



MODERN SLAVERY STATEMENT FY22-23





INTRODUCTION

Section 1

CONTENTS



- INTRODUCTION**.....2
- Contents.....3
- CEO message.....4
- Acknowledgment of Country.....4
- Our approach and values.....5
- Our Group structure.....6
- Governance.....7
- Partnerships.....8
- Our brands.....8
- IDENTIFYING RISKS & MITIGATION**.....9
- Identifying Risks & Mitigation.....10
- Our Supply Chain.....11
- Our Operations.....12
- Our Operation – Love for People13
- GRIEVANCE AND REMEDIATION**15
- Grievance and Remediation.....16
- ASSESSING THE EFFECTIVENESS OF OUR ACTIONS**.....17
- Policies and procedures.....18
- ENGAGING WITH ENTITIES ACROSS THE GROUP**.....19
- Engaging With Entities Across The Group.....20
- NEXT STEPS**.....21

CEO Message

Create a Better Future!

Group Chief Executive Officer, Ray Hanly

I'm pleased to present the B&J annual Modern Slavery Statement for FY 2022-2023.

The company's focus this year has been on supporting growth, whilst also striving to achieve sustainability goals.

Despite navigating some of the most difficult and rapidly changing conditions the company has ever experienced, B&J has remained committed to Sustainability, including a focus on human rights and responsible sourcing.

As part of this commitment, the company has undertaken concerted actions to identify and mitigate modern slavery risks in its operational and procurement activities. Going forward, B&J will continue to adjust its approach to reflect updated risk findings and explore opportunities to further mitigate these risks.

While B&J acknowledges that there is still much work to be done, it remains optimistic about its ability to contribute to a more sustainable future and address human rights issues as part of its core values to create a better future.



CEO, Ray Hanly



Acknowledgment of Country

Beak & Johnston acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past, present and emerging.

Our approach and values

Beak & Johnston understand the immense responsibility we have in promoting and ensuring human rights and equality across our operations.

Our primary focus is to safeguard the health, safety, and welfare of everyone associated with the business, in line with our core values.

To achieve this goal, we adhere to all applicable laws and regulations related to workers' rights. However, we go beyond mere compliance to identify opportunities to positively impact the lives of those integral to Beak and Johnston. This is addressed and celebrated through promoting our company core values.

PEOPLE MATTER

We are totally committed to the safety and wellbeing of our colleagues. It is our no.1 priority. All our decisions are founded on colleague involvement. We are focused on colleague development, and we promote a highly engaged culture.

CREATE A BETTER FUTURE

We seek opportunities for success & strive for innovation. Our vision is driven by financial strength, flexibility, & new thinking. We believe considered risk taking is part of our enterprising spirit. We are accountable for delivering our productive future.



COLLABORATE FOR SUCCESS

We embrace cultural diversity and creativity. We understand and respect the unique contributions of our colleagues and suppliers. We celebrate new ideas because they strengthen our competitive edge. Through teamwork everyone wins.

ACT WITH INTEGRITY

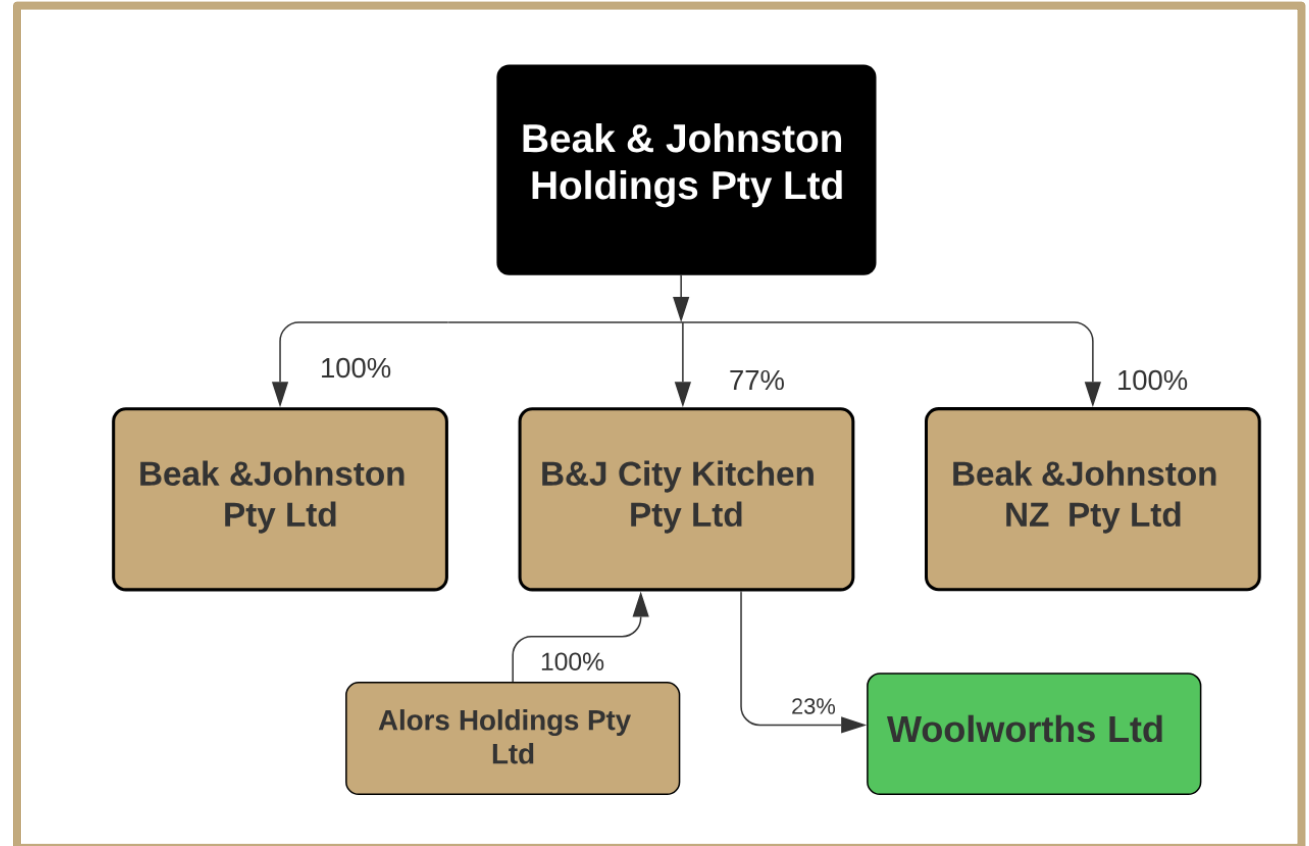
We are responsible in pursuing the expectations of all stakeholders. Understanding what's expected helps us demonstrate responsible behaviour. We hold ourselves accountable for constructive dialogue and listening. We act with authority and make empowered decision.

Our Group Structure

Beak & Johnston Pty Ltd is a leading food manufacturer in Australia, producing ready to reheat convenience meals, sauces, soups, pastry & snacking products, across retail and food service.

Our company structure is made up of several trading entities: Beak & Johnston Holdings Pty Ltd is the reporting entity for the Modern Slavery Statement FY22-23.

Beak & Johnston Pty Ltd is 100% owned by B&J Holdings; B&J City Kitchen Pty Ltd, is 77% owned by B&J Holdings with 23% owned by Woolworths Ltd; Alors Holdings Pty Ltd is 100% owned by B&J City Kitchen Pty Ltd; Beak and Johnston NZ Pty Ltd is 100% owned by B&J Holdings and operates out of New Zealand. **Beak & Johnston NZ Pty Ltd is excluded from this statement.**



Changes to the Business Structure in FY22-23:

1. Alors Holdings Pty is now 100% B&J City Kitchen entity.
2. Pitango Pty Ltd has changed the name to Beak & Johnston NZ Pty Ltd. Beak & Johnston Holdings Pty Ltd is the reporting entity for the purpose of the Australian Modern Slavery Act.

Governance



Ways of working

We believe that strong governance processes are essential to building effective defense systems against modern slavery. To do that we need the wider business to receive regular information and training in all aspects of Modern Slavery and Ethical Sourcing.



B&J Board & CEO

Responsible for overseeing B&J's modern Slavery strategy, including approving our Modern Slavery Statement and key Policies and Procedures

Group Leadership Team

Responsible for executing business strategy and setting standards

Business Leadership Team

Responsible day to day operations within the business, managing suppliers and identifying modern slavery risk within the supply chain.

Site Leadership Teams, Equity, Diversity & Inclusion Committee, Group Sustainability Manager

Responsible for educating all leadership levels in the identification and procedures related to modern slavery within the business and supply chain.

Partnerships

Partners since 2017



Woolworths Ltd remains to have a 23% share of The City Kitchen Pty Ltd entity. The Human Rights team within Woolworths continues to consult with Beak & Johnston and provide guidance to a framework for identifying and assessing modern slavery risks in our operations and supply chain.

Member since 2021



Sedex is one of the world's leading supply chain sustainability service provider. Sharing tools and enabling community network to help industries to improve their responsible sourcing and sustainability precocities.

Members since 2023



The Roundtable on Sustainable Palm Oil (RSPO) is a not-for-profit, international membership organisation that unites stakeholders from the different sectors of the palm oil industry, to develop and implement global standards for sustainable palm oil production.

Our Brands



Beak & Johnston Pty Ltd manufactures the below Brands. Brands make up 30% of our business and the remaining 70% is predominantly retail private label. Our distribution channels are 30% Foodservice and 70% retail.





RISKS & MITIGATION

Section 2

Identifying Risks & Mitigation

When evaluating the risks of modern slavery, B&J considers the following types of risks:

RISK AREA	KEY RISK FACTORS	MITIGATION
Commodity risks	Certain products and services have higher risks of modern slavery due to the raw materials used in their manufacturing or production	We have a highly skilled development, purchasing department, and Group Regulatory Manager to perform risk assessment and review the commodity risks.
Industry or sector risks	Suppliers operating in sectors or industries that are known to be inherently at high risk of modern slavery, such as agriculture, commercial cleaning and laundry services, meat processing, and logistics services, including freight and distribution	We have implemented onboarding controls such as requiring all indirect labor suppliers to comply with its Code of Conduct and policies, as well as rolling out a modern slavery due diligence questionnaire to suppliers.
Geographical risks	Some goods or services may come from jurisdictions known to have a particularly high risk of modern slavery, as indicated by the Global Slavery Index.	We are committed to buy locally and where not possible, have an approved Supplier Program in place to assess modern slavery risks.
Workforce risks	Certain categories of personnel are more vulnerable to modern slavery practices, both overseas and within Australia. For instance, migrant workers, base-skilled workers, and workers employed through labour hire arrangements can be more susceptible to modern slavery practices.	We have a process in place to review the Suppliers and contractors to ensure they comply with its Human Rights and B&J Code of Conduct and policies, as well as rolling out a modern slavery due diligence questionnaire to suppliers.

Economic instability and the rising levels of poverty are generating constraints to access essential needs for survival, such as shelter, food and water. These constraints increase the vulnerability of communities to different forms of modern slavery in Asia and the Pacific. This is further complicated by the widening wealth gaps in the region. Beak & Johnston is committed to ensuring that its operations are conducted in a responsible and ethical manner and is taking proactive steps to prevent and mitigate the risks of modern slavery within its workforce and supply chain.

Our Supply Chain

We have more than 300 Tier 1 Suppliers providing goods and services. Our Purchasing and Supplier Approval Program is heavily focused on the compliance with food regulatory bodies and undergoing risk assessments of all suppliers. This approach aligns to the use of the Sedex tool for Suppliers assessment and monitoring.

Tier 1 Suppliers vs % Goods Supplied	
Australia	98.38%
China	0.65%
South Korea	0.32%
USA	0.32%
New Zealand	0.32%

We commenced the process of assessing the risk of modern slavery in our supply chains in FY21 by initiating a desktop review of Tier 1 suppliers. In FY22 we continued this process using our existing data and tools.

We have strict Supplier Approval Procedures. Each individual supplier is assessed based on any known history of non-compliance with laws or regulations related to modern slavery, or evidence of human rights abuses. The information is verified by Group Regulatory Manager, who combines overall risk rating for each supplier.

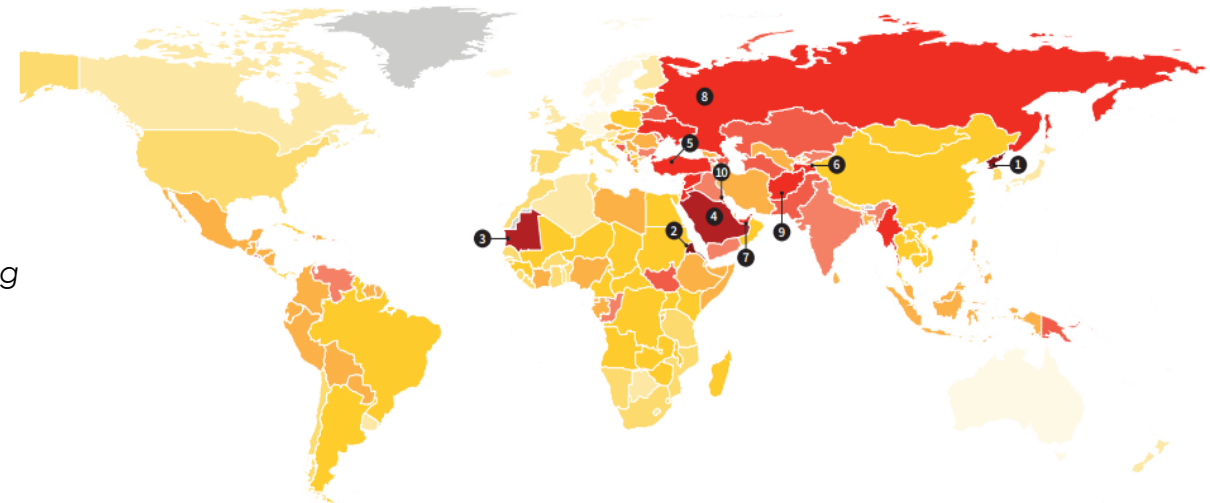


Figure 5
Estimated prevalence of modern slavery by country
 (noting estimated prevalence per 1,000 population for the 10 countries with highest prevalence)



Rank	Country	Prevalence
1	North Korea	104.6
2	Eritrea	90.3
3	Mauritania	32.0
4	Saudi Arabia	21.3
5	Türkiye	15.6
6	Tajikistan	14.0
7	United Arab Emirates	13.4
8	Russia	13.0
9	Afghanistan	13.0
10	Kuwait	13.0

Source: "Global Slavery Index 2023 Dataset, Minderoo Foundation, available from: www.globalslaveryindex.org".

Our Operations

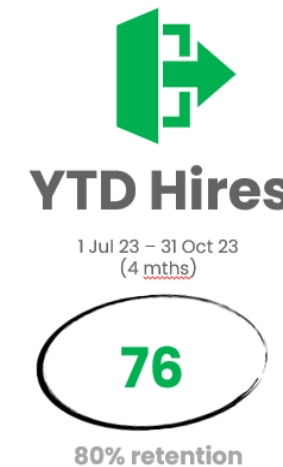
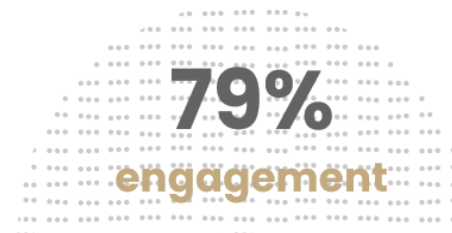
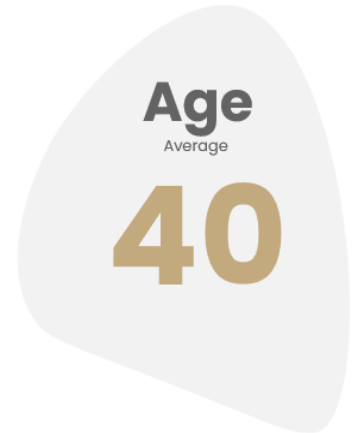
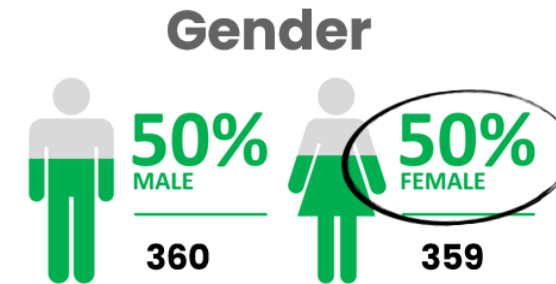
Beak and Johnston employees representing 47 different nationalities.

We take pride in providing stable employment opportunities, with a current employment stability rate of 74%.

We strive for gender equality within our organization and have achieved a 50% split between male and female employees.

B&J have two production sites in Australia, and one in New Zealand that employs a diverse workforce comprising full-time, part-time, and casual team members. These team members are directly employed by the company and their terms and conditions of employment are outlined in either an enterprise agreement, modern award, or employment contract.

In recognition of the need to ensure that its operations are free from modern slavery, the company has implemented policies and processes to mitigate the risks associated with this practice. These measures include pre-employment screening, which involves verifying the working rights of potential team members, as well as training existing team members on modern slavery mitigation practices. As a result of these measures, the risk of modern slavery among the company's direct team members is considered low.



Our Operations

Love for People

Beak & Johnston has used United Nations Sustainability Development Goals framework. In January 2023, the Board appointed a Group Sustainability Manager to oversee and execute Sustainability strategy. The strategy includes 3 pillars: People, Planet & Food.

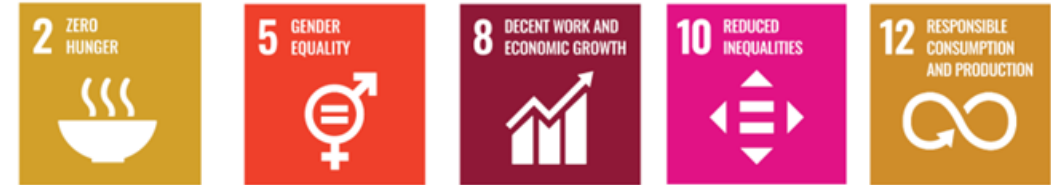
The People Pillar goals including:

- Protecting human rights and good working conditions
- Enabling ethical & sustainable sourcing
- Providing equal opportunities, attractive careers & job security
- Ensuring fair & equitable wage
- Promoting a culture of inclusion, belonging & wellbeing
- Achieving zero accidents
- Fighting food insecurities

People Pillar is the critical part of the Sustainability strategy that allows us to monitor and prevent modern slavery risks within our operations.

Equity, diversity and inclusion Policy

In January 2022 B&J formed the EDI committee with the mission to support and facilitate an environment that is inclusive and helps to create a culture that is respectful, free from any form of discrimination or harassment and where diversity is valued. B&J committee actions in FY22-23 has allowed additional Pray rooms across the Group facilities.



DELICIOUS, NUTRITIOUS, SUSTAINABLE

FOOD FOR EVERYONE

To be the employer, customer and partner of choice by treating people well, keeping them safe & providing great opportunities

CARE FOR EMPLOYEES

- achieve no accidents
- fair and equitable wage
- culture of inclusion, belonging & wellbeing
- equal opportunities, attractive careers & job security

PARTNER WITH SUPPLIERS

- ethical & sustainable sourcing
- protecting human rights & good working conditions
- provide market opportunities for diverse & local suppliers

SUPPORT COMMUNITY

- fight food insecurity
- help local charities and clubs
- endorse our colleagues to give back

To be the low-carbon, water-wise sector leader, protect nature and use resources wisely

TAKE CLIMATE ACTION

- achieve net zero emissions by 2030
- build a resilient low-carbon food supply chain
- support a just transition in our value chain

RESTORE NATURE

- zero deforestation and land-clearing by 2030
- support regenerative biodiversity - positive farming
- reduce chemicals and pollution
- improve animal welfare

OPERATE RESPONSIBLY

- be a resource/energy/water-wise business
- ensure sustainable packaging
- halve food waste by 2030 and promote a circular economy

To be the supplier of choice by providing affordable, innovative & healthy food that delights

MAKE HEALTHY AFFORDABLE FOOD

- grow our range of healthy, nutritious choices
- ensure all products have sustainability attributes
- work with our industry to make healthy diets accessible and affordable

INNOVATE FOR SUSTAINABILITY

- grow the market for new proteins
- apply the latest R&D and global insights to develop healthier, more sustainable food creations

EMPOWER PEOPLE TO MAKE GOOD CHOICES

- actively engage customers in our vision
- improve on-label sustainability information
- tell our sustainability brand stories

LOVE FOR PEOPLE

LOVE FOR PLANET

LOVE FOR FOOD



GRIEVANCE AND REMEDATION

Section 3

Grievance and remediation

Through the implementation of human rights grievance mechanisms, Beak & Johnston can listen and respond, aid and help remediate harm, to create safe and respectful workplaces and communities.

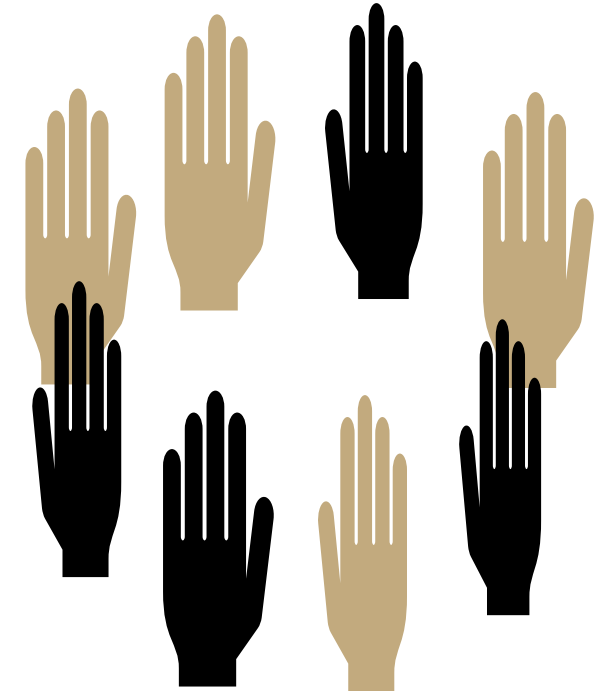
Our grievance mechanisms including Grievance Handling Procedures, Whistleblower Policy, Workers Forums (Colleagues Communication Sessions), External sources.

Human rights grievance mechanisms enable us to improve our process and practices. They provide a 'feedback loop' that is critical to us to learn about any potential negative effects of its operations, so that we can take action to address and prevent these risks.

Human rights grievance mechanisms help us identify where we could provide access to remedies and/or target improvements in relation to responsible sourcing practices and community impacts.

Human rights grievance mechanisms enable dialogue and engagement between our major Stakeholders. They are a means for our colleagues to voice their ideas, concerns, feedback or complaints through Colleagues communications sessions.

Human rights grievance mechanisms provide avenues for our colleagues to seek support and readdress (including remedy), when they have been harmed.





ASSESSING EFFECTIVENESS OF OUR ACTIONS

Section 4

Policies and Procedures



Code of Conduct

Updated in FY2021, our Code of Conduct provides a framework of principles B&J will abide by in business and dealing with stakeholders. Our Code of Conduct requires employees to act in an ethical manner and display the highest levels of professionalism across all aspects of their work.

Whistle-blower Policy

Beak and Johnston is committed to adhering to its statutory obligations, its rules and values. We are committed to providing those involved with our Organisation a safe environment to raise breaches of internal rules or policy, or Disclosable Conduct relating to the Organisation, its operating sites, officers and employees.

Grievance Handling Procedure

The purpose of this document is to provide B&J leaders and colleagues with an understanding of the procedure associated with reporting and investigating workplace grievances.

Food Safety and Quality Policy

Outlines how we will achieve our commitment to supplying quality, safe and consistent products that meet the expectations of our customers and consumers and comply with legal requirements.

Sustainability Policy

Updated in FY23, outlines how we will action our commitment to ensuring our business continues to develop sustainably and reduce our impact on the natural environment and ensure positive social impact by promoting human rights.

Approved Supplier Program

We are committed to purchase and use products from responsibly sourcing partners, that support human rights and sustainable practices in their manufacturing processes.

Equity, Diversity and Inclusion Policy

Aims to ensure that our employees are treated fairly and equally. We are committed to ensuring our business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the business.

Our commitment to reducing the risk of modern slavery is operationalised through a range of policies and procedures. We are committed to operating in a transparent manner that satisfies all legal and regulatory requirements and our corporate and social responsibility commitments.

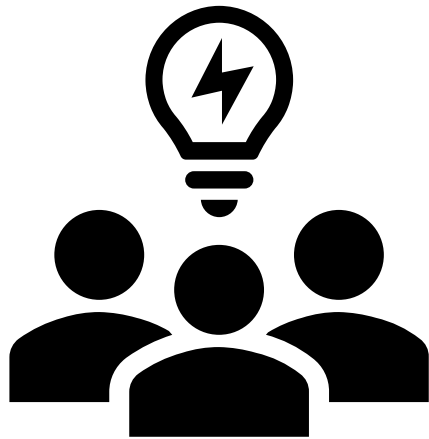
Our Purchasing and Supplier Approval Program, provides greater detail of our supplier sustainability and responsibility aspirations and the minimum standards we expect of suppliers, including those related to modern slavery and human rights. We will continue to explore opportunities to frame our modern slavery approach in a broader approach to human rights.

Engaging with Entities Across the Group

We take a coordinated approach to addressing Modern slavery risks across the Group.

This statement has been developed through consultation with cross functional teams across all entities.

The statement has been reviewed and approved by B&J Board in accordance with the Modern Slavery Act.



A large, white graphic on a brown background. It features a stylized letter 'B' with a chef's hat (toque) integrated into its upper right portion. The hat has three rounded peaks and a cylindrical base. The 'B' is composed of a large left curve and a vertical stem on the right.

NEXT STEPS

Section 6

Next Steps

Steps Taken in FY21-22

Training across Purchasing and Procurement teams.

COMPLETED

Sedex mandatory for high-risk Suppliers.

COMPLETED

Monitoring emerging risk of modern slavery due to of increased cost of living and inflation.

ONGOING

Collaborate with Partners and Suppliers to raise awareness of Modern Slavery Risk in supply chain.

ONGOING

Actions for FY22-23

Extend the risk assessment to Tier 2 suppliers and incorporating Modern slavery risk Assessment with existing data base.

Review and update of the Purchasing and Supplier approval Program to include detailed procedures related to modern slavery risks.

Continue to engage with our small and medium suppliers to offer training and the support in identification of modern slavery risk and mitigation.

Review decarbonization pressures vs modern slavery risk related to the renewable energy sourcing and refrigeration.

