

WAMMCO GROUP

JOINT MODERN SLAVERY STATEMENT

REPORTING PERIOD 2023 – 2024

1. INTRODUCTION

This is the inaugural Modern Slavery Statement (**Statement**) made by Western Australian Meat Marketing Co-operative Limited (ABN 54 048 449 698) of Unit 1, 3 De Vlamingh Ave, East Perth WA 6004 (**WAMMCO**) and applies to the reporting period ending 30th June 2024.

This Statement is made for WAMMCO and Southern Meats Pty Ltd (ABN 51 003 111 528) (**Southern Meats**) in accordance with section 16 of the *Modern Slavery Act 2018* (Cth) (**Act**).

In accordance with the requirements of the Act, this Statement addresses the following 7 mandatory compliance criteria:

Criteria		Referenced in this Statement
1.	Identify the reporting entity	Part 1: Introduction; Part 2: Our Structure
2.	Describe the reporting entity's structure, operations and supply chains	Part 2: Our Structure; Part 3: Our Operations & Supply Chains
3.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities it owns or controls	Part 4: Identifying Our Modern Slavery Risks;
4.	Describe the actions taken by the reporting entity, and any entities it owns or controls, to assess and address these risks, including due diligence and remediation processes	Part 5: Our Actions & Assessment Measures
5.	Describe how the reporting entity assesses the effectiveness of these actions	Part 5: Our Actions & Assessment Measures
6.	Describe the process of consultation with any entities the reporting entity owns or controls	Part 6: Our Consultation Process
7.	Provide any other relevant information	Part 7: Our Future State

2. OUR STRUCTURE

WAMMCO

WAMMCO is a large sheep meat processing facility located in the Great Southern region of Western Australia, registered as a co-operative to trade in Western Australia (Co-operative Number: C2000041T).

WAMMCO is owned and controlled by approximately 900 Western Australian lamb producers and exists solely to maximise benefits to its active members. It's Board of Directors comprises a strategic mix of producer members, elected by active members, and independent directors, whose appointment is confirmed by the active members. Each member receives one vote regardless of the number of shares held.

For the last reporting period, WAMMCO had an annual consolidated revenue of \$471 million.

WAMMCO prides itself on having always been and continues to remain a wholly Australian owned and operated facility, with a presence in the following areas:

- a centralised office headquartered in East Perth, Western Australia;
- abattoir located in Katanning, Western Australia; and
- a motel located in Katanning, Western Australia.

Southern Meats

WAMMCO also owns, manages and operates Southern Meats. Southern Meats is a large sheep meat processing facility located in Goulburn, New South Wales, registered as a private company (Australian Company Number 003 111 528).

WAMMCO Group

In addition to Southern Meats, WAMMCO is the sole owner of:

- Jumbuck Motel Pty Ltd, ABN 50 662 611 154 (**Jumbuck**); and
 - WAMMCO Trading Pty Ltd, ABN 97 139 836 678 (**Trading**),
- (collectively, the **WAMMCO Group**).

Neither Jumbuck nor Trading have consolidated annual revenues of \$100 million or more and, therefore, are not reporting entities for the purposes of the Act.

Over this initial reporting period, WAMMCO Group has been investigating the modern slavery risks across its operations with the intention to better understand and address those risks. This Statement sets out the actions taken by WAMMCO to assess and address modern slavery risks in our business and supply chain throughout the recent reporting period.

A reference to WAMMCO Group, we, us or our is a reference to the above reporting entities collectively or individually as the context requires.

In addition WAMMCO Group are shareholders in the following overseas companies:

- The New Zealand and Australian Lamb Company Limited based in Etobicoke, Ontario, Canada; and
- The Lamb Cooperative, Inc. based in Pedricktown, New Jersey, U.S.A.

These companies import and process lamb and beef and lamb and beef products from Australia and New Zealand and sells these products in Canada and the United States of America. WAMMCO Group is planning to investigate the supply chains involved with these companies as part of its future state.

3. OUR OPERATIONS & SUPPLY CHAINS

WAMMCO and Southern Meats' operations can be broadly divided into three divisions:

- (a) **Production**
- (b) **Wholesale**
- (c) **Business Administration**

The majority of our supply providers are based in Australia. However, we acknowledge that some of these suppliers may source products and services from overseas. This is particularly relevant where our products are exported overseas and provided to third party transport and storage providers.

As part of our initial investigations into our modern slavery risks, we have categorised our suppliers into the following tiers:

- **Tier 1:** Suppliers that provide goods and/or services to us
- **Tier 2:** Suppliers that provide goods and/or services to Tier 1 suppliers

Our Tier 1 suppliers are located mainly in Australia, with some equipment suppliers in New Zealand and Thailand. *We are still in the process of gathering data to investigate the locations of Tier 2 suppliers.*

DIVISION 1: Production

Operations

WAMMCO and Southern Meats' primary operation involves the procurement of sheep from primary producers in Australia and the processing of this livestock into chilled and frozen sheepmeat, offal and associated by-products for both the domestic and export markets.

Entity	Lamb to Mutton ration
WAMMCO	80:20
Southern Meats	50:50

Supply Chains

WAMMCO Group's supply chains for production include:

- Farms producing livestock from Tier 1 suppliers;
- Labour hire from Tier 1 suppliers;
- Processing machinery, tools and equipment from Tier 1 and Tier 2 suppliers;
- Personal safety equipment and clothing from Tier 1 and Tier 2 suppliers;
- Storage and cold storage from Tier 1 and Tier 2 suppliers;
- Production inputs as ingredients and packaging from Tier 1 and Tier 2 suppliers;
- Maintenance and engineering for plant and equipment from Tier 1 and Tier 2 suppliers;
- Chemical and cleaning from Tier 1 and Tier 2 suppliers;
- Security from Tier 1 suppliers.

DIVISION 2: Wholesale

Operations

WAMMCO and Southern Meats' primary operation is the production of meat for the purpose of wholesale.

WAMMCO and Southern Meats sell a variety of sheep products including lamb, mutton, offal, skins and by-products. All of which are available with a large choice of packaging and labelling styles. Our customers include food wholesalers, distributors, retailers, foodservice, restaurants and major supermarket chains.

The operations of WAMMCO and Southern Meats are largely the same and both assure the quality and traceability of their wholesale products by ensuring:

- all livestock is sourced from Australian rural areas;
- all livestock is accompanied by a valid NVD (National Vendor Declaration) which describes ownership and treatments and allows full traceability back to the producer or place of origin;
- all carcasses and cartons are labelled in accordance with AUSMEAT (Authority for Uniform Specification – Meat) labelling requirements – further ensuring product traceability is fully maintained;
- all other products are 100% Australian grown and produced.

Supply Chains

WAMMCO Group's supply chains for wholesale includes:

- Transport and logistics from Tier 1 and Tier 2 suppliers;
- Packaging from Tier 1 and Tier 2 suppliers.

DIVISION 3: Business Administration

Operations

	WAMMCO	Southern Meats	Jumbuck	Trading
# employees in Australia	206	199	7	Nil
# employees outside of Australia	Nil	Nil	Nil	Nil
# supplier in Australia	1,104	804	34	7
# supplier outside of Australia	11	6	Nil	Nil

WAMMCO Group's employees can be broadly classified into the following functions:

- Process and machinery workers – 80% of total employees.
- Management, sales and administration - 20% of total employees.

Every person working for WAMMCO Group does so under a set of mandatory policies and procedures that highlight our dedication to remaining an upstanding corporate citizen with

unwavering commitment to maintaining a safe, equitable workplace that promotes fair and equal opportunity for all.

WAMMCO Group strives to ensure that all materials from livestock to packaging is sourced from reputable suppliers with social expectations that align with our own.

WAMMCO Group employs all production workers under an enterprise agreement that has been voted on by workers, agreed to by the workers union and approved by the Fair Work Commission.

We also engage labour hire agencies to assist with labour shortages from Tier 1 suppliers. However, some of the workers are employed through approved government processes as migrant team members.

Supply Chains

WAMMCO Group's supply chains for business administration includes:

- Professional services (including accountants, lawyers and insurance providers) from Tier 1 suppliers;
- Office management services (including electrical, information technology, kitchen appliances, installation and maintenance services) from Tier 1 and Tier 2 suppliers;
- Catering from providers located from Tier 1 and Tier 2 suppliers;
- Stationary from Tier 1 and Tier 2 suppliers;
- Computer hardware Tier 1 and Tier 2 suppliers;
- Computer software and cloud storage from Tier 1 and Tier 2 suppliers.

4. IDENTIFYING OUR MODERN SLAVERY RISKS

As part of our initial investigations into our modern slavery risks and to assist us in preparing this first Statement, WAMMCO engaged independent professional service providers to guide us in identifying and assessing risks of modern slavery in WAMMCO Group's business operations and supply chains and developing a framework to ensure we are compliant with our obligations and responsibilities under the Act.

WAMMCO Group has now commenced a self-auditing process for each of our operations and supply chain industries, which asks questions such as:

- **Industry risks**
 - To what extent do we rely on migrant, seasonal or unskilled workers?
 - Do our unskilled and/or foreign workers have the support necessary to understand their engagement contracts?
- **Supply risks**
 - What types of goods/services do we procure and what are the source countries for those goods/services?
 - Do we procure goods and/or services known for systemic, excessively discounted pricing or expediated delivery?
 - What is the arrangement between our providers and their workers?
 - Which of our providers rely on offshore supply chains?

- **Geographical risks**
 - Are we engaging with suppliers based in the regions known for prevalent slavery practices?
 - For goods originating from overseas, is the country considered high risk of labour exploitation?

- **Governance risks**
 - Are there any concerns with, or complaints about, our workplace conditions?
 - How are our contractual relationships structured with suppliers?
 - What are our internal practices and procedures to reduce modern slavery risks?

5. OUR ACTIONS & ASSESSMENT MEASURES

Over the last reporting period WAMMCO Group created a working group of employees from its various business units to review and consider our operations and end-to-end supply chains for modern slavery risks. Going forward this group will also meet to monitor our risks and evaluate and address on-going compliance with the Act. We acknowledge that genuine investigation and remediation (where applicable) will require long-term commitment and investment. WAMMCO Group’s approach to identifying and assessing modern slavery risks is, and will continue to be, a focus across the business.

As mentioned above, WAMMCO Group has also commenced a mapping exercise to identify each of the suppliers involved in its supply chain to assess any risks associated with individual suppliers. We have started with our direct and major suppliers and, in the future, will engage with suppliers who are involved at subsequent levels of the supply chain.

WAMMCO Group understands the risks of modern slavery to our business particularly in relation to the necessary use of labour hire intermediaries and foreign labour to source an adequate workforce. To combat this, we have in place several internal policies, procedures and control measures that aid in ensuring all workers are treated fairly and that the risk of modern slavery is removed.

The table below sets out some of the qualitative and quantitative measures we are implementing to ensure ongoing and genuine assessment of WAMMCO Group’s actions to address modern slavery risks in our operations and supply chains:

Governance	Risk Assessment	Ongoing Due Diligence & Monitoring
Maintaining policies relating to work health and safety and injury management (including sexual harassment and anti-discrimination policies)	Requiring annual reports from engaged labour hire partners demonstrating adherence to Ethical Trading Initiatives	Establishing a dedicated working group to monitor and manage modern slavery risks (which includes HR and WHS managers with resources at their disposal)

Maintaining a Code of conduct for internal and external stakeholders	Implementing Annual Independent Social Compliance Audits demonstrating compliance to SEDEX Standards	Developing modern slavery training for staff who engage and deal with suppliers
Maintaining accessible and up-to-date grievance policies and procedures (including a whistleblower policy)	Developing questionnaires for suppliers requesting policies, procedures, documentation regarding their modern slavery policies / procedures	Offering Union membership for workers if they choose and regular Union representation on-site
Developing a Modern Slavery Policy	Maintaining membership in industry groups which help keep us up to date with potential industry related risks of modern slavery	Formalising open lines of communication with workers and suppliers
Developing a reporting framework to establish and clarify how WAMMCO Group expects its personnel to manage its modern slavery obligations	Categorising our suppliers in order of their likely modern slavery risks	Requesting that new supplier contracts include responsible supply terms and conditions that require suppliers to implement reasonable controls to ensure they appropriately remediate modern slavery risks

WAMMCO Group understands that assessing the effectiveness of our actions is critical for ensuring we understand the impacts of our business on modern slavery and broader human rights, and continually improve our approach. While we can confirm there have been no reports of modern slavery in our operations, we are still in the process of establishing many of our modern slavery actions. We will monitor the effectiveness of the actions implemented over this reporting period.

6. OUR CONSULTATION PROCESS

In preparing this Statement, management and personnel from across the WAMMCO Group have worked together to consider the risks and activities identified in this Statement, in the context of the mandatory reporting criteria, and develop a plan for our future state.

We have also engaged the professional services of our legal advisors to ensure that the WAMMCO Group understands the scope of modern slavery as described by the Act and the obligations on our operations.

7. OUR FUTURE STATE

WAMMCO Group strongly opposes modern slavery in any form, and we are committed to ensuring that any practices that may result in workers falling victim to modern slavery are abolished and that those taking part in these practices are held to account.

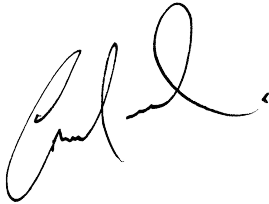
As WAMMCO Group undertakes a more detailed evaluation of its modern slavery risks, we intend to develop self-assessment tools to measure our performance against its statutory obligations and self-imposed key performance indicators to mitigate modern slavery across our business operations or supply chains over each reporting period.

Over the next reporting period WAMMCO Group will continue with its commitment to identify ways to reduce the risks of modern slavery and ensure compliance with the Act.

8. APPROVAL AND EXECUTION

This Statement was approved by:

- (a) WAMMCO Board of Directors on 20 June 2024; and
- (b) Southern Meats Board of Directors on 20 June 2024.



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Coll MacRury
Chief Executive
WAMMCO Group

20 June 2024