



Anti- Slavery Policy

Purpose

Skeetas Restaurant Pty Ltd (trading as Sweetas Bakehouse & Skeetas Restaurant and Café) is committed to Pty Ltd is committed to treating all people with dignity and respect, and to fostering workplaces and relationships that are safe, ethical, and transparent. We do not tolerate modern slavery in any form and are committed to complying with the *Modern Slavery Act 2018 (Cth)* in our operations, supply chains, and business relationships.

Objectives

We aim to ensure that all workers engaged by Skeetas Restaurant Pty Ltd whether as employees, contractors, or suppliers are:

- Aware of what constitutes modern slavery;
- Empowered and supported to report any suspected instances of modern slavery;
- Equipped to help identify and eliminate risks of modern slavery from our operations and supply chains.

We further commit to not engaging with suppliers or supporting clients that breach the Modern Slavery legislation and will undertake regular reviews of key commercial agreements to this end.

What is Modern Slavery?

Modern slavery includes eight types of serious exploitation as defined in the *Modern Slavery Act 2018 (Cth)*:

- **Trafficking in persons** – recruitment, transport, or harbouring of persons for exploitation.
- **Slavery** – treating a person as property or exercising ownership rights over them.
- **Servitude** – significant restrictions on a person's freedom to leave or cease working.
- **Forced labour** – compelling a person to work through coercion or threats.
- **Forced marriage** – coercing or deceiving a person into marriage.
- **Debt bondage** – demanding labour as repayment for a debt under exploitative conditions.
- **Worst forms of child labour** – involving children in slavery, hazardous work, or illegal activities (e.g., drug production).
- **Deceptive recruitment** – misleading individuals about the nature of the work or conditions they will face.

Modern slavery can also include:

- Engaging in commercial transactions involving a slave;
- Exercising control over businesses involved in servitude or forced labour;
- Providing financial or other support to such operations.

Responsibilities

Director and Management

- Hold overall responsibility for ensuring this policy is implemented effectively.
- Ensure compliance with legal and ethical obligations, and update this policy as required.
- Oversee processes for responding to suspected or actual risks of modern slavery.

All Workers

- Must report any suspected or actual risks of modern slavery within our operations, client interactions, or supply chains.
- Are encouraged to raise concerns in a safe and confidential manner without fear of reprisal.

Client and Supplier Relationships

Skeetas Restaurant Pty Ltd is committed to working only with suppliers and clients who comply with modern slavery laws. Where practical, our supplier agreements will include provisions requiring:

- A commitment to eradicating modern slavery within their operations and supply chains;
- A warranty that the supplier has not been convicted of any modern slavery offences;
- Due diligence in their own supply chains, especially where goods or labour are sourced from high-risk sectors or regions.

Reporting Concerns

We are committed to fostering a culture where workers, suppliers, and clients can safely report concerns about possible breaches of this policy.

Concerns or suspicions relating to modern slavery can be reported to:

- **Director**
Email: haley@skeetas.com.au
Phone: 08 9964 1619
- **Independent Skeetas Restaurant Workplace Consultant**
Email: deanmcauliffe@dkmworkplacesolutions.com
- **The Australian Federal Police (AFP)**
<https://www.afp.gov.au> or call 131 AFP (131 237)

All reports will be treated seriously and confidentially. We are committed to investigating concerns and taking corrective action to eliminate risks of modern slavery within our operations and supply chains.

Review

This policy will be reviewed at least every two (2) years or earlier if there are changes to legislation, business operations, or if risks are identified that warrant review.