



Modern Slavery Statement

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 pursuant to the *Modern Slavery Act 2015* (UK) and the requirements of the *Australian Modern Slavery Act 2018* (Cth).

PARAWAY'S BUSINESS

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

PARAWAY'S POLICIES & PRINCIPLES

Paraway strives to achieve the highest standards of ethical behavior in the conduct of its business activities. It supports and respects the protection of internationally proclaimed human rights. Paraway endeavors to make sure it is not complicit in human rights abuses and does not tolerate slavery, human trafficking, abusive or unfair treatment in any part of its business or supply chain.

Paraway is committed to taking steps to ensure that slavery and human trafficking play no part in its business or supply chains by developing applicable policies and practices in relation to corporate responsibility, procurement and human resources.

PARAWAY'S RISK MANAGEMENT AND DUE DILIGENCE PROCESS

Paraway seeks to do business with suppliers that have 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.

Paraway is implementing due diligence requirements for suppliers which highlights the need for suppliers take steps to avoid or eliminate slavery and human trafficking from their supply chain.

Paraway is developing training modules for all relevant staff who manage supply relationships to stress Paraway's zero tolerance on slavery and human trafficking. This training will be conducted in conjunction with existing training programs.

Paraway understands that the environmental, social and governance risks relating to suppliers varies depending on their geographic location and size. The processes and systems that will be implemented by Paraway are proposed to reflect those specific risks.



As part of our human resources policies and procedures, Paraway seeks to ensure compliance with all relevant local laws and regulations. Paraway has in place procedures to manage employee welfare and endeavor to ensure all employees and contractors are paid at least the minimum entitlements applicable and regularly reviews those procedures.

PARAWAY'S GRIEVANCE AND FEEDBACK MECHANISM

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. These policies will formalise existing practices within Paraway.

Paraway has not identified any instances of modern slavery or human trafficking associated with its own operations or through its supply chain throughout the 2019 financial year. In addition, Paraway has not received any concerns from its staff or contractors regarding modern slavery or human trafficking through the 2020 financial year.

Bruce Terry
Chairman

30 June 2021