

Nicholson & Saville Modern Slavery Policy

Our Operations

Nicholson & Saville Pty Ltd (“N&S”) is a privately owned Australian company that operates as a food wholesale and distribution business based in Caringbah, New South Wales. Established since 2003, N&S supplies premium meat, smallgoods, extra virgin olive oil, vinegars, and specialty food products to leading restaurants, hotels, caterers, and retail outlets across Sydney and regional New South Wales.

Our operations include:

- Procurement of meat and specialty food products from reputable Australian suppliers, complemented by a small range of imported goods;
- Warehousing and distribution from our Caringbah facility, including temperature-controlled storage and logistics coordination; and
- Retail trade through our Caringbah warehouse, serving the local community and hospitality professionals.

Our supply chain is predominantly domestic, with long-standing supplier relationships that enable transparent communication and a lower risk of exposure to modern slavery practices. Nonetheless, we recognise that risks can arise within any supply chain and are committed to ongoing vigilance, supplier engagement, and continuous improvement in our ethical sourcing practices.

Purpose

N&S is committed to operating ethically, responsibly, and in compliance with all applicable laws, including the *Modern Slavery Act 2018 (Cth)*.

This policy outlines our approach to preventing, identifying, and addressing risks of modern slavery and human trafficking in our operations and supply chains.

What Is Modern Slavery

Nicholson & Saville recognises that modern slavery can take many forms and represents serious violations of human rights. We are committed to understanding and addressing these risks within our operations and supply chain.

Modern slavery includes the following practices, as defined under Australian and international law:

- Human trafficking – the recruitment, harbouring, or movement of a person for the purpose of exploitation.
- Forced labour – where a person is not free to stop working or leave their place of work.
- Slavery – where one person exercises powers of ownership over another, including treating a person as an object of purchase or control.
- Servitude – where a person’s freedom is significantly restricted, and they are not free to cease work or leave their place of work.
- Debt bondage (bonded labour) – where a person’s services are pledged as security for a debt that is excessive, undefined, or unfairly maintained.
- The worst forms of child labour – where children are exploited through slavery or similar practices, exposed to hazardous work, or used in drug production or trafficking.
- Deceptive recruiting for labour or services – where a person is misled about the type or conditions of work and is subsequently exploited.
- Forced marriage – where coercion, threats, or deception are used to force a person into marriage, or where they do not have the capacity to understand or consent to the marriage.

See also [What is modern slavery? | Walk Free](#)

Our Commitment

N&S condemns modern slavery in all its forms. We commit to:

- Acting ethically and respectfully in our business dealings and ensuring that potential modern slavery risks in our supply chain and operations are identified and managed.
 - Ensuring no form of forced labour, servitude, debt bondage, human trafficking, or child labour is tolerated.
 - Promoting ethical and transparent conduct across our supply chain.
 - N&S expects that its stakeholders (including suppliers, licensors, and contractors) and supply chain will act in the same way
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Scope

This policy applies to:

- All employees, officers, and directors of Nicholson & Saville.
- All direct contractors, labour providers, and suppliers engaged by Nicholson & Saville.

We expect all business partners to uphold equivalent standards within their own operations.

Employment Practices

All employees and direct contractors are engaged in accordance with:

- The Fair Work Act 2009 (Cth);
 - Relevant Modern Awards; and
 - Workplace health and safety standards.
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Reporting Concerns

N&S has several formal and informal ways in which concerns can be raised depending on the circumstances and the level of seriousness of the issue. Modern slavery concerns or grievances can be notified to N&S in any of the following ways: Reports can be made:

- Confidentially via email: arnicholsonsaville@gmail.com
 - Writing to N&S at PO Box 2168 Taren Point NSW 2229
 - Through our secure online form: [Report a Concern](#)
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Governance

Responsibility for implementing this policy and addressing modern slavery risks rests with the Director, supported by management.

Nicholson & Saville is accountable for ensuring this policy is effectively embedded across our operations and supply chain.