



MODERN SLAVERY POLICY

Modern Slavery Policy

Date: June 2020 Version: 1.1 Next review: June 2021

Authorised by: CEO

In2food is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

The policy applies to all persons working for or on behalf of the Company, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

This policy will be used to underpin and inform any statement on slavery and human trafficking that the Company is required to produce in compliance with the Modern Slavery Act 2018 (Cth), Modern Slavery Act 2018 (NSW).

Our Expectations:

We expect our employees and suppliers to act in a socially and environmentally responsible manner. We require them to comply with applicable laws and regulations. We encourage corruption-free decision making and sound management based on appropriate environmental, occupational health and safety, human rights and labour policies. Addressing modern slavery requires a consistent and collaborative approach whereby everyone is required to remain vigilant to the risk in all aspects of the business and business relationships. Our employees are held accountable for complying with such policies. We expect our suppliers, and those who seek to have a business relationship with the Company to operate in a similar manner.

What Do We Mean by Modern Slavery?

At its broadest, the term 'modern slavery' refers to any situations of exploitation where a person cannot refuse or leave work because of threats, violence, and coercion, abuse of power or deception. The Australian regime defines modern slavery to incorporate conduct that would constitute an offence under existing human trafficking, slavery and slavery-like offence provisions set out in Divisions 270 and 271 of the Commonwealth Criminal Code. Modern slavery therefore encompasses slavery, servitude, the worst forms of child labour, forced labour, human trafficking, and debt bondage, slavery like practices, forced marriage and deceptive recruiting for labour or services.

All forms of modern slavery have in common, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

Anti-Slavery Policy in Practice

To underpin the commitments laid out in this policy, In2food aims to implement the following measures over the next 12 months:

- The Company will conduct a risk assessment to determine which parts of the business and which supply chains are most at risk from modern slavery so efforts can be focused on the areas that are most 'at risk'



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- Our contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour, and the use of child labour in line with this policy.
- We also make provision for our contracted suppliers to hold their own suppliers to the same standards. We also reserve the right to terminate any contractual arrangement if there is breach of this policy.

Communication and Employee Awareness

- Managers will ensure that relevant workers receive adequate training on this policy and any supporting processes applicable to their role.
- This policy will be incorporated into the next version of the Employee Handbook, provided to all employees to embed awareness
- This Policy will be made available on our website

Reporting and Accountability

Managers and Supervisors are responsible for helping their team members comply with this policy. Employees are expected to comply with the policy, and submit their questions or concerns to supervisory staff or to members of People Team.

A breach of this policy by an employee, director or officer of the Company may lead to disciplinary action being taken in accordance with the Company's Disciplinary Procedure. Serious breaches may be regarded as gross misconduct and can lead to immediate dismissal.