



Kinrise Joint Modern Slavery Statement Financial Year Ending 30 June 2020

Kinrise's Joint Modern Slavery Statement

This statement, pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**) is submitted by Kinrise Pty Ltd (ACN 143 389 404) (**Kinrise**) and sets out the actions taken by the following related entities of Kinrise that are reporting entities for the purposes of the Act, to address modern slavery risks in our supply chain over the financial year ending 30 June 2020 (**Statement**):

- (i) Kin Group Pty Ltd (ACN 095 313 714) (ultimate holding company) (**Kin**);
- (ii) Kinrise Pty Ltd (ACN 143 389 404);
- (iii) Greens General Foods Pty Ltd (ACN 001 553 564); and
- (iv) Green's Food Holdings Pty Ltd (ACN 160 202 200).

In this Statement, unless expressly mentioned otherwise, each of the reporting entities listed above and their controlled entities as defined in the Act, are referred to as "the Group" or "our Group".

Our structure, operations, and supply chains

Kin is a diversified, global, long-term focused investor led by experienced investment professionals. Kin focuses on long-term strategic investments in a variety of industries.

Kinrise and its controlled entities manufacture and supply food across Australia, New Zealand, New Caledonia, Hong Kong, Canada, Japan, Norway, Malaysia, Indonesia, USA, Dubai, and Fiji.

Our Group's registered office is located at Level 16, 644 Chapel Street, South Yarra, Victoria 3141. Our operations expand across the areas of developing, manufacturing, packaging, marketing, and sales of food products.

Kinrise manufactures food under the following brands:

- (i) Cobs Popcorn;
- (ii) Poppin Microwave popcorn;
- (iii) Green's Biscuits;
- (iv) Unibic;
- (v) Paradise;
- (vi) Waterthins;
- (vii) Susan Day Cakes;
- (viii) Big Sister;
- (ix) Green's;
- (x) Lowan; and
- (xi) Oz Pack.

Kinrise is a parent company which is made up of the following broad portfolio of related entities:

- (i) Greens General Foods Pty Ltd (ACN 001 553 564);
- (ii) Green's Food Holdings Pty Ltd (ACN 160 202 200);
- (iii) Green's Intellectual Holdings Pty Ltd (ACN 165 758 298)
- (iv) Waterwheel Premium Foods Pty Ltd (ACN 162 115 611);
- (v) Green's Biscuits Pty Ltd (ACN 167 337 439);
- (vi) Ozpack Holdings Pty Ltd (ACN 115 009 151);
- (vii) Propax Pty Ltd (ACN 101 942 312)



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- (viii) OLHS Pty Ltd (ACN 127 870 008);
- (ix) Key Partnerships Australia Pty Ltd (ACN 109 800 937).

In the 2020 financial year, our Group engaged directly with more than 1,000 suppliers. There were suppliers engaged across 13 countries outside Australia, representing approximately 4% of the total Group's spend with suppliers.

Approximately 90% of the spend with suppliers outside Australia was with suppliers based in the United States of America, Germany, Netherlands, and New Zealand. Our largest category of spend was on corn, microwave popcorn bags and manufacturing equipment.

The supply chain of products and services that contribute to our operations include:

- (i) raw ingredients;
- (ii) packaging;
- (iii) warehousing, cold storage, freight, and distribution services;
- (iv) manufacturing equipment, and installation and commissioning services;
- (v) labour hire services;
- (vi) personal protective equipment;
- (vii) professional, legal, financial, marketing services; and
- (viii) utility services.

Risks of Modern Slavery Practices in our operations and supply chains

We have identified that the key area of risk of modern slavery in our operations is

through labour hire service providers that we use that may engage foreign or temporary unskilled labour.

We have also identified that the key area of risk of modern slavery in our supply chain is through the labour practices of international produce suppliers that we engage. Namely, suppliers that may rely on seasonal un-skilled labour, or suppliers sourcing produce from countries that do not or do little to protect human rights or implement processes to reduce the risk of modern slavery.

The Group sources products from Thailand and Malaysia, with an annual spend representing approximately 0.1% of the Groups total spend with suppliers for the 2020 financial year. According to the Global Slavery Index 2018¹ the overall risk with sourcing product from these countries is medium to high.

The actions we take to assess and address these risks

Our approach to managing modern slavery risks is addressed in various ways.

The Kinrise Whistleblower Policy states that any illegal and/or unethical conduct will be investigated and includes a hotline operated by an independent service provider that employees can contact at any time. Employees are encouraged to report any occurrences of modern slavery identified or suspected via this hotline.

During this reporting year we updated the Kinrise master goods and services procurement agreement templates to include provisions that:

- (a) allow Kinrise to request a written report addressing the supplier's

¹ <https://www.globalslaveryindex.org/>

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- measures to identify the risks of modern slavery practices;
- (b) require the supplier to represent and warrant to Kinrise that the supplier, to the best of its knowledge and belief and as at the date of entering into the agreement with Kinrise or a member of the Group, does not, and will not, use any form of modern slavery in performing its obligations under the agreement;
 - (c) require the supplier to notify Kinrise if it becomes aware of any risks that modern slavery will be used by the supplier; and
 - (d) in certain circumstances, require the supplier to develop and implement a Modern Slavery policy and due diligence processes in its operations.

These modern slavery provisions are also being incorporated into new supplier agreements and any supplier agreement renewals across the Group.

During this reporting year we also committed to developing a Supplier Code of Conduct and standards that will apply across all suppliers in the Group's supply chain. It is anticipated that the Supplier Code of Conduct will be rolled out during the 2022 financial year.

How we assess the effectiveness of the actions we take to address the risks of Modern Slavery

The development of a risk assessment process will occur when further actions to assess and address the risks of Modern Slavery are developed. Included in this process will be the development and implementation of:

- (i) a risk management framework and processes to assist the Group in the identification, assessment,

- mitigation, and monitoring of risks, including risks involving modern slavery; and
- (ii) an Audit Risk and Compliance Committee that will monitor and measure the effectiveness of the controls and actions take to address risks, including risk involving modern slavery.

Process of consultation with our subsidiaries

Kinrise has engaged in extensive consultation with each member of our Group in the preparation of this Statement.

This statement has been approved by the Board of Kin on behalf of the Group.

Signed,



Raphael Geminder, Director of Kin