

ABN : 86143027052

Modern Slavery Statement – 2022

In accordance with the Modern Slavery Act 2018, this statement outlines the steps that Mitchell Engineering Food Equipment (MEFE) has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plan for review and improvement.

Introduction:

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory Labor 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.

Mitchell Engineering Food Equipment (MEFE) recognizes that it has a responsibility under the Modern Slavery Act to take a strong approach to reject any forms of modern slavery and human trafficking. We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our business and our supply chain. We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.

Who we are :

We are a leading company that supplies equipment for the food industry to both on sellers and end users, Mitchell Engineering Food Equipment is actively supplying, processing equipment worldwide, based in Clontarf Queensland since 2010.

We supply to highly regulated industries like, abattoirs, slaughterhouses, butchers, and food processing facilities with process and hygiene products. We currently have a presence in both Australia and New Zealand and market globally. We are a growing company, that is a family friendly orientated company, with employees dedicated to providing quality products.

Our Supply Chain:

Our supply chain is global. We procure goods from various countries and vet each supplier before adding to our extensive contracted and preferred list suppliers of manufacturing equipment. Our long-term strategic relationships with our suppliers, provides a stability in our supply chain and procurement processes.

Identifying Risks of Modern Slavery:

Mitchell Engineering Food Equipment wants to help in ending modern slavery by being consistent in ensuring their procurement process does not help entities that use modern slavery as their source of labour. We are not only focused on price, but rather the ethical practices of the supplier and their supply chain. By identifying risks and seeking supply chain that has a Code of Practice minimises use of modern slavery.

Our operation:

We believe there is no risk of modern slavery in our directly employed workforce, as the labour market in Australia is highly regulated by Awards and policy, furthermore, Mitchell Engineering Food Equipment, fosters a policy of open communication to express concerns and have an open dialog with management of other concerns that employee and may have questions regarding this matter, and discuss resolution to issues raised.

Our supply chain:

As stated previously, our suppliers are both from Australia and overseas. The Australian companies have a lower risk of modern slavery due to the regulation and policing by government directives and controls. Our Global suppliers tend to be from countries that have government bodies that oversee the operations of the workforce and their supply chains that indicate a low risk to encourage modern slavery. However, as a smaller organisation, we have limited ability to ensure that from traditional countries that maybe of medium risk, we do take precautions to ensure that they are not practicing modern slavery. We review these areas to ensure that the companies are registered with the relevant bodies within the government sector, to ensure the risk of



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exposure to modern slavery practices are mitigated. Any organisation that Mitchell Engineering Food Equipment procurement process is reviewed to ensure the risk of Modern Slavery is minimal. This is an ongoing procedure, and at this moment in time, the risk is low.

Our Governance framework

Mitchell Engineering Food Equipment has a strong organisational governance framework and as part of our commitment to informing our employees and suppliers in modern slavery risks, we undertake a review of our standard procurement agreements and procurement processes to ensure that we have sound governance processes in place to meet our modern slavery compliance.

In summary our review included the following activities:

- Publication of our Modern Slavery Policy.
- Update of our purchase order to include request for any new supplier to have a Modern Slavery policy.
- Review of our procurement policy and procedures to ensure inclusion of modern slavery clauses; and
- Update of our standard procurement agreements to include contractual obligations to the new modern slavery requirement.

Future Developments

Mitchell Engineering Food Equipment, we aim to continue to revise and develop our approach to modern slavery compliance to build capacity within our business to monitor and act on modern slavery risks.

Signed:

Mr. Warren Leamy (Director)

