2018* (Cth) and is published by Melrina for the 2023/2024 financial year.

The controlled entities that comprise the Melrina group are listed at Schedule A to this document.

The purpose of this statement is to outline the approach Melrina is taking with our compliance and risk frameworks to minimise the risk of modern slavery across our business operations and supply chain.

At Melrina, we recognise that slavery and human trafficking can occur in many forms, as considered in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour and services.

### **Our Business and Supply Chains**

Melrina operates four modern and efficient warehouses in Australia. We are a Wholesaler of Meat, and we employ over 120 people throughout Australia.

We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery-like practices, human trafficking, and child labour. We value and observe all laws regarding corporate social responsibility, fair employment practices, environmental and workplace safety, and staff inclusion and diversity.

We have a relatively simple supply chain that includes the purchase of products and services needed for the business's day-to-day operations including meat, transport, office supplies, employment and training of staff, external legal advice, leasing of office space, IT infrastructure and support services.

Melrina's Finance, Administration and Human Resources (HR) teams have various policies in place that support our day-to-day operations to ensure all staff and suppliers meet Melrina's core values.

### **Our Policies and Controls**

We have formal policies and practices already in place that are intended to promote ethical and legally compliant business conduct.

Our policies contribute to our commitment to prevent any type of violations of human rights, such as modern forms of slavery in our business, and include our Code of Conduct for employees and our speak up (Whistleblower) policy which applies to all employees, suppliers, contractors and others with whom we may conduct business activities.

Our procurement staff have a number of risk mitigation and robust procurement processes in place including our supplier assessment process. Through sustainable procurement practices, we consider the impact of environmental, economic, and social factors along with price and quality. These practices encourage improvements to ensure when procuring we are aware of and look out for signs of unacceptable practices in our supply chain such as fraud, corruption, modern slavery, human trafficking and child labour.

Our desire to ensure compliance throughout our business and via our suppliers to ensure there is no exposure to modern forms of slavery, human trafficking or child labour is reflected in our relevant



company policies, supplier policies and supplier standard terms and conditions such as, but not limited to our:

- Employee Code of Conduct
- Supplier Terms and Conditions
- Whistleblower Policy and “Speak up” Program (including an independently managed hotline)

Melrina’s risk management framework includes a Risk Register is maintained and reviewed regularly by our Senior Leadership Team and the Board. Our established policies and procedures, in particular whistleblower and complaints management processes, are used to investigate concerns and grievances raised, and as required address gaps and report on issues to the Board.

### **Training**

We influence and leverage change, using training to educate our workers and management, including:

- general training for employees through staff inductions;
- targeted annual refresher training for our procurement and HR teams; and
- training and awareness seminars for senior managers and our Board from a risk governance perspective.

### **Addressing COVID-19 impacts**

Melrina sets the health, safety, and wellbeing of all our workers, contractors and visitors as a priority, which is why we continue to review and, as required, change working arrangements for workers and sites in response to the COVID-19 pandemic. This included developing our policies and procedures to reduce the risk to vulnerable workers in our operations and supply chains of becoming exposed to modern slavery risks because of the COVID-19 pandemic.

Melrina promotes vaccination as the best risk mitigation measure and has mandated full vaccination as best mechanism to manage the risk to workers and their families presented by COVID-19. We support this through ongoing education and awareness campaigns including promoting booster vaccinations and any further protective measures as recommended by federal and state government health officials.

### **Assessing Risk**

#### **Risks in our operations**

Our operations are considered to have a low risk of modern slavery practices as our workforce is almost entirely located in Australia and made up of workers either directly employed by us, or workers contracted through a small number of trusted suppliers.

For employees of the Melrina, a strong HR and recruitment governance framework ensures that all conditions and rates of pay are subject to the National Employment Standards, or the relevant Award or industrial instrument.

#### **Risks in our Supply Chain**

Our supply chain is comprised mostly of products sourced within Australia, such as raw materials, packaging, cleaning products and maintenance services. We have identified the following potential risks within our operations and supply chain:

- Forced Labour, migrant workers,
- Recruitment fees and debt bondage, withholding passport, excessive payroll deduction, poor housing conditions, worker eligibility (work rights and visas) , working hours and wages,
- Agency workers and temporary labour (via labour hire contracts)
- Subcontractors, logistics, warehousing, cleaning, security and laundry contracts



We assess risks from suppliers in Australia as generally low due to the strong Australian regulatory framework, our supplier approval processes, and contractual arrangements. However, risk still remains front of mind when we review existing supplier performances; as well as during our procurement tendering processes, and as part of our new supplier approval process.

#### **Remediation Framework**

Any suspected modern slavery incidents or issues identified during our supplier assessment / review process or through our Whistleblower program are referred for rigorous investigation by our senior leaders and (as required), external stakeholders which may include Safe Work regulators, other customers, other suppliers and relevant government agencies.

#### **Future Commitments:**

Our due diligence process has thus far not identified any instance of modern slavery in our operations or our supply chain. However, the possibility of modern slavery risks is front of mind, and we are committed to improve the transparency within our supply chain through ongoing process improvements, stakeholder engagement, and training. Over the next year, our key focus areas will be:

- Further reviewing and updating our Policies and Procedures
- Delivering appropriate awareness training sessions on modern slavery information to relevant team members and key suppliers

#### **Declaration**

This statement was considered and approved by the Board of Melrina Wholesale Meats Pty Ltd in their capacity as principle governing body of Melrina Wholesale Meats Pty Ltd on 2<sup>nd</sup> May 2024.

Brendan Stone  
Director  
Melrina Wholesale Meats Pty Ltd



## **Schedule A**

### **Business Entities Comprising the Melrina Wholesale Meats Pty Ltd (Companies):**

Melrina Wholesale Meats Pty Ltd (Melrina Sydney)	- ABN 70 604 782 541
Melrina Melbourne Pty td	- ABN 31 604 809 538
Melrina Adelaide Pty Ltd	- ABN 70 604 782 541
Melrina Brisbane Pty Ltd	- ABN 80 128 548 809