



## Modern Slavery Policy

### Policy statement

Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, whether adults or children. The Bindaree Food Group (**BFG**) is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not 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 Australian Modern Slavery legislation. We expect the same high standards from all of our contractors, suppliers and other business partners.

### Who does this Policy apply to?

This policy applies to all team members, directors, contractors, consultants and agents, collectively referred to in this Policy as 'team members'.

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 it and the issue of modern slavery in supply chains, including any areas of our business and supply chains which are identified as at risk of modern slavery practices

All team members are required to comply with all Company policies including the Bindaree Food Group Code of Conduct but these do not form part of your employment contract.

BFG reserves the right to vary, replace or terminate this policy from time to time.

### What you need to know and do?

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Our commitment to addressing the issue of modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

### Reporting

You must notify your Manager or the Group General Counsel or report it in accordance with the Whistleblower Policy (email in confidence [compliance@bindareefood.com.au](mailto:compliance@bindareefood.com.au)) as soon as possible if you believe or suspect that a conflict with this policy has or may occur.

### Breaches of this policy

Any team member 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.

Version	Amendment Date	Authorised By	Position
2	3 April 2023	Board of Directors	Directors