

VANUATU EGGS

MODERN ANTI-SLAVERY

Policy and Procedures

OUR COMMITMENT Vanuatu Eggs does not tolerate forced labour, human trafficking, slavery, servitude, debt bondage, deceptive recruitment, child labour or other severe exploitation in its operations or supply chain. Worker safety and remedy come before commercial convenience.

Document control	Details
Document status	Draft for formal approval
Policy owner	Chief Executive Officer (CEO) or delegated Compliance Officer / Procurement & People Lead
Approval authority	Board / Owners of Vanuatu Eggs
Effective date	Upon approval
Review cycle	At least annually, and after any material incident, legal change or significant supply-chain change
Version	1.0 4 August 2026
Applies to	All directors, officers, employees, contractors, labour providers, agents, suppliers and other business associates

Approval

Name / title	Signature	Date

Implementation note: Before approval, Vanuatu Eggs should insert its registered legal entity name, registered office, confidential reporting contact details and approving officers. Vanuatu legal counsel should confirm the legal references, employment controls, reporting pathways and final procedures. If a statutory modern-slavery reporting obligation later applies through the Company’s size, structure or trading activities, obtain advice and approve a separate annual statement.

1. Purpose and policy statement

This Policy establishes how Vanuatu Eggs prevents, identifies, reports and responds to modern slavery and related worker exploitation. It applies to the Company's poultry, hatchery, feed, veterinary, greenhouse, construction, transport, sales, procurement, community and smallholder-farmer activities, and to the goods and services it sources locally and internationally.

Vanuatu Eggs is committed to work that is freely chosen, fairly paid, safe, respectful and capable of being left in accordance with lawful notice. The Company will not knowingly cause, contribute to or benefit from modern slavery. It will use proportionate due diligence to identify and reduce risks connected with its operations, products, services and business relationships.

1. No production target, delivery deadline, customer request, price advantage or senior instruction justifies exploitation.
2. A person who raises a concern in good faith or refuses exploitative conduct must not suffer retaliation.
3. The immediate safety and dignity of a potentially affected person take priority over investigation, discipline or contract termination.
4. Where harm is found, Vanuatu Eggs will seek practical remedy and prevent recurrence, including where ending a commercial relationship would transfer or worsen the risk.

ZERO TOLERANCE, RESPONSIBLE RESPONSE Zero tolerance describes the prohibited conduct—not automatic abandonment of an affected worker. Vanuatu Eggs will respond carefully, protect the person from further harm and pursue appropriate remediation.

2. Scope

This Policy applies worldwide to Vanuatu Eggs and every person or organisation acting for, supplying or representing it, including:

5. directors, owners, officers, managers and employees of every employment type;
6. trainees, interns, volunteers, consultants and individual contractors;
7. labour-hire firms, recruitment agents and migration or travel intermediaries;
8. suppliers of fertile eggs, chicks, feed ingredients, medicines, vaccines, equipment, packaging, fuel, utilities and professional services;
9. freight forwarders, customs brokers, transporters, security, cleaning, maintenance and construction providers;
10. growers, farmers, distributors, resellers, community partners and subcontractors; and
11. any other Business Associate connected with Vanuatu Eggs products, services or operations.

Compliance is a condition of employment, appointment, contract or engagement. Relevant requirements must be communicated to Business Associates and included in contracts where proportionate to risk. If applicable law or a binding customer requirement is stricter than this Policy, the stricter requirement applies.

3. Legal and international framework

Vanuatu Eggs will apply this Policy consistently with the Constitution of the Republic of Vanuatu, including the protection of freedom from inhuman treatment and forced labour; the Employment Act [CAP 160], which regulates employment and prohibits forced labour; and other applicable employment, immigration, criminal, child-protection and workplace laws.¹²

Vanuatu has ratified the ILO Forced Labour Convention, Minimum Age Convention and Worst Forms of Child Labour Convention. The Company also recognises Vanuatu's National Action Plan to Combat Trafficking in Persons 2024–2028 and the prevention, due-diligence and remediation principles in the United Nations Guiding Principles on Business and Human Rights.³⁴⁵

This Policy is a voluntary internal governance control. It is not represented as a statutory modern slavery statement under Australian or other foreign law. It does not create or imply government ownership, equity, control, management or partnership in Vanuatu Eggs, which remains privately owned and independently managed. This Policy does not replace legal advice.

4. Definitions

Term	Meaning
Modern slavery	An umbrella term used in this Policy for slavery, servitude, forced or compulsory labour, debt bondage, human trafficking, deceptive recruitment, the worst forms of child labour and similar severe exploitation.
Forced labour	Work or service exacted under threat of a penalty where the person has not offered themselves voluntarily or cannot leave without penalty, coercion or loss beyond lawful notice requirements.
Human trafficking	Recruiting, transporting, transferring, harbouring or receiving a person through improper means for exploitation. Movement across a border is not required.
Debt bondage	Work demanded to repay a debt where the terms, value of work or duration are unclear, unfair or controlled so the debt cannot reasonably be discharged.
Servitude	A severe condition in which a person is significantly deprived of freedom and cannot realistically escape the obligation to work or provide services.
Deceptive recruitment	Materially misleading a person about the nature, location, pay, conditions, legal status, accommodation, deductions or freedom associated with work.

¹ Employment Act [CAP 160], consolidated edition 2020, Vanuatu Department of Labour, https://dol.gov.vu/images/documents/laws/160_Employment_Act.pdf (accessed 4 August 2026).

² Constitution of the Republic of Vanuatu, art 5(1)(e) (freedom from inhuman treatment and forced labour), Parliament of Vanuatu, <https://parliament.gov.vu/images/constitution.pdf> (accessed 4 August 2026).

³ United Nations Office of the High Commissioner for Human Rights, Guiding Principles on Business and Human Rights (2011), principles 17–22 and 29–31, https://www.ohchr.org/sites/default/files/documents/publications/GuidingprinciplesBusinesshr_eN.pdf (accessed 4 August 2026).

⁴ Government of Vanuatu, National Action Plan to Combat Trafficking in Persons 2024–2028, listed by the Ministry of Internal Affairs at <https://moia.gov.vu/index.php/publications/resources/documents?id=2&view=category> (accessed 4 August 2026).

⁵ International Labour Organization, NORMLEX, Ratifications for Vanuatu, including the Forced Labour Convention 1930 (No 29), Minimum Age Convention 1973 (No 138) and Worst Forms of Child Labour Convention 1999 (No 182), https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103350 (accessed 4 August 2026).

Term	Meaning
Child labour	Work by a person below the applicable legal minimum age, or work by a young person that is hazardous, exploitative, harmful to health or development, or interferes with education.
Recruitment fee	Any fee or related cost charged to a worker for access to employment, including placement, brokerage, processing, travel, visa, medical, training, equipment or onboarding charges, whether paid directly or through deductions.
Business Associate	Any supplier, contractor, agent, labour provider, grower, distributor, transporter, adviser or other third party connected with Vanuatu Eggs.
Remedy	Action that restores an affected person, as far as possible, to the position they would have been in without the harm and prevents further harm.

5. Prohibited conduct

Vanuatu Eggs and its Business Associates must not engage in, direct, facilitate, conceal or knowingly benefit from:

12. slavery, servitude, forced or compulsory labour, prison labour not freely chosen and lawfully managed, or debt bondage;
13. human trafficking or recruitment, transport, transfer, harbouring or receipt of a person for exploitation;
14. threats, violence, confinement, intimidation, surveillance, isolation, deception, abuse of vulnerability or threats of denunciation to authorities;
15. retaining passports, identity documents, bank cards, work permits or personal property, except brief handling for a lawful process with informed consent and prompt return;
16. requiring deposits, security payments or recruitment fees from workers;
17. restricting lawful freedom of movement, communication, association or the ability to leave employment;
18. withholding wages, unexplained or unlawful deductions, wage manipulation, document falsification or debt intended to compel work;
19. child labour or hazardous, night, coercive or exploitative work by a person under 18;
20. substitution of contracts, false promises or material misrepresentation about employment;
21. retaliation against a person who refuses, reports or assists with a modern-slavery concern; or
22. concealing warning signs, obstructing a review or destroying relevant records.

6. Responsibilities

Role	Core responsibilities
------	-----------------------

Role	Core responsibilities
Board / Owners	Approve this Policy; set expectations; oversee material risks, incidents and remediation; require adequate resources and reporting.
CEO	Overall accountability; appoint the Policy Owner; approve high-risk sourcing and remediation; ensure independent escalation where senior personnel are implicated.
Policy Owner / Compliance Officer	Maintain this Policy, risk assessments, registers and reporting channels; coordinate training, investigations, remediation and annual review.
People / Recruitment	Use ethical recruitment; verify age and right to work lawfully; monitor labour providers, terms, wages, deductions, grievances and worker welfare.
Procurement / Finance	Screen suppliers; document risk decisions; include contractual controls; verify payments and unusual deductions; maintain due-diligence records.
Managers	Explain standards; observe working conditions; speak with workers; act on warning signs; protect reporters and affected persons.
All personnel	Follow this Policy; complete training; do not ignore warning signs; report concerns promptly and preserve information.
Business Associates	Meet legal and contractual standards; manage subcontractors; provide accurate information; allow proportionate review; notify concerns; support remedy.

7. Recruitment and employment standards

Recruitment and work must be voluntary, transparent and free from worker-paid fees. These standards apply whether a worker is recruited directly or through a labour provider, village contact, intermediary or overseas agent.

23. Give each worker clear, understandable information before work starts about the employer, job, location, wages, hours, overtime, deductions, leave, accommodation, transport, notice and complaint channels.
24. Provide written terms where required by law or reasonably practicable, in a language and format the worker understands. Do not replace agreed terms with materially worse conditions after recruitment or arrival.
25. Do not charge workers recruitment, placement, brokerage, travel, visa, medical, training, equipment or onboarding fees. Where a prohibited fee is identified, investigate and arrange appropriate reimbursement.
26. Do not require a deposit, bond, advance or debt as a condition of work. Any genuine voluntary advance must be documented, interest-free unless lawful and fair, and must never prevent the worker leaving.
27. Workers retain control of passports, identity documents, permits, bank cards, phones and personal property. Secure voluntary storage may be offered only where workers have unrestricted access.
28. Pay lawful wages accurately, on time and directly to the worker or an account they control. Deductions must be lawful, explained, recorded and never used as discipline or coercion.

29. Working hours, rest, leave and overtime must comply with law. Overtime must not be obtained through threat, deception or punishment.
30. Workers must be free to resign with lawful notice, leave the workplace outside working time and decline unsafe or unlawful work without retaliation.
31. Do not discriminate or exploit a person because of nationality, migration status, language, gender, disability, age, family status, poverty, remoteness or limited literacy.
32. Verify identity, age and right to work respectfully and lawfully. Never threaten a worker with immigration or police action to compel labour or silence a complaint.

7.1 Labour providers and recruitment agents

Before using or renewing a labour provider, Vanuatu Eggs must verify its identity, ownership, licences where applicable, recruitment locations, subcontractors, fee practices, sample contracts, worker-payment method, accommodation and grievance arrangements. Contracts must prohibit worker-paid fees, document retention, contract substitution, coercion and unauthorised subcontracting.

33. Interview a sample of workers privately, without the provider present, where risk is elevated.
34. Reconcile agreed wage rates, timesheets, invoices and worker pay records where proportionate and lawful.
35. Require disclosure and approval of every recruitment intermediary and subcontractor used.
36. Do not rely only on a supplier declaration when risk indicators require independent checks.

8. Children and young workers

Vanuatu Eggs will not employ or engage any person below the applicable legal minimum age. Age checks must be respectful, proportionate and documented without retaining identity documents. Where records are limited, the Company will use a lawful and non-discriminatory assessment process and seek specialist advice if age remains uncertain.

COMPANY HAZARDOUS-WORK RULE A person under 18 must not perform poultry-house disease-response work; handle chemicals, pesticides, veterinary medicines or biological hazards; operate vehicles, powered machinery or slaughter equipment; work at height or in confined spaces; perform heavy manual handling; undertake security work; or perform night work or any other task assessed as hazardous.

Any proposed lawful light work by a person under 18 requires prior written approval from the CEO or People Lead and a documented legal, safety and safeguarding assessment. It must be voluntary, appropriately supervised, safe, age-appropriate and must not interfere with schooling, rest, health or development.

If suspected child labour is found, do not simply dismiss or remove the child without assessing the consequences. Protect the child from immediate danger; involve a responsible safeguarding lead and

qualified local advice; consider family and education needs; maintain confidentiality; and develop a child-centred remediation plan that does not leave the child in a worse situation.

9. Supply-chain risk assessment

The Policy Owner and Procurement Lead must maintain a documented, proportionate modern-slavery risk assessment. It must be reviewed before onboarding higher-risk suppliers, at renewal, after a material change or allegation, and at least annually for the overall supply chain.

9.1 Vanuatu Eggs risk areas

Risk area	Why attention is required
Imported agricultural inputs	Fertile eggs, chicks, feed ingredients, veterinary products, equipment and packaging may involve opaque multi-tier international supply chains.
Recruitment and labour services	Migrant, temporary, low-paid, seasonal, remote or agency workers may depend on intermediaries for work, travel, documents, housing or transport.
Freight and logistics	Shipping, port, customs, warehousing and road transport may involve subcontracting, long hours and limited worker visibility.
Construction and maintenance	Short-term projects, informal crews, cash payment and multiple subcontracting tiers may reduce transparency.
Farm and agricultural work	Remote work, family labour, young workers, informal arrangements and production pressure can increase vulnerability.
Cleaning, security and accommodation	Low margins, outsourced supervision, restricted movement or employer-controlled housing may create exploitation risk.
Overseas and unfamiliar suppliers	Different legal protections, recruitment models, languages and enforcement capacity may require enhanced due diligence.

9.2 Risk indicators

A combination of indicators increases concern. Indicators include unusually low pricing; heavy use of agents or subcontractors; cash wages; unexplained deductions; recruitment debt; employer-controlled documents or bank accounts; crowded or restricted accommodation; workers unable to speak privately; inconsistent contracts; excessive overtime; restricted movement; threats; fear of authorities; very young appearance; lack of age records; or complaints that disappear after a supervisor intervenes.

10. Supplier and Business Associate due diligence

Due diligence must focus on actual risk to people, not only geographic location or supplier size. Procurement must record the risk level, checks completed, findings, conditions, approver and review date.

Risk level	Typical indicators	Minimum response
Standard risk	Known local supplier; transparent ownership and workforce; no high-risk labour or subcontracting indicators.	Identity and ownership check; policy communication; contract clause; complaint channel; periodic review.

Risk level	Typical indicators	Minimum response
Elevated risk	Labour provider, migrant or temporary workforce, remote work, construction, logistics, agriculture, worker accommodation, overseas sourcing or material subcontracting.	Questionnaire; document review; worker and subcontractor information; recruitment-fee check; references; enhanced clauses; approval and monitoring plan.
High risk	Credible allegation, unexplained fees or deductions, document retention, restricted workers, child-labour concern, deception, threats, opaque ownership or refusal to cooperate.	Pause onboarding or affected activity where safe; independent review; senior and legal approval; worker engagement; corrective-action and remediation plan; intensified monitoring.

10.1 Minimum onboarding questions

37. Who owns and controls the supplier, where will work occur, and which subcontractors or agents will be used?
38. Who recruits workers, in which locations, and do workers pay any fees or related costs?
39. How are age, identity, right to work, contracts, wages, hours, deductions and leave verified?
40. Who controls identity documents, bank accounts, accommodation, transport and freedom of movement?
41. How can workers complain privately and without retaliation, including in languages they understand?
42. Has the supplier identified any forced-labour, trafficking or child-labour concern, and what remedy was provided?
43. Can the supplier trace higher-risk goods and services beyond its direct supplier and provide supporting records?

11. Contract and supplier requirements

Risk-appropriate contracts must require the Business Associate to:

44. comply with applicable labour, child-protection, immigration, trafficking and workplace laws and the minimum standards in this Policy;
45. prohibit forced labour, trafficking, debt bondage, child labour, deceptive recruitment, worker-paid recruitment fees and identity-document retention;
46. communicate equivalent requirements to relevant subcontractors and obtain prior approval for material subcontracting;
47. maintain accurate age, recruitment, contract, wage, hour, deduction, grievance and subcontractor records;

- 48. notify Vanuatu Eggs promptly of a credible concern or government investigation and protect affected persons and reporters;
- 49. permit proportionate records review, site visits and confidential worker engagement on reasonable notice, or without notice where lawful and justified by serious risk;
- 50. cooperate with corrective action, fee or wage reimbursement and other appropriate remedy; and
- 51. accept suspension or termination for serious or unresolved breach, subject to a responsible exit plan that protects workers.

12. Monitoring, worker engagement and records

Monitoring must be proportionate, respectful and designed to reveal conditions that paperwork may conceal. The Policy Owner may use site reviews, document sampling, payroll reconciliation, recruitment-chain mapping, interviews, complaints analysis, supplier attestations and independent specialist review.

- 52. Worker discussions should be private, voluntary and, where needed, supported by an independent interpreter—not a supervisor, recruiter or person connected to the allegation.
- 53. Do not ask questions or conduct visits in a way that exposes a worker to retaliation. Agree a safe follow-up method where possible.
- 54. Do not collect unnecessary sensitive information. Restrict records to authorised persons and preserve confidentiality.
- 55. Keep due-diligence, training, complaint, investigation, remediation, supplier and approval records for the applicable legal and Company retention period.
- 56. Track corrective actions to verified closure; a signed promise alone is not evidence that worker harm has ended.

13. Training and awareness

- 57. All personnel must receive this Policy at onboarding and complete refresher awareness at least annually.
- 58. Enhanced practical training is required for managers and personnel involved in recruitment, payroll, procurement, finance, contracts, supplier visits, transport, construction, agriculture and worker accommodation.
- 59. Training must cover warning signs, safe reporting, non-retaliation, child safeguarding, recruitment fees, document control, interviewing precautions and remediation.
- 60. Higher-risk Business Associates may be required to train relevant personnel and certify completion.

61. Training should use clear language and practical examples appropriate to the audience's literacy, role and location.

14. Raising a concern

Anyone who knows or reasonably suspects modern slavery, worker exploitation or retaliation must report it promptly. Proof is not required. A report may concern Vanuatu Eggs, a supplier, a recruiter, a subcontractor or any other connected party.

Reports may be made to:

- 62. a manager, unless that person may be involved;
- 63. the CEO or designated Policy Owner / Compliance Officer;
- 64. a director or owner where the concern involves the CEO; or
- 65. an appropriate external authority, support service or legal adviser where required or protected by law.

Confidential and, where lawful and reasonably practicable, anonymous reports will be accepted. Information will be shared only with people who need it for safety, fair assessment, remedy or legal obligations. Vanuatu Eggs will not retaliate or permit retaliation against a person who reports or assists in good faith.

IMMEDIATE DANGER If anyone may be in immediate danger, prioritise emergency safety. Do not confront a suspected trafficker or remove a person without a safe plan if doing so could trigger violence, abandonment, immigration consequences or retaliation. Contact an appropriate emergency authority or qualified support adviser when safe.

15. Response and remediation procedure

The following procedure applies to a credible concern. The response must be adapted to the person's safety, wishes, age, vulnerability, language, location and legal circumstances.

Step	Required action
1. Protect	Assess immediate danger, medical needs, child-safeguarding concerns, safe accommodation, transport, contact and retaliation risks. Take urgent protective action without alerting a suspected perpetrator where that would increase risk.
2. Escalate	Notify the Policy Owner and CEO, or the Board / Owners if senior management may be involved. Obtain qualified legal, safeguarding, labour, trafficking or victim-support advice where needed.
3. Preserve	Secure relevant contracts, messages, recruitment records, wage and deduction records, timesheets, travel documents, invoices and supplier information. Protect confidentiality and do not alter evidence.
4. Engage safely	Where appropriate, speak privately with the affected person using an independent interpreter or support person. Explain confidentiality limits and do not pressure the person to participate or make a particular decision.
5. Assess connection	Determine whether Vanuatu Eggs caused the harm, contributed to it, or is directly linked through products, services or a business relationship. This informs the Company's responsibility and leverage.

Step	Required action
6. Remediate	Develop a documented plan with the affected person's safety and wishes central. Consider reimbursement, unpaid wages, return of documents, debt cancellation, safe housing or transport, medical and psychosocial support, legal or immigration support, education support and protection of lawful employment.
7. Correct	Require root-cause action, responsible persons, deadlines and verification. Suspend affected work or payments where appropriate and safe. Use leverage, training, control changes and independent monitoring.
8. Report and close	Make any legally required report with qualified advice; record decisions; verify remedy and non-retaliation; communicate appropriately with the affected person; and monitor for recurrence before closure.

15.1 Responsible exit and termination

Serious or unresolved breaches may justify suspension or termination of employment or contract. Before ending a supplier relationship, Vanuatu Eggs must consider whether immediate exit could remove income, housing, legal status, access to remedy or evidence and thereby worsen harm. Where safe and lawful, use a time-bound corrective plan, worker-centred remediation and a responsible exit strategy. Termination must never be used to silence a concern or avoid remedy.

16. Consequences and non-retaliation

A breach of this Policy may result in training, supervision, corrective action, repayment, removal of authority, disciplinary action up to termination, contract suspension or termination, and referral to an appropriate authority. Consequences will be lawful, fair and proportionate. Seniority, personal relationships, commercial value or lack of criminal prosecution will not excuse a breach.

Retaliation includes dismissal, threats, reduced hours, withheld pay, blacklisting, isolation, harassment, immigration threats, adverse accommodation or transport decisions, lost opportunities and pressure to withdraw a report. Suspected retaliation must be treated as an urgent separate concern.

17. Measurement, reporting and review

The Policy Owner will report at least annually to the CEO and Board / Owners on implementation, material risks and remediation. Reporting should protect affected persons and include trends rather than unnecessary personal details.

Measure	Examples of evidence
Governance	Policy review completed; responsible roles appointed; material risks and incidents reported to the approval authority.
Training	Completion rates for all personnel and enhanced-risk roles; knowledge gaps and corrective actions.
Supply chain	Suppliers risk-assessed; enhanced reviews completed; contract clauses in place; overdue corrective actions.
Recruitment	Labour providers reviewed; worker-fee and document-retention checks; prohibited fees reimbursed.
Worker voice	Concerns received; reporting-channel accessibility; retaliation allegations; time to initial safety assessment.
Remediation	Affected persons supported; wages or fees repaid; corrective actions verified; recurrence identified.

This Policy must be reviewed at least annually and after a material concern, investigation, audit finding, legal change, acquisition, new country entry, major supplier change or material change to recruitment or operations. Lessons learned must be reflected in training, contracts, risk assessments and procedures.

Appendix A — Modern-slavery warning signs

Area	Examples
Recruitment	Worker paid a fee; debt to recruiter or employer; false job promises; contract changed; recruiter controls communication.
Documents and money	Passport, bank card or wages controlled by another person; unexplained deductions; cash payment without records; unpaid wages.
Freedom and control	Worker cannot leave, travel, speak privately or keep a phone; is watched; requires permission for ordinary movement; lives at the worksite under restrictive rules.
Threats and vulnerability	Threats of violence, dismissal, denunciation, deportation, debt, shame or harm to family; fear of managers or authorities; rehearsed answers.
Working conditions	Excessive hours, no rest, unsafe work, degrading treatment, very low pay, crowded housing, dependence on employer transport or food.
Children and young people	Very young appearance; no reliable age process; school absence; hazardous or night work; adult tasks or hours; child's pay controlled by another.
Supplier behaviour	Refuses worker access or records; multiple undisclosed subcontractors; inconsistent payroll and invoices; sudden worker disappearance after questions.

One indicator may have an innocent explanation. Do not accuse or confront. Record what was observed, protect safety and report so the concern can be assessed responsibly.

Appendix B — Supplier modern-slavery questionnaire

Question	Supplier response / evidence
Legal identity, owners, address and main contact	
Goods / services, work locations and countries of origin	
Number and types of workers, including migrant, temporary and young workers	
Recruitment agents, labour providers and subcontractors used	
How recruitment fees and related costs are prevented and checked	
How age, identity and right to work are verified without retaining documents	
How contracts, wages, hours, overtime, deductions and leave are controlled	
Worker accommodation, transport and freedom-of-movement arrangements	
Private grievance channels and non-retaliation controls	
Modern-slavery concerns in the last three years and remediation provided	
Relevant policies, audits, certifications or supporting records	
Name, title, signature and date of authorised representative	

Appendix C — Risk screening and due-diligence record

Field	Record
Business Associate / activity	
Owner and reviewer	

Field	Record
Goods, services, locations and supply-chain tiers	
Workforce and recruitment model	
Risk indicators identified	
Risk rating and reasons	Standard / Elevated / High
Checks and worker engagement completed	
Findings and evidence	
Conditions / corrective actions / due dates	
Approval decision and approver	
Next review date	

Appendix D — Concern and remediation record

Field	Confidential record
Date, time and reporting channel	
Reporter / anonymous / safe contact method	
People, supplier and locations involved	
Observed facts and available records	
Immediate danger, child or retaliation risk	
Urgent protective action	
Internal escalation and external advisers	
Affected person's wishes and support needs	
Cause / contribution / direct-link assessment	
Remediation and corrective-action plan	
Legal reporting decision and advice	
Verification, non-retaliation follow-up and closure approval	

Appendix E — Supplier minimum declaration

The undersigned confirms, after reasonable enquiry, that the organisation and its relevant subcontractors:

66. do not use forced labour, trafficking, debt bondage, servitude, deceptive recruitment or child labour;
67. do not charge workers recruitment fees or retain identity documents;
68. provide lawful, clear employment terms, wages, hours, deductions, leave and freedom to leave;
69. maintain a safe, confidential grievance channel and prohibit retaliation;

70. will notify Vanuatu Eggs promptly of a credible concern and cooperate with worker-centred remediation; and

71. will provide accurate supporting information and disclose material subcontractors on request.

Field	Details
Organisation legal name	
Authorised representative and title	
Signature	
Date	
Exceptions or corrective actions disclosed	

Appendix F — Personnel acknowledgement

I acknowledge that I have received, read and understood the Vanuatu Eggs Modern Anti-Slavery Policy and Procedures. I agree to comply with it, complete required training, ask for guidance when uncertain, report concerns promptly and protect affected persons and reporters from retaliation.

Field	Details
Full name	
Position / organisation	
Signature	
Date	

Related Vanuatu Eggs policies

72. Conduct & Ethics Policy;

73. Anti-Bribery and Corruption Policy and Procedures;

74. Work Health and Safety Management Plan and Manual;

75. recruitment, employment, payroll and disciplinary procedures;

76. procurement, supplier due-diligence and contract procedures;

77. biosecurity, animal welfare, food safety and environmental procedures;

78. complaints, investigation, privacy and records-management procedures; and

79. emergency, child-safeguarding and victim-support referral procedures, once adopted.

Legal review note: This controlled draft reflects publicly available primary sources reviewed on 4 August 2026. Local counsel should confirm current Vanuatu legal requirements, minimum-age and young-worker rules, external reporting pathways,

privacy limits and response obligations before formal adoption. The Company should also insert tested emergency, support-service and confidential-reporting contacts.