



PIONEER[®]
BRAND · SEEDS

**An acknowledgment of
our global responsibilities.**

Modern Slavery Statement

2022

PI023003



Pioneer[®] brand seeds are produced and distributed in Australia by GenTech Seeds, a Yates Family Business

ABN 84 608 586 876

WHAT YOU
SEED
IS WHAT
YOU GET



PIONEER
BRAND · SEEDS

Statement from our Director and CEO

GenTech Seeds acknowledges our responsibilities in relation to managing the risks of modern slavery associated with our business operations. We commit to complying with the provisions in the Commonwealth Modern Slavery Act 2018.

We will ensure, as far as reasonably practical, that our operations and that of our supply chain partners are assessed for modern slavery risks and that actions are taken to mitigate concerns.

We respect internationally recognised human rights in line with the United Nations Guiding Principles on Business and Human Rights. We will provide decent and safe working conditions, freedom of association and prohibit forced or child labour. We will seek to prevent adverse human rights impacts in our business as well as through our associated business relationships and supply chains.

Peter Kleinhanss
Director and CEO
GenTech Seeds Pty Ltd



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About GenTech Seeds

GenTech Seeds Pty Ltd is the exclusive producer and distributor of Pioneer® brand seeds in Australia. We undertake the research, growing, processing, sale and distribution of Pioneer® brand corn, sorghum, summer forage and canola seeds as well as inoculant products.

We have been operating in Australia since 1975 servicing our customers with integrity and unmatched agronomic knowledge and solutions to help our farmer customers succeed.

Our strong company values underpin our reputation as a well-respected and trusted business partner with a long history of quality and excellence.

Structure, Operations and Supply Chains

GenTech Seeds has close to 100 team members directly employed in the business. We operate across all States and Territories in Australia. Our team is supplemented by a small team of sales contractors, and a large but variable team of labour hire workers who assist with field research and production activities.

GenTech Seeds produces and distributes seed under the Pioneer® seeds brand. Our operations include research, production, warehousing and sales. GenTech Seeds is a private Australian company owned by the holding entity Philip Yates Family Holdings Pty Ltd.

Governance

We have a Modern Slavery Compliance Officer who, in conjunction with the Modern Slavery Working Group, coordinates our risk management response and oversees the implementation of our modern slavery action plan. All issues related to modern slavery within our business or supply chain are directed to the Modern Slavery Compliance Officer to undertake relevant action. Regular reports on modern slavery are made to the Leadership Team.



Policies

Our team members Code of Conduct covers the respectful treatment of others including equal opportunity, bullying and harassment, fair pay and human rights. The code also covers the confidential reporting system in place for reporting concerns or suspected breaches of the Code.

Similarly, our Supplier Code of Conduct, sets out our expectations and the requirements our supply chain partners must fulfill regarding ethical and compliant business conduct. It requires a commitment to human rights, equal opportunity and fair pay. It includes a confidential reporting system for concerns.

Operations

We are involved in the production and distribution of hybrid seed corn, canola, sorghum and forage. We operate across Australia with our head office located in Toowoomba, Queensland and processing plant in Narromine, New South Wales. Team members represent our business in all States and Territories of Australia.

Brands

Our products are marketed and sold under the Pioneer® Seeds brand.



Supply chain

We produce our own products with the support of a number of inputs purchased from suppliers, the primary ones being germplasm, crop protection, seed treatment and packaging materials. We also use a number of third-party service providers to assist with producing and distributing the seed. Our supply chain products and services can be categorised as follows:

- Germplasm, crop protection and seed treatments
- Packaging
- Third-party contractors: labour hire, growers, processors, transport, retailers
- Transport: vehicles, forklifts, plant and equipment
- Professional services: auditors, insurers, legal advisors
- Facilities management: cleaning, security
- Office equipment and consumables: beverages, office furniture, stationery
- Technology and IT: laptops, mobiles, software



Modern Slavery Risks in Operations and Supply Chain

We created a risk management framework and undertook an initial review of our operational modern slavery risks and those in our supply chains.

Operational risks

As a result of our risk assessment, we consider the risk of modern slavery occurring within our own operations to be low overall. Employees operate in Australia only which is considered to be a low prevalence jurisdiction for modern slavery risk according to the Global Slavery Index. Our team members are provided training in modern slavery risks, we have robust recruitment practices, remuneration practices are reviewed annually, and we are audited annually by independent auditors.

Supply chain risks

We made an initial assessment of our supply chain considering the following factors:

- Sector and industry risks
- Product and services risks
- Geographic risks
- Entity risks

Based on the overall risk matrix score, our highest risk area has been assessed as labour hire companies and third-party processors. While these are Australian based businesses they may engage overseas workers.

Assessing and Addressing Risks

Key Initiatives 2022

Our initial focus has been on raising awareness and undertaking an assessment of our modern slavery risks. A three-year action plan has been developed to guide our risk management actions.

We held training sessions on modern slavery which gave all team members an understanding of what modern slavery is, our obligations, how it could be related to our business and the consequences for victims of modern slavery.

We developed a slavery risk assessment template and assessed the risks within our business and supply chain partners.

We created a Code of Conduct for team members as well as a Supplier Code of Conduct which includes responsibilities and obligations regarding modern slavery.

Future Initiatives

We will roll out both Codes of Conduct and communicate our modern slavery position to all suppliers.

A self-assessment questionnaire will be issued to all Tier 1 suppliers so we can better understand the risks within our supply chain and then develop corrective action plans from these.

We will develop a comprehensive supplier monitoring program and look to implement a program of traceability back to source for high-risk inputs.



Assessing Effectiveness of Our Actions

During this reporting period our focus was on understanding where modern slavery risks may be present. We are unable to assess the effectiveness of our measures at this initial stage however we will be develop a framework to review effectiveness of the actions we are taking.

Consultation With Entities Owned or Controlled

GenTech Seeds Pty Ltd and Philip Yates Family Holdings Pty Ltd do not own or control any other entities.

Approval

This statement is made as required of the Modern Slavery Act 2018 (Cth) and constitutes the modern slavery statement of GenTech Seeds Pty Ltd for the year ended 31 August 2022, as approved by the Board of Directors of GenTech Seeds Pty Ltd.



A handwritten signature in black ink, appearing to read "Peter Kleinhans".

Peter Kleinhans
Director and CEO
GenTech Seeds Pty Ltd



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