



plate Events & Catering

Modern Slavery Policy

Introduction

Plate Hospitality Group recognises that modern slavery is a serious global issue that affects vulnerable individuals across many industries and supply chains.

According to leading organisations and international frameworks, including the UN Guiding Principles on Business and Human Rights, it is clear that businesses have a responsibility to identify, prevent and address risks of exploitation, forced labour and human trafficking.

Strong, proactive and ongoing actions in business practices, supplier engagement and ethical decision-making are required to mitigate the risk of modern slavery and uphold the rights, dignity and freedom of all individuals.

Purpose

Plate Hospitality Group Pty Ltd ("Plate Hospitality Group", "the Company", "we", "our") is committed to conducting business ethically and responsibly and respecting internationally recognised human rights.

This policy outlines our approach to identifying, preventing and addressing modern slavery risks within our operations and supply chains.

Modern slavery includes practices such as forced labour, debt bondage, child labour, human trafficking, deceptive recruitment practices and other forms of exploitation.

Responsibility & Governance

Responsibility for managing modern slavery risks sits across both leadership and operational levels within the organisation.

-Board and Senior Management

The Board and Executive Management are responsible for:

- Oversight of the Company's approach to modern slavery risk management
- Approving policies, frameworks and commitments
- Monitoring effectiveness of mitigation strategies
- Reviewing modern slavery reporting and disclosures

-Operational Management

Operational leaders are responsible for:

- Implementing this policy within daily business operations
- Managing supplier engagement and procurement practices
- Conducting risk assessments within operational areas
- Escalating concerns or incidents

-Employees

All employees are responsible for:

- Acting in accordance with this policy
- Reporting concerns or suspected breaches
- Participating in training and awareness initiatives

Strategy for Managing Modern Slavery Risks

Plate Hospitality Group's strategy for managing modern slavery risks focuses on five key pillars:

1. **Risk Identification**
Mapping and assessing risks across operations and supply chains.
2. **Prevention**
Implementing policies, procurement practices and contractual safeguards.
3. **Supplier Engagement**
Working collaboratively with suppliers to improve labour standards.
4. **Monitoring and Due Diligence**
Conducting assessments, audits and ongoing monitoring.
5. **Remediation**
Responding appropriately where harm occurs and supporting remediation.

This strategy is reviewed periodically to ensure it remains effective and aligned with evolving best practices.

Policy Commitment

Plate Hospitality Group is committed to respecting human rights and preventing exploitation.

Our commitments include:

- Operating in accordance with internationally recognised human rights standards
- Preventing forced labour, child labour and exploitation
- Treating all workers with dignity and respect
- Ensuring transparency and accountability in our operations and supply chains

These commitments are embedded in our:

- **Human Rights Policy**
- **Supplier Code of Conduct**
- Procurement policies
- Employment policies

All suppliers are expected to comply with our Supplier Code of Conduct as a condition of doing business with us.

Policy Implementation

To ensure this policy is effectively implemented, *Plate Hospitality Group*:

-Communication

- Communicates the policy to employees, suppliers and relevant stakeholders
- Makes the policy accessible through internal platforms and supplier onboarding materials

-Operational Integration

The policy is embedded into operational procedures including:

- Procurement processes
- Supplier onboarding and assessment
- Contract management
- Risk management frameworks

-Contractual Requirements

Where appropriate, contracts with suppliers include clauses requiring compliance with:

- Human rights obligations
- Modern slavery laws
- Ethical labour practices

-Training

Employees in procurement, management and operational roles receive training on:

- Recognising modern slavery risks
- Ethical sourcing practices
- Reporting and escalation processes

Reporting

Plate Hospitality Group maintains processes for reporting and managing concerns related to modern slavery.

-Internal Reporting

Employees may report suspected breaches through:

- Management channels
- Our external workplace relations partner **Peninsula Australia**
- Confidential grievance mechanisms

All reports are assessed promptly and investigated where necessary.

-Incident Response

If a breach or incident is identified, the Company will:

1. Investigate the allegation
2. Assess the severity and potential harm
3. Implement corrective actions
4. Engage relevant stakeholders
5. Document outcomes and improvements

-Public Reporting

Where required, *Plate Hospitality Group* will disclose actions taken to address modern slavery risks in:

- Sustainability reporting
- Annual reports
- Modern slavery statements (where applicable)

Risk Assessment

Plate Hospitality Group identifies and prioritises modern slavery risks across:

-Our Operations

Risks within our own workforce including:

- Employment conditions
- Recruitment practices
- Use of contractors or temporary labour

-Direct Suppliers (Tier 1)

Suppliers providing goods and services directly to our operations, such as:

- Food and beverage suppliers
- Cleaning services
- Logistics providers
- Equipment suppliers

-Extended Supply Chains

Potential risks beyond Tier 1 suppliers including:

- Raw material production
- Agricultural supply chains
- Labour-intensive industries

-Business Relationships

Risks associated with broader relationships including customers and service providers.

Risk mapping considers:

- Industry sector risks
- Geographic risks
- Workforce characteristics
- Known exploitation risks

Our Employment Practices

Plate Hospitality Group is committed to maintaining fair employment practices and decent working conditions.

We aim to ensure that:

- Workers receive fair wages and are paid on time
- Employees are not required to work excessive overtime
- Workers do not pay recruitment or placement fees
- No worker is placed in situations of debt bondage
- Working environments are safe and sanitary
- Workers receive employment contracts in a language they understand
- Workers have unrestricted access to their personal identification documents
- Workers' interests are represented, including the right to join trade unions or worker associations
- Worker ages are verified and child labour is strictly prohibited
- Discrimination and harassment are not tolerated

These standards apply across all employment relationships within the organisation.

Supplier Engagement & Due Diligence

Plate Hospitality Group undertakes due diligence to assess and manage modern slavery risks in its supply chain.

Our approach includes:

-Supplier Assessments

We request information from suppliers regarding:

- Workforce composition
- Employment practices
- Policies addressing forced labour and child labour

- Recruitment and labour practices

-Site Visits and Audits

Where appropriate, we may:

- Conduct supplier site visits
- Perform social or ethical audits of facilities

-Worker Engagement

Where feasible, we may engage workers through:

- Interviews
- Surveys
- Independent assessments

-Risk Mapping Tools

We utilise risk assessment tools to:

- Map supply chains
- Identify high-risk sectors or regions
- Improve traceability

-External Expertise

We may seek support from external organisations such as **Peninsula Australia** to assist with understanding risks and implementing appropriate controls.

Purchasing Practices

Plate Hospitality Group recognises that purchasing practices can influence labour conditions in supply chains.

We aim to ensure our purchasing decisions do not contribute to worker exploitation by considering:

- Fair and sustainable pricing structures
- Realistic delivery schedules
- Responsible forecasting
- Supplier incentives that support ethical labour practices

We work collaboratively with suppliers to promote responsible sourcing and labour standards.

Grievance Mechanisms

Plate Hospitality Group maintains grievance mechanisms to allow concerns to be raised safely and confidentially.

-Employee Grievances

Employees may raise concerns via:

- Internal management channels
- Our workplace relations partner **Peninsula Australia**

Complaints may relate to:

- Labour conditions
- Human rights concerns
- Modern slavery risks

-Supplier Expectations

We require key suppliers to:

- Maintain their own grievance mechanisms
- Inform us of relevant complaints or incidents connected to our business

All grievances are treated seriously and investigated appropriately.

Response & Remediation

Plate Hospitality Group acknowledges its responsibility to address harm where it has:

- Caused harm
- Contributed to harm
- Been directly linked to harm through business relationships

-Incident Response Process

Where a modern slavery risk or breach is identified, we will:

1. **Investigate** the allegation or concern
2. **Assess risk and impact** on affected workers
3. **Engage the relevant supplier or business partner**
4. **Develop corrective action plans**
5. **Support remediation where possible**
6. **Monitor implementation of corrective measures**

-Remediation may include:

- Ending harmful practices
- Improving working conditions
- Ensuring workers receive unpaid wages
- Strengthening supplier practices

If remediation cannot be achieved, the Company may reconsider the business relationship.

Review

This policy will be reviewed periodically by management to ensure it remains effective and aligned with regulatory expectations and best practice.

Plate Events & Catering Pty Ltd, Plate Hospitality Group Pty Ltd and the businesses we operate (*Chef Matt Atkins, Nguuwalaana, Plate Providore, Wilka Thalta, nunka. Hampers & Gifts* and *Nguuwa*), are committed to the practices outlined in this Modern Slavery Policy to ensure we and those around us all continue to operate ethically in our business practices.