

Anti-Slavery Policy



VERSION: 1

ISSUE DATE: April 2021

REVIEW DATE: January 2023

PURPOSE

Modern slavery is a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Brownes is committed to acting ethically and with integrity at all times in all our business dealings and relationships and to implementing and enforcing effective systems and controls against modern slavery taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Australian Modern Slavery Act 2018. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

SCOPE

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, labour hire workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

RESPONSIBILITIES

Brownes has an overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Brownes is responsible for implementing this policy, monitoring its use and effectiveness and dealing with any queries raised.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on the issue of modern slavery in supply chains.

COMPLIANCE

Employees at all levels are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

This should be done through notification of their line manager or company executive or reported confidentially in accordance with our Whistleblowing Policy as soon as possible.

COMMUNICATION & AWARENESS

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of **the induction process** for all individuals who work for and contract with us.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

A blue ink handwritten signature, appearing to read "N Sarich-Dayton", with a long horizontal flourish extending to the right.

Natalie Sarich-Dayton
CEO & Managing Director
Brownes Foods Operations Pty Ltd
Date: 22/08/2022