



PARAWAY  
PASTORAL CO.

## Modern Slavery Statement

18 August 2026

# 2026 Modern Slavery Statement

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## Paraway Pastoral Company Limited

### REPORTING ENTITY

This statement is published on behalf of Paraway Pastoral Company Pty Limited, ACN 14 122 572 641 of 70 McNamara Street, Orange, New South Wales (**Paraway**). This statement is made by Paraway as a reporting entity pursuant the Modern Slavery Act 2018 (Cth) for the reporting period from 1 July 2025 to 30 June 2026. Paraway does not own or control any other entities.

### PARAWAY'S STRUCTURE AND OPERATIONS

Paraway is an agricultural company that operates pastoral enterprises across the eastern side of Australia. Those enterprises include beef breeding, growing and grass backgrounding, sheep breeding and growing, wool production, and cropping (for both sale and fodder). Paraway operates a total of 28 pastoral enterprises and its operations are divided into four regions:

- Northern, consisting of properties in Queensland;
- Central, with properties in northern and western NSW;
- Cropping, with properties in western NSW; and
- Southern, including properties in southern NSW and Victoria.

Collectively the properties have the capacity to carry over 250,000 cattle, 220,000 sheep and plant over 40,000ha of dryland crop.

Paraway is committed to being a consistent and reliable supplier of quality produce and crop from its pastoral enterprises and operating a sustainable business that targets long term returns whilst effectively managing short term risks. It employs approximately 300 people.

### OUR SUPPLY CHAINS

Paraway procures a range of products and services that are necessary to undertake agricultural operations. A significant number of our suppliers' operations are located and based in regional Australia. However, our procurement activities do include purchasing goods and services from suppliers who provide products with overseas components, including equipment and chemicals. The goods and services procured are those ordinarily used in agricultural enterprises and required for animal maintenance and welfare.

## RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

Due to the nature of our business and our governance model, we consider Paraway is low-risk with respect to modern slavery practices in our operations and supply chains. This was confirmed by a modern slavery assessment undertaken by Paraway, in June 2026 which did not reveal any high-risk suppliers in Paraway's supply chains (discussed in further detail below).

Most of Paraway staff are locally-employed and all directors, management and staff must adhere to the standards set out in Paraway's Code of Conduct and other policy documents. As a result, we have identified our own operations handled by staff directly employed by us to be a low modern slavery risk.

Given most of Paraway's suppliers are located regionally, we understand that these suppliers have a lower risk of modern slavery occurring in their supply chains as their operations are Australian-based and they are required to comply with Australian laws, including the Modern Slavery Act 2018 (Cth), within their own supply chains.

## ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY PRACTICES

### ***Modern slavery risk assessment***

Paraway has mapped its key suppliers and service providers used during the reporting period to enable us to undertake a risk assessment of any actual or potential modern slavery risks within our key supplier's operations and supply chains. Paraway understands that the environmental, social and governance risks relating to suppliers varies depending on their geographic location and size. Processes and systems that are implemented by Paraway are designed to reflect proportional risks.

The risk assessment process allows for the identification of high-risk suppliers who are either located in, or source their goods from high-risk countries. For example, the procurement of machinery from suppliers who have manufacturing plants overseas. Any high-risk suppliers identified through the due diligence process will be requested to complete a Modern Slavery Supplier Questionnaire in order for Paraway to ascertain whether they have implemented adequate steps to mitigate modern slavery risks and whether their supply chains follow an ethical sourcing policy. Paraway has not identified any high-risk suppliers in its review to date.

### ***Internal policies and procedures***

Paraway strives to achieve the highest standards of ethical behaviour in the conduct of its business activities. It supports and respects the protection of human rights. Paraway endeavours to avoid being complicit in human rights abuses and will not tolerate slavery, human trafficking, abusive or unfair treatment in its operations or supply chain.

Paraway continues to take steps to ensure that modern slavery and human trafficking risks are not present in its business or supply chains by developing applicable policies and practices in relation to corporate responsibility, procurement, and human resources.

As part of our policies and procedures, Paraway seeks to ensure compliance with all relevant local laws and regulations. Paraway has procedures in place to manage employee welfare and endeavours to ensure all employees and contractors are paid at least the minimum entitlements, including wages, allowances, superannuation and on station facilities (where applicable). These entitlements are subject to regular review and monitoring to support ongoing compliance.

### **Governance framework**

Paraway is committed to employing corporate governance practices that support our compliance with applicable standards and legislative instruments and align with community expectations. The Paraway Board plays the principal role in the direction of corporate governance. The Board's responsibilities include governing, guiding, and directing Paraway towards the satisfaction of company objectives and protecting the interests of our employees, shareholders and the community.

The Board is accountable for ensuring the appropriate management of modern slavery risk, by providing appropriate governance and direction to operational leadership. The operational leadership is represented by the Chief Executive Officer (CEO), the Chief Operating Officer (COO), and operational General and Regional Managers. Each General Manager is responsible for the facilitation of the operational and strategic risk management.

### **Procurement processes**

Paraway seeks to contract with suppliers who hold similar values, ethics, and sustainable business practices, including those relating to human rights. Paraway acknowledges and recognises that the conduct of its suppliers can have a significant impact on Paraway's performance and reputation within the communities that it operates.

### **Grievance and feedback mechanisms**

Paraway has whistleblower and complaints policies which provide employees and contractors an avenue to raise concerns in a confidential manner, including any modern slavery concerns.

Where modern slavery practices are identified in our supply chain or operations, Paraway will work to address these on a case-by-case basis by evaluating the severity of the issue and seeking expert guidance (where appropriate) to determine and then implement a corrective plan of action that is appropriate to the situation. In circumstances where we have reasonable grounds to believe that there are ongoing modern slavery practices, or failure to adhere to a corrective plan of action, we will not continue to contract or support with that aspect of a supply chain or supplier.

Paraway has not identified any instances of modern slavery or human trafficking associated with its own operations or through its supply chain throughout the reporting period. In addition, Paraway has not received any complaints or concerns from its staff or contractors regarding modern slavery or human trafficking through the reporting period.

### EFFECTIVENESS OF ACTIONS TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

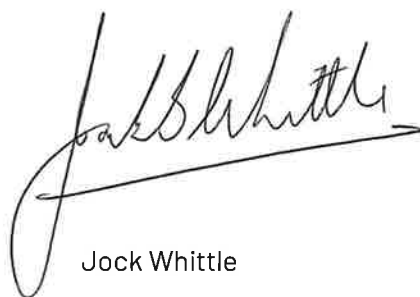
We are monitoring the effectiveness of our processes and procedures to address the modern slavery risks that our businesses may cause, contribute to, or are directly linked to.

The Paraway Board assesses the impact we have had on our supply chains through:

- Observing and engaging with employee behaviour with respect to risk, compliance with Paraway policies, laws and guidelines and working conditions;
- Monitoring the nature of complaints received through our grievance mechanisms; and
- Assessing the quality of information received through modern slavery due diligence questionnaires.

We will continue to review and enhance the above measures and develop further metrics to assess the effectiveness of our actions.

This modern slavery statement was approved by Paraway's Board of Directors in their capacity as principal governing body of Paraway on 18 August 2026 pursuant to s 13 of the Modern Slavery Act 2018 (Cth).

A handwritten signature in black ink, appearing to read 'Jock Whittle', with a long horizontal stroke extending to the right.

Jock Whittle

Chairman, Paraway Pastoral Company Limited

18 August 2026