

MODERN SLAVERY POLICY

1. Overview

At CATERING INDUSTRIES we are guided by our company values. These values are the foundation of how we conduct ourselves and interact with each other, our clients, members, suppliers, and stakeholders. We are committed to contributing to ending all forms of modern slavery by ensuring that our operations and supply chains actively discourage and eliminate modern slavery practices and their humanitarian impact.

2. Purpose

This policy affirms our commitment to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices within our supply chains and operations.

3. Scope

This policy applies to any person who is associated with the Company in any of the following capacities:

- Employee.
- Officer.
- Director.
- Contractor (including sub-contractors and employees of contractors).
- Supplier (including employees of suppliers).

4. Definitions

- **Modern Slavery Act 2018 & Modern Slavery Amendment Act 2021** being the Commonwealth legislation (the Act) enacted by the Parliament of Australia.
- **Modern Slavery** includes people trafficking, slavery (owner exercises powers of ownership over the victim), forced labour (victim not free to stop working or leave their place of work), debt bondage (person's services are pledged as security for a debt) and deceptive recruiting for labour and services.
- **Suppliers** is defined as any organisation or person who provides the Company with goods or services, including their sub-contractors, agents, and related entities.
- **Supply Chain** is defined as the products/services (including labour) that contribute to the Company's own products and services.

5. Catering Industries' approach to limiting the risk of modern slavery practices

5.1 Supplier Code of Conduct

We expect all existing and future Suppliers to comply with the principles set out in this policy and fully comply with applicable laws and regulations in the jurisdictions where the goods are sourced, produced or procured. Our contractual terms will reflect supplier obligations to comply with Australian modern slavery legislation.

5.2 Operations

The Company maintains a Modern Slavery Policy (this policy) outlining our approach to reducing the risk of modern slavery practices within our operations and supply chain.

5.3 Incorporating modern slavery into other policies

When existing policies undergo policy review or new policies are developed, the policy owners are required to incorporate modern slavery commitments or identify opportunities where modern slavery protections could be enhanced.

5.4 Human Resources

We are committed to ensuring the health, safety and wellbeing of our workforce and we maintain a suite of policies that are informed by and compliant with Australian workplace and occupational health and safety laws.

6. Continuous improvement approach to reducing the risk of modern slavery

The Company is committed to applying a continuous improvement approach to how we reduce the risk of modern slavery practices within our supply chain and operations. We will seek feedback from employees, suppliers, and other parties regarding the success or otherwise of the actions we have taken to reduce modern slavery practices.

7. Reporting concerns of modern slavery

A key part of this policy is to enable its employees and suppliers to feel free in raising their concern when there are reasonable grounds to suspect that the Company or its Suppliers are not acting ethically.

Concerns about compliance or illegal practices are to be reported in accordance with our Whistle-blower Policy. The Whistle-blower Protection Officer is listed below:

Title: National Human Resources Manager
 Name: Sam Gillani
 Phone: 02-9411 1144
 Email: sgillani@cateringindustries.com.au

If you are unable to use any of the above reporting channels, a disclosure can also be made to an “eligible recipient” within the Company. Eligible recipients include:

- Directors.
- Senior Managers.

8. Anonymity

When making a disclosure, you may do so anonymously. It may be difficult for the Company to properly investigate the matters disclosed if a report is submitted anonymously and therefore the Company encourages you to share your identity when making a disclosure, however you are not required to do so.

9. Investigation

The Company will investigate all matters reported under this policy as soon as practicable after the matter has been reported. The Whistle-blower Protection Officer will investigate the matter and where necessary, appoint an external investigator to assist in conducting the investigation.

In Australia, the Australian Federal Police is responsible for investigating suspected cases of modern slavery and may be contacted on 131 237 to discuss or report a suspected case.

In an emergency or if someone is in immediate danger, please call Triple Zero **000** for police or ambulance assistance.

Associated Legislation & Internal Documents	Modern Slavery Act 2018 Modern Slavery Act Amendment 2021 Treasury Laws Amendment (Enhancing Whistle-blower Protections) Act 2019 Any other relevant State/Territory legislation	Human Resource Management Policy Code of Conduct Whistle-blower Policy Recruitment Policy Modern Slavery Supplier Questionnaire
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Nick Cuschieri
Managing Director