

Purpose and Commitment

The purpose of this report is to outline the commitment and actions we promote, the expectations of our suppliers and contractors as part of our supply chain and our ongoing commitment to eliminate the risk of modern slavery.

At Select Harvests we strive to engage in ethical and sustainable relationships with all people, whether they are our direct employees, or as part of our supply chain, including suppliers, third party labor hire providers, labor hire workers, contractors, customers, the community and stakeholders we engage with.

Values

Our values and behaviors are critical to our culture in delivering our 3 key strategic priorities. SHV recognises that by living the values, and treating each other with trust and respect, we all contribute to the long-term success of the business and safety of our people. Ethical sourcing drives trust into each part of our values statement. It is a visible commitment across the business to delivering effective and commercially sustainable outcomes.



Modern Slavery Report

1. Reporting Entity:

Select Harvests Limited
ABN 87 000 721 380

2. Entity Structure, Operations and Supply Chain:

Operation Description:

Select Harvests is structured with 15 farms (Almond Producing), 1 Almond processing site (Carina West), and 1 Retail Processing Facility (Thomastown closing June 2022) including Almond and other nut varieties. Select Harvests head office is located in Richmond Victoria.

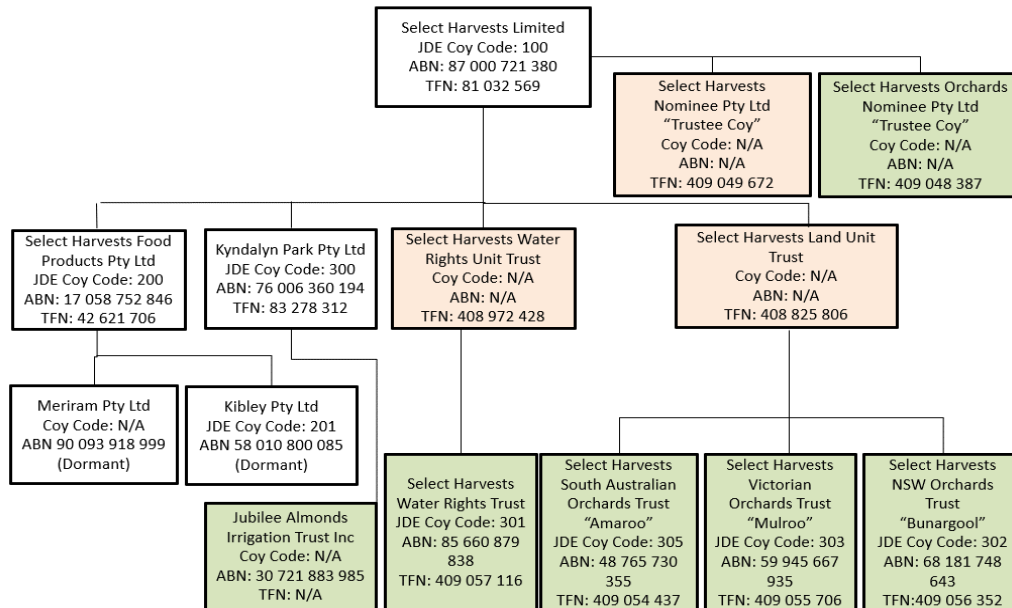
Supply Chain:

Almonds are predominately sourced from Select Harvests farms, other nuts, ingredients, and packaging are sourced from a combination of suppliers both domestically and internationally.

Company Structure as follows:

As at 03 Jan 2019

SELECT HARVESTS GROUP STRUCTURE



\\Almond\general\Data\MANAGE\EXCEL\Corporate\Reference\Select Harvests Group Structure Nov2017.pptx

Note: Orange and green colours indicate a trustee relationship between that corporate trustee and those trusts with the same colour.

3. Risks of modern slavery practices in the entity's operations and supply chain and any entities owned or controlled by the reporting entity:

Select Harvests Identified Risks include:

- Outsourced activities (such as transport, cleaning, waste management, etc.)
- Source of raw materials/commodities
- Developing our supply chains and suppliers by being clear regarding our expectations and standards
- Leading by example and conducting appropriate checks on all employees, third party labour providers, and suppliers
- Providing clarity on our hiring, disciplinary and termination policies
- Training Managers to remain alert and respond appropriately to indicators of slavery, listening and being approachable to employees, and raising awareness
- Providing a clear grievance process which outlines whistle blower protections
- Reviewing our Ethical Sourcing and Labour Standards as required to ensure compliance with relevant Federal and State laws

Select Harvests entities are all controlled and managed by the reporting entity under one management group and board.

4. Actions taken to assess and address modern slavery risks, including the diligence and remediation process:

Domestic/International Suppliers, Select Harvests has:

- Issued a copy of its Ethical Sourcing policy to all existing suppliers
- Implemented a process to issues a copy of its Ethical Sourcing policy to all new suppliers
- In its main financial system tracks, which suppliers has/has not been issued with an Ethical Sourcing policy and administers accordingly
- Regularly visits suppliers both domestically and internationally (Covid has restricted this) including the option to conduct an audit in line with the Ethical Sourcing policy
- As part of the Quality process monitors supplier's quality qualifications or rating

Labor Providers, Select Harvests has:

- Issued a copy of its Ethical Sourcing policy to all existing suppliers
- Issues a copy of its Ethical Sourcing policy to all new suppliers
- In its main financial system tracks, which suppliers has/has not been issued with an Ethical Sourcing policy and administers accordingly
- Select Harvests conducts/reserves its rights to conduct supplier audits

Team Members, Select Harvests has:

- Provided training to team members to look for indication of potential slavery issues
- Encouraged team members to come forward with any concerns they may have
- Issued a Whistleblower policy so that team members know that they are protected for any related issued they may raise
- Ensured team members are aware that if they are uncomfortable raising a concern with their direct manager that they can approach any other manager, executive or HR team member to raise their concern
- Concerns can be raised verbally or in writing

Select Harvests policy includes specific areas that covers the diligence and remediation process. It is important to Select Harvests that if breaches are identified, we can provide effective remedies to the affected people and communities where it is identified that our operations have caused or contributed to adverse impacts. The nature of these remedies may differ according to the situation and may include direct engagement with the affected people and communities, or collaboration with our suppliers, police, or other third parties.

Select Harvests is committed to ensuring channels are provided through which adversely affected people and communities can raise complaints or concerns without fear of retaliation, intimidation, harassment, discrimination, or victimisation.

5. How the entity assesses the effectiveness of its actions:

Select Harvests is comfortable with its approach based on:

- All suppliers have received a copy of the ethical sourcing policy
- Senior management have existing relationships with suppliers, both domestic and international, which includes regular visits
- Key suppliers have a recognized quality system in place
- A prioritised list of suppliers to conduct audits on or seek additional information (important to note with the closure of our Thomastown facility Select will predominantly be dealing with Australian/USA based suppliers)
- Only dealing with labour hire companies that are accredited suppliers including siting their accreditation, conducting spot checks and the right to conduct a full audit

6. The process of consultation with entities owned and and/ or controlled by the entity:

All entities are managed directly by the parent and align back to the senior management team/board.

7. Any other information considered relevant:

Select Harvests has also:

- Updated main operating system to confirm by supplier who has/has not received a copy of the ethical sourcing policy and manage accordingly
- Established an email address for any specific enquiries relating to Ethical Sourcing/Modern Slavery queries/concerns (in box is monitored 8.30am to 5.00pm Monday to Friday)
- All suppliers have been categorised (e.g. Labor/Freight/R&D etc.) to enable supplier reviews by category/spend/risk

Approved by the Select Harvests Limited Board on the 29th of March 2022.



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Paul Thompson
Managing Director
Select Harvests Limited

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