



# Modern Slavery Statement

Rangers Valley Cattle Station Pty Ltd  
FY2020

This statement covers the activities of Rangers Valley Cattle Station Pty Ltd (ACN 001 060 402) and its owned and controlled entities during the year ended 31 December 2020.

This is our first modern slavery statement under the *Modern Slavery Act 2018* (Cth) and sets out the actions we have taken to assess and address modern slavery risks in our operations and supply chains.

This statement has been approved by the Board of Rangers Valley Cattle Station Pty Ltd on 26<sup>th</sup> February 2021.

## **About us**

At Rangers Valley Cattle Station, we recognise that respecting the human rights of those affected by our business activities is important.

## ***Our structure***

Rangers Valley Cattle Station Pty Ltd is a company incorporated in Australia and our registered office is located at Rangers Valley Cattle Station, Rangers Valley Rd Glen Innes NSW 2370.

Rangers Valley Cattle Station is a subsidiary of Marubeni Corporation, headquartered in Japan. Marubeni Corporation and its subsidiaries conduct a diversified range of business activities.

Rangers Valley Cattle Station Pty Ltd does not have any owned or controlled entities.

## ***Our operations***

We are a branded beef business and one of the world's most respected premium marbled beef producers. We specialise in long fed pure Black Angus, Wagyu cross breeds as well as purebred and full blood Wagyu.

We've distinguished ourselves as the name behind premium marbled Black Angus and Wagyu beef for both the domestic and export markets. Producing exceptional marbled beef is the result of our passion and experience throughout the entire supply chain.

We're leaders in state-of-the-art feedlot operations, and we're wholeheartedly committed to caring for our cattle and investing in the future of our planet.

Our core operations are in Glen Innes NSW Australia. However, we also operate in Warwick and Brisbane in QLD Australia

We engage 68 employees and various contractors at different times.

## ***Our supply chain***

We work with suppliers from Australia. Our suppliers are entirely located in Australia.

The main types of goods and services that we procure are Cattle, grain, feed commodities and freight.

We engage our suppliers on short term supply contracts.

We also have a number of indirect contract service providers that process cattle under short term contracts.

## **Modern slavery risks**

We recognise that modern slavery may impact our business activities and we endeavour to take responsibility for reducing the risk that we might contribute to modern slavery through our operations and supply chains.

### ***Risk assessment methodology***

We developed a risk assessment methodology which considers a number of indicators of modern slavery risks including sector and industry, the type of products and services, geographical location and specific entity risk.

Our initial risk assessment has indicated that our operations and supply chain have a low potential for modern slavery risks. Our risk profile is summarised in the table below.

### ***Risk profile***

<b>Risk</b>	<b>Description of risk</b>
Sector /Industry	We have identified a number of sectors and industries within our operations and supply chains that may have a higher prevalence of modern slavery risks because of their characteristics, products and processes. These include shipping and freight
Product / Service	We have identified products and services within our operations and supply chains that may have a higher prevalence of modern slavery risks because of the way they are produced, provided or used. These include shipping and freight.
Geographic	We have not identified any geographic risks as our suppliers are all located in Australia.
Specific Entity	We have not identified any entity specific risks associated with any particular supplier

## **Actions to assess and address risk**

We understand the importance of working collaboratively with our employees, suppliers and the broader industry to combat modern slavery. That is why during our first reporting period we introduced a number of steps to assess and address modern slavery in our operations and supply chains.

### ***Due diligence***

As noted above, we undertook an initial risk assessment to identify any key modern slavery risks that existed within our operations and supply chains.

Where we identify suppliers as 'high- risk', we ask those suppliers and business partners to complete a detailed supplier questionnaire, which audited their ethical business practices and modern slavery risks.

In FY2020 we identified no suppliers as presenting a high risk of modern slavery and asked none to complete the detailed supplier questionnaire. In future reporting periods we will prioritise a further assessment of those key risk business and supply relationships, based on where we had the greatest leverage to mitigate the potential modern slavery risks that existed in the relationship.

### ***Governance and accountability framework***

Rangers Valley's Senior Leadership Team will be the dedicated working group for the enhancement of governance and accountability framework.

### ***Policies and procedures***

During FY2020 we introduced a number of policies and procedures to ensure we have strong frameworks to enable us to assess and address modern slavery risks, including the introduction of a:

- Modern Slavery Policy for our business that establishes our commitment to addressing modern slavery risks in our business and driving an accountability for ethical business practices across our organisation.
- Supplier Code of Conduct that set out the minimum expectations for our suppliers and third party labour providers related to ethical practices including addressing modern slavery risks in their business, which was rolled out to new suppliers as well as added to the suppliers section of the Rangers Valley website. We have also established an expectation with our suppliers that they will engage with their suppliers on similar terms. We wish to work in partnership with our suppliers to address risks of modern slavery that exist in our suppliers.
- Grievance Procedure that supports and encourages employees to raise concerns without fear that their future employment prospects will be adversely affected.

These policies and procedures complement our existing governance framework which includes policies concerning applicable employment law and Fair Work legislation.

### ***Training***

We conducted targeted training for the Rangers Valley Senior Leadership Team

### ***COVID-19***

The COVID-19 pandemic has brought further challenges to modern slavery and highlighted social and economic inequalities worldwide. Rangers Valley Cattle Station has assessed the impact of COVID-19 pandemic on its practices and risks to modern slavery.

### ***Assessing our effectiveness***

We are committed to reviewing the effectiveness of our actions by

- When engaging a new supplier assessing whether existing risk management processes remain appropriate.
- Having a dedicated Senior leadership Team member conduct an annual review to evaluate modern slavery risks.

We also monitor our performance against a number of key performance indicators. These include the number of suppliers the business has asked to complete a detailed questionnaire and the number of suspected or identified modern slavery incidents.

## Consultation

As a subsidiary of the Marubeni Corporation, Rangers Valley's approach to modern slavery is largely comprised of overarching policies, systems and processes that are designed to be consistently applied across the Marubeni Group. Rangers Valley does not own or control any other entities.

During FY2020, there was consistent consultation and collaboration between Rangers Valley Cattle Station and the Modern Slavery working group within Marubeni Australia.

Prior to being put to the Board of Rangers Valley Cattle Station for review and approval, this statement was reviewed by the Managing Director and Manager – HR & Compliance

## FY2021 focus

As this is our inaugural statement, we recognise there are further steps we can take to assess and address the risks of modern slavery in our operations and supply chains.

In FY2021 we will focus on maintaining the status quo of having low risk suppliers only.

This statement was approved by the Board of Rangers Valley Cattle Station on 26<sup>th</sup> February 2021.



Keith Howe  
Managing Director  
Rangers Valley Cattle Station Pty Ltd