

THOMAS **FOODS**[®]
INTERNATIONAL



FEEDING FAMILIES GLOBALLY

PROUDLY AUSTRALIAN & FAMILY OWNED SINCE 1988

2023

MODERN SLAVERY STATEMENT

**FAIR WORK CONDITIONS • RIGHT TO REPRESENTATION • UNIVERSAL HUMAN RIGHTS
EQUAL PAY FOR EQUAL WORK • SAFE WORK CONDITIONS**



CONTENTS

message FROM THE CEO AND MANAGING DIRECTOR..... 2

ATTESTATION STATEMENT – Canadian Requirement 2

ABOUT THOMAS FOODS INTERNATIONAL 3

 THE REPORTING ENTITY 3

 Thomas Foods International Consolidated Pty Ltd (ABN: 20 105 099 849)
 3

 REPORTING REQUIREMENTS 3

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS 7

 OUR BUSINESS FAMILY AND OPERATIONS 7

 OUR PRODUCTS & SERVICES 9

 OUR SUPPLY CHAINS 9

MODERN SLAVERY RISK IN OUR OPERATIONS AND SUPPLY CHAINS 10

 MODERN SLAVERY RISK 10

 TFI Canada 10

 TFI USA 11

 KEY FACTORS CONTRIBUTING TO TFI’S RISK LEVEL 11

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY 11

 MODERN SLAVERY POLICY 12

 Statement of Intent 12

 Objectives 12

 Key Strategies 12

MODERN SLAVERY FRAMEWORK 13

FORWARD STRATEGY 15

202415

 Following Years15

DUE DILIGENCE15

CONSULTATION WITH REPORTING ENTITIES16

REMEDIATION16

OTHER RELEVANT INFORMATION.....16

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MESSAGE FROM THE CEO AND MANAGING DIRECTOR

Thomas Foods International Consolidated Pty Ltd (TFIC) is a family business founded and built upon strong family values.

We are committed to ethical and socially responsible business practices which encompass **human rights**, as defined in the *United Nations ('UN') Universal Declaration of Human Rights*, the fundamental labour standards established by the *International Labour Organisation ('ILO')* and relevant *ILO Conventions*, fair and safe working conditions, environmental compliance, and ethical behaviour. TFI adopts the Australian Attorney General's Department definition of "modern slavery", which includes human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and child labour.

We strive to identify, monitor and mitigate modern slavery risks and to remain free from exploitation, discrimination, bullying, harassment, or the marginalisation of others. We also celebrate our diversity and treat each other as equals, regardless of background or circumstance.

TFI is respectful and supportive of the communities in which we work and partner. We work in close collaboration with local communities and businesses, acknowledging and upholding local customs, and remaining sensitive to cultural needs and requirements. We expect our suppliers, customers and stakeholders to share and demonstrate the same commitment.

Over the past twelve months, TFI has continued to experience significant change throughout our business. We have continued to operate with a long-term approach and continue to consistently invest in activities that reduce our risk, increase transparency, and ensure accountable to our community and stakeholders. Our actions this year have included developing and refining our

processes and procedures, hiring new staff, particularly in the sustainability and HR areas, and development of the Board-approved modern slavery **Forward Strategy**.

It is our great honour to lead and work alongside an exceptional team that goes about its business with integrity, responsibility, and compassion. We look forward to upholding our company values and traditions, and in doing so, continuing to prevent, detect and mitigate the risk of modern slavery in our operations and supply chains.

ATTESTATION STATEMENT – CANADIAN REQUIREMENT

In accordance with the requirements of the Act, and in particular Section 11 thereof, we attest that we have reviewed the information contained in the report for the entity and entities listed below. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed below.

Darren Thomas
Group Managing Director

A handwritten signature in black ink, appearing to read 'Darren Thomas', written over a light blue horizontal line.

Anthony Stewart
Group Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Anthony Stewart', written over a light blue horizontal line.

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ABOUT THOMAS FOODS INTERNATIONAL

TFIC is Australia's largest family-owned food business – producing, processing, distributing, and selling premium meat and seafood all over the world. The consolidated group of companies operates in Australia, the United States (US), Canada, China, Japan, Singapore, the Netherlands, Dubai, and the United Kingdom (UK). TFI's global presence continues to successfully grow and develop.

Our mission is to **feed families globally** through premium quality food products, exceptional customer service and sustainable, innovative practices.

At TFIC, we are acutely aware of our responsibility to the people and communities with whom we work and partner, and the livestock upon which our livelihood depends. Human rights, worker safety and well-being, animal welfare, environmental sustainability and corporate social responsibility are all part of the fabric of our business -integrated into everything we do.

THE REPORTING ENTITY

Thomas Foods International Consolidated Pty Ltd (ABN: 20 105 099 849)

TFIC is pleased submit the group's third Australian *Modern Slavery Statement*, for the financial year ending 30th June 2023. It is the company's first *Statement* for Canadian and UK jurisdictions.

For the purposes of this joint *Modern Slavery Statement* (the '*Statement*') the group reporting entity is Thomas Foods International Consolidated Pty Ltd (TFIC), a privately-owned company operating out of and registered at Level 2, 162 Fullarton Rd, Rose Park SA 5067. This statement is made pursuant to Section 54(1) of the UK *Modern Slavery Act 2015*, Section 11(3) of Canada's

Fight against Forced Labour and Child Labour in Supply Chains Act 2023 and Section 14 of the Australian *Modern Slavery Act 2018 (Cth)*. The Australian and UK Statement was approved by the TFIC Board on the 24th January 2024. The Statement, for Canadian authorities, was signed 23rd May 2024.

This joint *Statement* covers the following reporting entities, operating as a part of the TFI group, under TFIC, with TFI as the main operating entity:

- Thomas Foods International Pty Ltd (TFI) (ABN 52 008 178 121)
- Thomas Foods International, Canada Ltd. (TFI Canada) (Canada BN 757132733)
- Thomas Foods International, USA Inc. (TFI USA) (California Entity ID 1610353)
- Thomas Foods International Stawell Pty Ltd (ABN 69 004 967 800) – reporting entity in Australia only.
- Thomas Foods International Australia (TFIA) (ABN 94 007 939 424) – reporting entity in Australia only.

REPORTING REQUIREMENTS

As an international business, the TFI group is subject to multiple jurisdictional compliance requirements. The relevant legislation this *Statement* addresses are as follows:

Australia

- *Modern Slavery Act 2018 (Cth)*
- *Modern Slavery Act 2018 (NSW)* - requirements met if reporting under the Commonwealth Act.

Australia has legislated mandatory reporting requirements for reporting entities. The disclosure format and structure is guided by a mandatory reporting criteria, as laid out in the Act. The Australian legislation allows an

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additional section, not in the UK and Canadian requirements, for reporting entities to provide any further information if deemed relevant.

United Kingdom

- *Modern Slavery Act 2015*

Similar to Australia, the UK has mandatory reporting requirements for reporting entities. However, the disclosure format and structure is guided by only a recommended reporting criteria, as laid out in the *Act*.

Canada

- *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*

Canada legislated mandatory reporting requirements for reporting entities in 2023. Similarly to Australia, the disclosure format and structure is guided by a mandatory reporting criteria, as laid out in the *Act*. There two additional sections required by the Canadian legislation that relate to remediation actions, if relevant.

To assist with aligning our multiple compliance obligations, **Table 1** reconciles the disclosures in this *Statement* to the relevant sections of the Canadian, UK and Australian modern slavery and supply chain Acts.



Canadian Forced Labour Act Mandatory Reporting Criteria	UK Modern Slavery Act Recommended Reporting Criteria	Australian Modern Slavery Act Mandatory Reporting Criteria	Addressed in this Statement	
			Section	Summary
Organisation's structure, activities and supply chains.	Organisation's structure, its business and its supply chains.	Identify each reporting entity covered by joint statement.	<i>About Thomas Foods</i> <i>Attestation Statement (Canada)</i>	<ul style="list-style-type: none"> ☑ Joint Statement explanation ☑ List of reporting entities
		Describe the structure, operations and supply chains of each reporting entity covered in the joint statement.	<i>Our Structure, Operations and Supply Chain</i>	<ul style="list-style-type: none"> ☑ Map of TFIC company locations ☑ TFI group operational structure ☑ TFIC products & services ☑ TFIC supply chains

Table 1. Canadian, UK and Australian reporting requirements reconciliation

Parts of the business and supply chains that carry a risk of forced labour and child labour being used and the steps taken to assess and manage the risk.	Parts of the organisation’s business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it as taken to assess and manage the risk.	Describe the risks of modern slavery practices in the operations and supply chains of each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls.	Modern Slavery Risk in our Operations and Supply Chains	<ul style="list-style-type: none"> ☑ Procurement risk matrix ☑ Key factors determining risk
Its policies and its due diligence processes in relation to forced labour and child labour.	Organisation’s policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains.	Describe the actions taken by each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls to	Actions Taken to Assess and Address Modern Slavery	<ul style="list-style-type: none"> ☑ TFIC’s “Statement of Intent” ☑ TFIC’s objectives ☑ Modern Slavery Framework ☑ Forward Strategy ☑ Due Diligence

The training provided to employees on forced labour and child labour.	Training about slavery and Human trafficking available to the organisation’s staff.	assess and address these risks, including due diligence and remediation processes.	Actions Taken to Assess and Address Modern Slavery	<ul style="list-style-type: none"> ☑ Modern Slavery Framework ☑ Forward Strategy
How the entity assesses its effectiveness in ensuring that forced labour and child labour are not used in the business and supply chains.	Organisation’s effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how each reporting entity covered by the joint statement assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Consultation with Reporting Entities	<ul style="list-style-type: none"> ☑ Management and Executive oversight structure
		Describe the process of consultation with each reporting entity covered by the joint statement and with any entities that each of those reporting entities own or control.	Consultation with Reporting Entities	<ul style="list-style-type: none"> ☑ Management and Executive oversight structure

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Any measures taken to remediate any forced labour or child labour.			Remediation	<input checked="" type="checkbox"/> Remediation steps to address any identified occurrences in modern slavery or forced labour.
Any measures taken to remediate the loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.				
N/A	N/A	Any other relevant information.	Other Relevant Information	<input checked="" type="checkbox"/> Reported and detected incidents in the last reporting period (12 months).

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

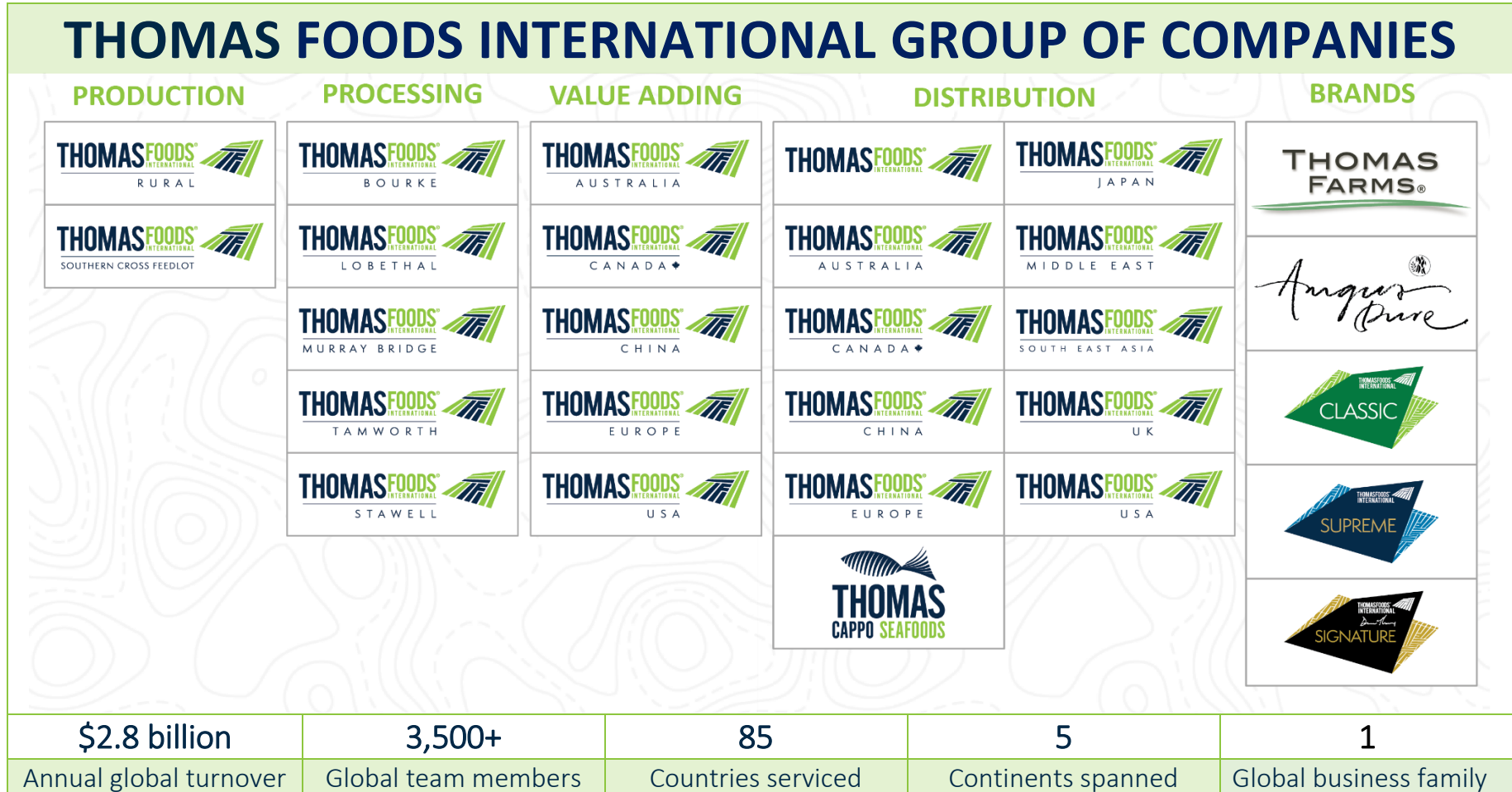
OUR BUSINESS FAMILY AND OPERATIONS

TFIC is the parent entity of the TFI group of companies, with TFIC's primary production and processing operations based in Australia. Our supply operations (i.e., secondary processing operations and sales and distribution operations) (**Figure 2.**) are located throughout Australia, the United States, Canada, China, Japan, Singapore, the Netherlands, Dubai, and the United Kingdom (**Figure 1**).

Figure 1. TFI group Australian and international locations



Figure 2. TFI group of companies' operational structure



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OUR PRODUCTS & SERVICES

The TFI group produces and sources premium meat and seafood products for local, national, and global markets. We also provide products, services, and logistics for boxed food delivery services. Our global customer base includes food wholesalers, distributors, and retailers (major supermarket chains, butcher shops), restaurants, commercial caterers, hotels, pubs and clubs, aged care facilities, and e-commerce.



PREMIUM MEAT AND SEAFOOD

270,000 TONNES	6,500+	3,800+	1
Premium products per annum	Customer accounts	Quality suppliers	Recipe for success

OUR SUPPLY CHAINS

The TFI group procures a wide variety of goods and services to support its business operations. Our inbound supply chain is made up of two key categories:

- 1. Non-traded goods and services:** these comprise of goods and services which do not form part of our finished product portfolio. These can include uniforms and PPE, energy, contract services (labour), computer equipment, and cleaning and catering.
- 2. Trade-related inputs:** comprise of livestock (cattle, sheep, lambs and goats), fresh and frozen seafood, pork, chicken and red meat products, packaging, spices and flavourings, haulage and logistics, chemicals and fertilisers, and seed. These feed directly into our product portfolio.

In Australia, where possible, TFI prioritises Australian suppliers and partners, who share our commitment for socially responsible and sustainable products and services.

Both TFI USA and TFI Canada are wholly-owned subsidiaries of TFIC, servicing the group’s North American market. Unlike Australia, neither the US nor Canadian operations undertake any direct processing of livestock. Both companies import processed and boxed product from Australia, New Zealand, the US, and the EU. TFI USA also imports products from South America.

The majority of TFI Canada’s supply chain - 97% (2022) and 90% (2023) - relates to protein product, of which around 4% (2023) is sourced from Canadian suppliers. The remaining regions of origin are Australia (65%), New Zealand (17%), USA (8%), and Poland (6%).

Similarly to TFI Canada, the vast majority of TFI USA’s supply chain, 93%, is protein product. 69% of the product originates from Australia, while 14% is from the US, and 6% from Argentina. Brazil, which has been flagged as a high modern slavery risk region for the livestock sector, makes up approximately 2% of TFI USA’s protein supply.

MODERN SLAVERY RISK IN OUR OPERATIONS AND SUPPLY CHAINS

MODERN SLAVERY RISK

In 2021 and 2022, the Australian-based TFIC entities participated in an internal modern slavery survey commissioned to baseline the group’s position with regard to modern slavery awareness, risk, and risk mitigation practices. As part of the survey, senior managers from each TFIC business assessed the risk of modern slavery within their business operations and supply chains. From this process, TFIC concluded a **LOW** overall group modern slavery risk level.

In 2023 TFIC undertook a high level review of its supply chain with the objective of identifying specific key risks sectors that will be assessed at more detailed levels via Tier 1 and 2 supplier analysis (**Table 2**) in the 2024 reporting period. The risk level of each sector has been determined using the *Global Slavery Index 2023*, government statistics, industry alignment and research.

Table 2. High level procurement risk matrix

Possible Procurement Risk Sector	Scope	Risk Considerations for 2024
PPE & uniforms	PPE: Processing workers.	High risk sector, based on geographical sourcing.
	Uniforms: Operational and HO staff.	
Computer hardware	All TFI sites.	Identified high risk area, particularly China.

International fishing	Thomas Cappel (non-reporting entity, seafood supplier. Consolidated under TFI Consolidated.)	Significant in SE Asian fisheries (particularly Thailand, China and Indonesia.)
Transportation – international shipping	International sales and international offices.	Identified high risk area.
Cleaners	Specific TFI locations.	Identified high risk area.
Paper & pulp (Tier 2 & 3) - packaging	TFI packaging sites.	Identified high risk area outside Australia.
Contracting - labour	Processing sites.	Identified high risk area outside Australia.

In addition to the sector list above, the supply chains for TFI Canada and TFI USA have been analysed at both the source of origin and sector levels.

TFI Canada

Countries supplying protein to TFI Canada have been identified to have a low prevalence of modern slavery, with the exception of Poland. Poland is ranked as medium-risk jurisdiction with a prevalence of 5.5 per 1,000 people estimated to be in modern slavery (*Global Slavery Index 2023*) conditions. This higher ranking is mostly influenced by state-imposed forced labour, through

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the state penal system. Therefore, we do not consider TFI Canada's protein supply chain to be exposed to a material risk of forced labour from Tier 1 suppliers.

TFI USA

TFI USA predominately sources its protein supply chain from low modern slavery jurisdictions. However, there is evidence of the occurrence of forced labour in the livestock industry across South America. These have been documented particularly in Brazil (*US Department of Labor*). TFI USA is aware of these risks, and therefore, we undertake site visits and distribute surveys to gain visibility over our high risk supplier regions. As previously mentioned, the TFI group is undertaking a 3-year forward strategy to further identify, monitor and mitigate our modern slavery risks.

KEY FACTORS CONTRIBUTING TO TFI'S RISK LEVEL

Several key factors help identify, detect, and mitigate the risk of modern slavery in our operations and supply chains; enabling us to respect worker rights and entitlements, and provide fair and safe conditions of work:

- ☒ **Operational jurisdiction** – TFIC's primary production and processing operations are in Australia, where we have long-standing partnerships with reputable primary producers. For our US and Canadian operations, TFI USA operates as a processing, packaging and wholesale operation, while TFI Canada is solely a wholesale distribution centre.
- ☒ **Business expansion model** – As the TFIC business family continues to grow and expand, we have recognised the importance and transparency of a vertically-integrated value chain, and supply chain rationalisation and optimisation.



- ☒ **Governance and oversight** – TFI has direct control over its primary production, processing, and supply operations. Our qualified Environment and Sustainability team regularly communicates and engages with both the Group Managing Director (Darren Thomas) and Group Chief Executive Officer (Anthony Stewart) to ensure close monitoring and active oversight of sustainability risks, including modern slavery, within TFIC's operations and value chain. This enables management and the Board to retain an intimate knowledge of the business, provide vital leadership and direction, and ensure close oversight over the business.
- ☒ **Direct workforce management** – TFIC continues to take greater control over its workforce. Through the establishment of our own recruitment entity, "TFI Employment Services", TFIC is minimising the group's use of labour hire in Australia. We continue to review and evaluate opportunities to reduce the use of labour hire and recruitment agencies in other jurisdictions.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY

The overall effectiveness of our **Modern Slavery Framework (Figure 3.)** and execution of our **Forward Strategy** will be reviewed and assessed to support the annual group's *Modern Slavery Statements*. Key considerations include:

- ☒ TFIC's operational compliance to the relevant modern slavery and forced labour Acts, and the applicable TFIC policies and practices.
- ☒ Supplier performance and compliance.
- ☒ Modern slavery risks, complaints and incidents, and remediation and mitigating actions to prevent modern slavery in our operations and supply chains.
- ☒ Non-conformity and areas for improvement.

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- ☒ Board, Executive and staff training.
- ☒ Governance structures, formalised policies, and accountability levels.

In accordance with **Forward Strategy**, the TFI group will undertake several actions to improve the group’s identification, monitoring, measurement and mitigation of modern slavery and forced labour risks. This will include, but not limited to, performance management and traceability of key suppliers. Supplier compliance will be monitored and assessed as part of our procurement and contract management process. However, monitoring and review mechanisms may vary depending upon contract type, significance, and risk. Mechanisms may include, but are not limited to supplier compliance reports, surveys, contractual reviews, and/or onsite audits.

MODERN SLAVERY POLICY

Statement of Intent

The TFI group is committed to ethical and socially responsible business practices and supply chains that prevent the exploitation of workers, including situations of modern slavery.

TFI strives to prevent modern slavery and strictly prohibits situations where a person is exploited and cannot refuse or leave work because of threats, violence, coercion, abuse of power, or deception.

Modern slavery performance and risk is regularly reviewed by the TFI Environment and Sustainability team, and the Executive. High risks, gaps or issues of major concern are escalated to the TFIC Board for review and to action accordingly.

Objectives

The primary objectives of our Modern Slavery Policy are:

- ☒ To prevent, detect and mitigate the risk of modern slavery in TFI group’s business operations and supply chains.
- ☒ To ensure the TFI group partners with suppliers who have a shared commitment to ethical and socially responsible business practices and the prevention of the exploitation of workers.
- ☒ To ensure the TFI group fulfils its annual reporting obligations under the *Modern Slavery Act 2018 (Cth)*, *Modern Slavery Act 2018 (NSW)*, *Modern Slavery Act 2015 (UK)*, *Fight against Forced Labour and Child Labour in Supply Chains Act 2023 (Canada)*, and any other regulatory reporting requirements.

Key Strategies

TFIC has implemented the following key strategies to meet the commitments and objectives of our Modern Slavery Policy:

- ☒ TFIC Executive and TFIC Board accountability to prevent modern slavery in the TFI group’s business operations, investments, and supply chains; and ensure prompt and decisive management action to investigate and address breaches of the Policy.
- ☒ Divisional and business unit responsibility to identify, assess and control the risk of modern slavery across the TFI group’s business operations and supply chains.
- ☒ Legally compliant policies which prevent modern slavery and promote ethical and socially responsible business practices, including but not limited to recruitment, labour hire, on boarding, procurement, contract management and supply chain management.

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- ☒ Regular monitoring, evaluation, and review of TFI business operations and supply chains to ensure compliance to the Policy and consistency of practices and controls.

MODERN SLAVERY FRAMEWORK

TFIC's Modern Slavery Framework comprises a comprehensive suite of policies and practices underpinned by our Code of Conduct and a collaborative, risk-based and continually improving management approach. TFIC has a responsibility to identify modern slavery across the group and to introduce additional risk controls and initiatives to further refine and improve our performance.



Figure 3. Thomas Foods International Consolidated - Modern Slavery Framework and Forward Strategy Actions

POLICY (Plan) ▶	PRACTICE (Do) ▶	AUDIT (Check) ▶	REVIEW (Respond) ▶
Code of Conduct	Recruitment Due Diligence	Modern Slavery Self-Audit	Corrective & Preventative Action
Modern Slavery	Approved Supplier Program	Supplier Checks & Audits	Operational Reviews & Reporting
Ethical Sourcing	Enterprise Agreement	Traceability Performance & Audit Register	TFI Executive Monitoring
Purchasing	Industry Award Rates of Pay		TFI Board Annual Review
HR and WHS	Safe Work Conditions & Practices	Annual Supplier Surveys	Ongoing Legislative Review
Anti-Bribery and Corruption	Incident & Risk Reporting		
Conflict of Interest	Modern Slavery Contract Clauses		
Disclosures	Tier 1 & 2 Supply Chain Mapping		
EEO & Anti-Discrimination	Modern Slavery Training		
Workplace Grievances	Sustainability Systems - testing		
Whistle Blower and Grievance (MS)	Tier 3 Supply Chain Mapping		

Legend

- Implemented
- Ongoing
- Forward Strategy

FORWARD STRATEGY

TFIC is currently undertaking a value chain traceability project, including a focus on modern slavery. As part of our initial review, the following gaps were identified and will be addressed in 2024 and then going forward as part of our

Forward Strategy.

2024

- ☒ Continue to respond to actions arising from domestic and international legislative reviews and additions.
- ☒ Undertake a robust value chain assessment, prioritising Tier 1 and Tier 2 suppliers.
- ☒ Development and distribution of annual supplier surveys ready for 2024 reporting.
- ☒ Development of staff Modern Slavery Awareness training, in collaboration with HR teams.
- ☒ Review and test appropriate TFI sustainability systems to support TFIC's value chain traceability, including modern slavery identification, monitoring and performance.
- ☒ Include modern slavery in the grievance and whistle-blowing policy (HR).

Following Years

Priority 1 Areas

- ☒ Creation of a performance and audit register for material and risk assessed suppliers.
- ☒ Continue deep dive supply chain assessment, obtaining full coverage and oversight of Tier 1 and Tier 2 suppliers.

- ☒ Roll out of TFI group sustainability system, including capabilities for modern slavery risk assessments, supplier surveys, monitoring and performance management.
- ☒ Roll out of employee Modern Slavery Awareness training with HR.
- ☒ Develop corrective action request protocols, specific to modern slavery actions – integrated into supplier contracts and survey processes.
- ☒ Finalise *Approved Supplier Lists* for all TFI group entities.

Priority 2 Areas

- ☒ Begin audit schedule for any at-risk and material suppliers.
- ☒ Assign primary operational accountability for modern slavery to senior site managers through expanded, updated and defined job requirements and descriptions.
- ☒ Provide modern slavery information and assurance to customers upon request (sustainability system driven).
- ☒ Begin Tier 3 supplier analysis and risk assessment.

DUE DILIGENCE

- ☒ TFIC has a **comprehensive suite of Human Resources, Workforce Management and Work Health Safety policies and practices** to ensure we respect worker rights and entitlements, and provide fair and safe conditions of work.
- ☒ TFI conducts **due diligence checks of prospective livestock suppliers** who participate in our Thomas Family Guarantee Program (TFG). In addition, suppliers are expected to comply with our *Ethical Sourcing Policy*.

- ☒ **All personnel** are provided the opportunity to **report modern slavery incidents and complaints**. They should also **have the confidence that all reported complaints** will be managed confidentially, investigated, escalated, and dealt with in accordance with our *Workplace Grievances Policy* or *Disclosures Policy* (for whistleblowers or confidential disclosures).

CONSULTATION WITH REPORTING ENTITIES

The TFI group of companies' is operationally managed and controlled by TFIC, with all reporting entities in this joint *Statement* falling under TFIC's executive and Board oversight. The structure allows for consistency in policy development and execution, which is then filtered down throughout the group from TFIC.

In previous years, as part of the TFIC's collaborative practices with reporting group members, senior representatives from TFI group entities completed a *Modern Slavery Self-Assessment Questionnaire* in consultation with the business. The questionnaire required TFI group entities to assess their level of awareness and understanding of modern slavery across their business and to confirm how they currently identify, assess, and address the risk of modern slavery in their entity operations and supply chains. Survey responses were collated and presented to the TFI Board along with the annual *Modern Slavery Statement*.

The Survey results informed our annual *Modern Slavery Statement* and our **Forward Strategy** to eliminate and mitigate the risk of modern slavery in our operations and supply chains. This survey will continue to be undertaken in future reporting years, in addition to detailed supplier surveys.

The Sustainability teams in Australia communicate consistently with the TFI USA and TFI Canada sustainability and procurement teams, to identify the

entities' supply chain characteristics, and risk levels of their sectors and geographies.

REMEDICATION

TFIC has not identified any circumstances where remediation, related to modern slavery or forced labour occurrences, has been required during the reporting period.

TFIC and its subsidiaries follow the below process where remediation is pertinent:

- ☒ **Corrective and preventive action** is taken to address any identified non-conformance, incidents or risks in our operations and supply chains.
- ☒ The TFI group works in **collaboration with our suppliers** to address any potential risks or areas of concern. **Remediation strategies** may include education and awareness, increased monitoring and reporting, visits to supplier premises and contractual reviews.
- ☒ Learnings are applied across the business and supply chains in line with our **quality management and continual improvement approach**.

OTHER RELEVANT INFORMATION

Modern slavery complaints received in the 2022/2023 reporting period: **NIL**

Modern slavery incidents reported or detected in the 2022/2023 reporting period: **NIL**