

DISCLOSURE NOTE

This Modern Slavery Statement (Statement) is made by Sydney Fish Market Pty Ltd for the financial year ended 30 June 2021

Sydney Fish Market Pty Ltd is a reporting entity under the Modern Slavery Act 2018 (Cth) with gross revenue of \$171 million in the financial year ending 2021.

Under the Act, reporting entities are not required to report on modern slavery risks associated with how their customers use the products or services they purchase. Similarly, landlords and lessors are not required to report on modern slavery risks associated with the operations and supply chains of lessees.

Unless the context otherwise requires, a reference to 'we' in this Statement refers to Sydney Fish Market Pty Ltd.

OUR COMMITMENT: A MESSAGE FROM OUR CHAIRMAN AND CHIEF EXECUTIVE OFFICER 4

OUR MODERN SLAVERY POLICY

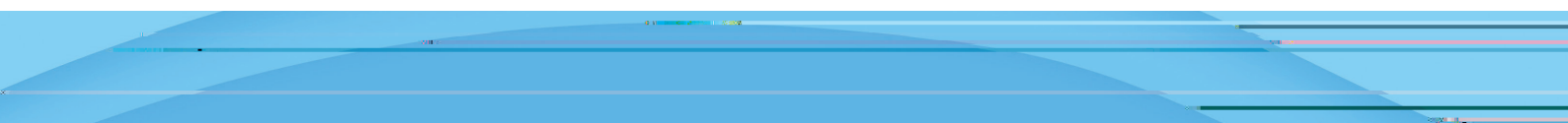
OUR STRUCTURE AND OPERATIONS

OUR SUPPLY CHAINS

SEAFOOD TRADING SERVICES

OUR COMMITMENT: A MESSAGE FROM OUR CHAIRMAN AND CHIEF EXECUTIVE OFFICER





PROPERTY MANAGEMENT SERVICES

SFM is a busy site based in Pyrmont, Sydney providing property management services to a range of operations. Many of these are conducted simultaneously thus requiring strict organisation, regulation and management to ensure safety and operational effectiveness is maintained in all aspects of our property management services.

Our property management services are comprised of:

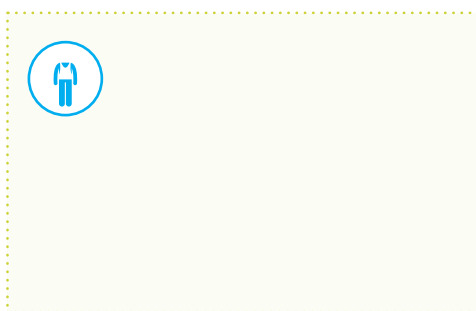
- On site tenancies (6 fishmongers, 8 restaurants/cafes, and 3 other retail stores)
- Refrigeration and cold storage facilities
- Vessel berthing (leasing and temporary)
- On site security and traffic management (contractor)
- Waste management and cleaning services (contractor)

SYDNEY SEAFOOD SCHOOL

Sydney Seafood School (SSS), located above our auction hall, is Australia's leading seafood cooking school, with over 12,000 guests a year attending classes (prior to COVID-19). Throughout the Covid lockdown periods in 2020/2021, the School also ran a virtual cooking class (SSS@Home) using recipe kits which were distributed through retail outlets in NSW or delivered to customers' homes. Wherever possible, seafood is purchased from the auction floor or direct from a major SFM supplier (fishers and fish farmers). Preference is given to Australian produce. On rare occasions, supply interruptions (for example, bad weather) require seafood to be sourced from international suppliers. The vast majority of other fresh ingredients are purchased from our on-site businesses.

OFFICE OPERATIONS AND PROFESSIONAL SERVICES

Our office operations employ 65 full-time employees, 11 casual employees and a number of professional service providers, such as auditors and other consultants used as and when needed. All service providers are contractually required to adhere to SFM's Market Rules whilst onsite which require observance of all SFM policies. SFM staff uniforms are sourced from a single supplier.



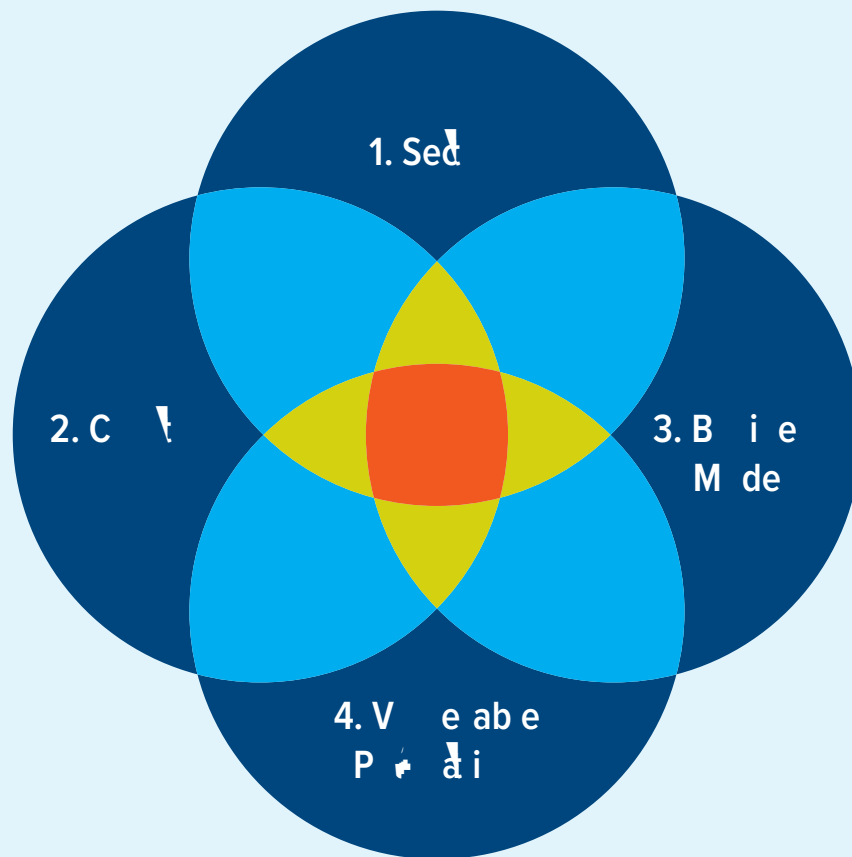
IDENTIFYING THE RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAINS

Four key risk factors of forced labour, some of which, when combined, increase the risks of its occurrence in our supply chains:

- 1. Sector:** The Global Slavery Index (GSI) has found

KEY FACTORS AFFECTING RISK OF FORCED LABOUR

- Low risk
- Increased risk
- High risk
- Highest risk



IMPLEMENTING SFM'S MODERN SLAVERY POLICY

STEP 1

HIGH LEVEL RISK ASSESSMENT

Risk rate business groupings using
SFM risk framework

STEP 2

DUE DILIGENCE

Awareness and risk assessment training

Statutory declarations

Pre-qualification questionnaires

STEP 3

ADVANCE DUE DILIGENCE

Corrective action plans

Statutory declarations

STEP 4

UPDATING SUPPLIER AGREEMENTS AND MARKET RULES TO INCLUDE MODERN SLAVERY RISKS

At the start of 2021, SFM initiated a review and update of our key supplier contracts and Market Rules. Requirement to adhere

