

Introduction

This Modern Slavery Statement has been prepared on behalf of The Pastoral Pork Company Pty. Ltd. trading as Otway Pork (ABN 67 055 017 680), a privately held Australian company.

This statement is prepared in compliance with the Commonwealth *Modern Slavery Act 2018* (the Act) and covers the reporting period from 1 July 2025 to 30 June 2026. It sets out how The Pastoral Pork Company has addressed its legal responsibilities under the *Modern Slavery Act 2018* (Cth).

Throughout this statement, references to 'The Pastoral Pork Company', 'our business', 'we', 'us' and 'our' are referring to The Pastoral Pork Company Pty. Ltd., unless stated otherwise.

Our Structure and Operations

The Pastoral Pork Company is a privately owned Australian agribusiness operating within the pork production industry.

The Pastoral Pork Company is governed by a board of directors including a chairperson and four directors, and a CEO.

Our operations are supported by a team of about 70 employees who work across farming, sales, transport and logistics and support functions.

The Pastoral Pork Company employs a small number of workers holding working holiday visas to support our farming operations. These workers are directly employed by the Company and engaged under Australian workplace laws and conditions.

Our Supply Chain:

The Pastoral Pork Company is a vertically integrated Australian pork producer that manages an end-to-end supply chain. As part of its operations, The Pastoral Pork Company operates a network of company-owned and contractor-run farms and engages two contracted processors and two transport and logistics providers.

Key primary supply chain categories include:

- Livestock and agricultural inputs
- Animal health and technical services
- Processing and manufacturing services
- Transport, logistics, packaging and distribution
- Commercial and professional services

All tier-1 suppliers, those who supply directly to The Pastoral Pork Company, operate in Australia and The Pastoral Pork Company ensures that all contractors involved in its supply chain comply with Australian law. The Pastoral Pork Company also reviews Modern Slavery Reporting from contracted companies where relevant.

While Australia is a global leader and generally has a low prevalence of modern slavery, The Pastoral Pork Company acknowledges the elevated risk associated with the agriculture sector.

Risk control and remediation processes

As part of our commitment to preventing modern slavery, The Pastoral Pork Company has implemented several workplace policies and processes. These include:

- Code of Conduct
- Equal Employment Opportunity and Anti-Discrimination Policy
- Respectful Workplace Policy
- Grievance and Dispute Resolution Policy
- Workplace Health and Safety Policy
- Recruitment and Selection Policy

The Pastoral Pork Company provides all employees and their immediate family members access to a confidential 24-hour Employee Assistance Program (EAP)

Assessing the Effectiveness and Future Focus

As this is the Company's first Modern Slavery Statement, formal measures to assess the effectiveness of actions are continuing to be developed.

The Company intends to assess effectiveness through;

- Periodic review of employment and contractor arrangements
- Monitoring of grievances, complaints and whistleblower reports
- Ongoing management review of identified risk areas and emerging issues.

During FY27, The Pastoral Pork Company intends to continue maturing its approach to identifying and managing modern slavery risks within its operations and supply chain.

Approval

This Modern Slavery Statement was developed in consultation with relevant operational teams, executives and directors of The Pastoral Pork Company, all of whom were provided the opportunity to review the statement prior to its approval. Collaboration ensures consistency across all the entities covered by this statement.

This Modern Slavery statement has been reviewed and approved by the Board of Directors of The Pastoral Pork Company and has been signed by CEO Duncan Parry.

Duncan Parry

CEO, The Pastoral Pork Company

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