

A man wearing a grey cap and a plaid shirt is shown in profile, looking down at a plant stem he is holding. The background is a bright, hazy field of green plants, likely a vineyard, with the sun low on the horizon, creating a warm, golden glow and lens flare effects. The man's hands are positioned to inspect the stem closely.

Modern Slavery Statement

2021/22

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About this statement

This Modern Slavery Statement (**Statement**) has been prepared by Horticulture Innovation Australia Limited ABN 71 602 100 149 (**Hort Innovation, we, us or our**) pursuant to section 16 of the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act) for the financial year 2021/22 (“Reporting Period”)

This Statement has been endorsed and approved by the Hort Innovation Board on December 1, 2022.

Message from our Chief Executive Officer



At Hort Innovation we recognise that every person is entitled to a universal set of human rights. Since publishing our first Modern Slavery Statement in April 2021, this updated statement seeks to build on our approach to modern slavery. While the COVID-19 pandemic has presented challenges we continually assess our Modern Slavery Framework and thank our suppliers, employees and other key stakeholders on their contribution and shared approach to jointly addressing modern slavery.



BRETT FIFIELD
CHIEF EXECUTIVE OFFICER

Who we are and our purpose

Hort Innovation is an unlisted public company limited by guarantee and the declared industry services body for horticulture under the *Horticulture Marketing and Research and Development Services Act 2000* (Cth) (“the Act”)

Hort Innovation is grower-owned and is a not-for-profit research and development corporation (RDC). Each year we invest millions of dollars into research and development (R&D), extension, marketing, and international trade initiatives.

Hort Innovation’s primary purpose is to drive a prosperous and healthy Australia by providing the best knowledge and solutions to create a world-class horticulture sector.



REPORTING ENTITY

About our business structure, operations and corporate governance

The Hort Innovation head office is located at Level 7, 141 Walker Street North Sydney NSW, Australia. We also have satellite offices in Melbourne and Brisbane and several regional locations. Hort Innovation does not maintain any operations in foreign jurisdictions, nor does it have any subsidiaries. All our operations, people (including Board members) and office premises are located in Australia.

During the reporting period Hort Innovation had 84 employees.

Hort Innovation is governed by its Board and three subcommittees of the Board who act and guide Hort Innovation, including the Audit & Risk Committee, which has oversight of the Hort Innovation Modern Slavery Act statement. Hort Innovation's Modern Slavery Team reports to the Chief Operating Officer.

Hort Innovation is led by its Chief Executive Officer (CEO) who reports to the Board. The CEO leads a team of six Executives, each with their respective teams.



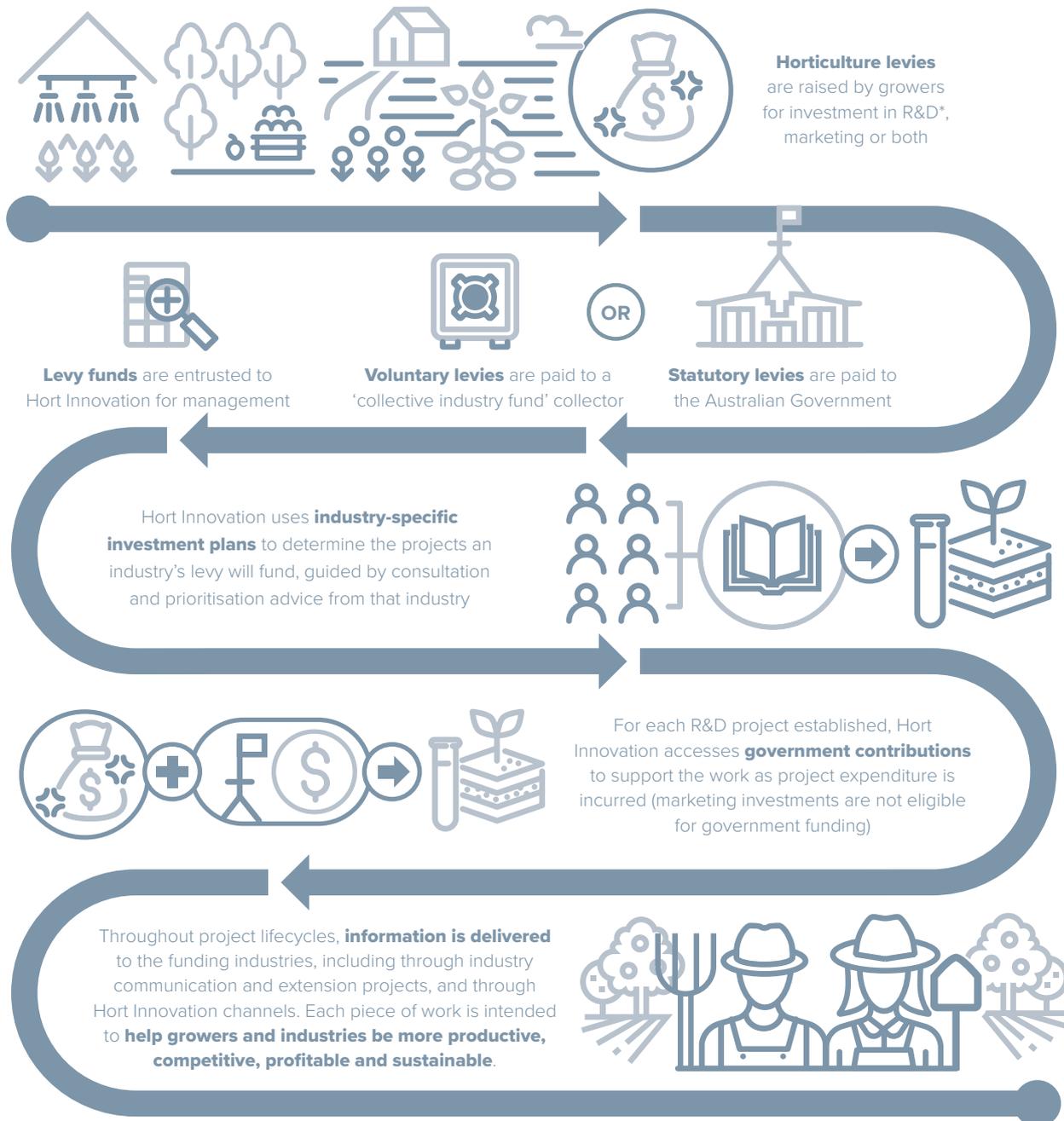
Our business structure and operations

Hort Innovation’s work is funded by statutory and voluntary horticulture levies (raised by growers and collected by the Australian Government), co-investment dollars that we broker from a range of partners, grant support that we apply for throughout the year, and Australian Government contributions. Other sources of funding can also come into play, including royalties and our centralised strategic reserves.

Hort Innovation uses two primary funding and investment models: one for strategic levy investments and the other for investments within our Hort Frontiers strategic partnership initiative:

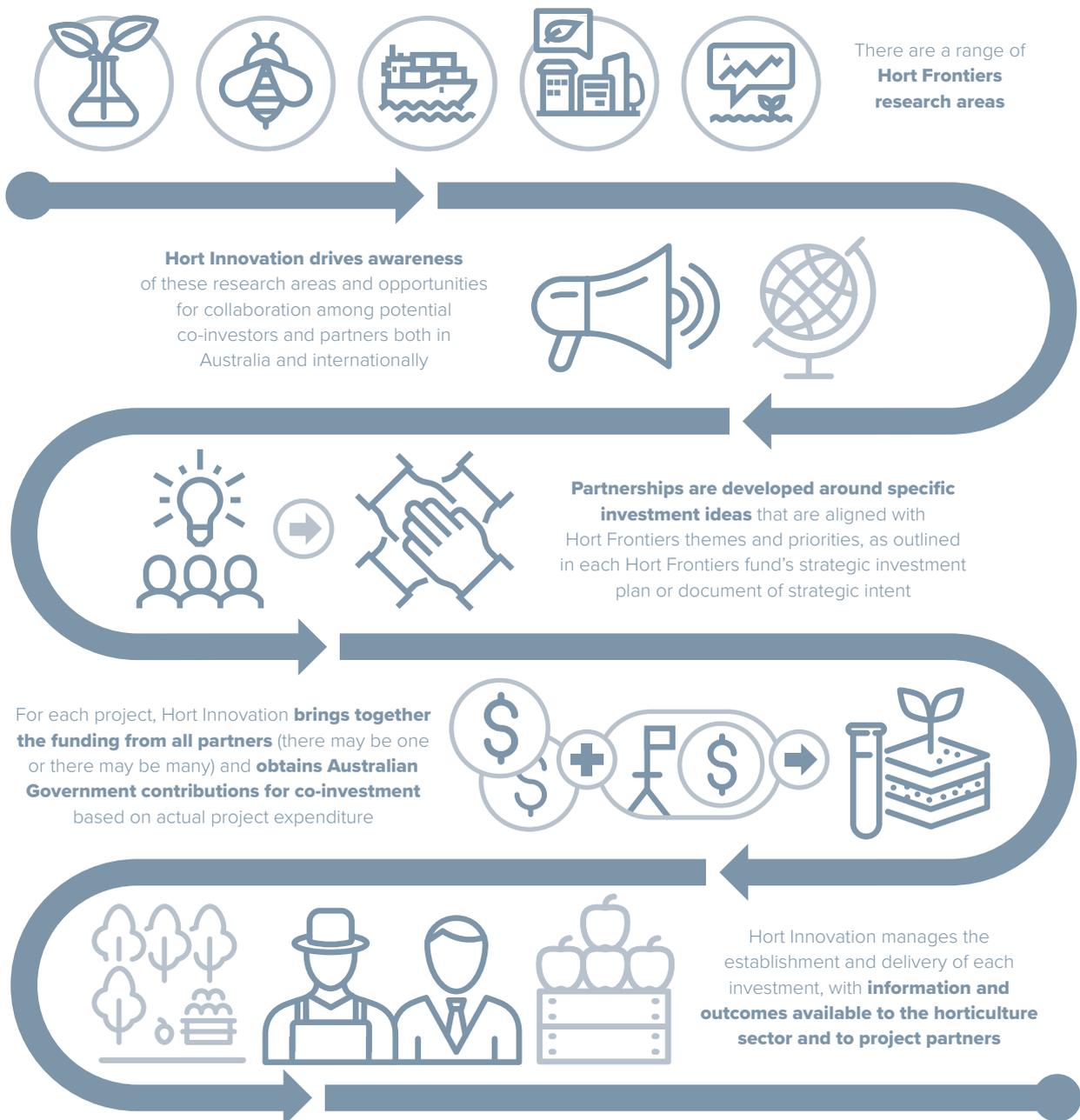
1. LEVY FUNDING

This is the core funding model for Hort Innovation’s work, involving the investment of statutory or voluntary industry levies, together with government contributions (where applicable) into R&D, extension, marketing, and international trade efforts. Levy investments are specific to each industry’s needs, but the projects can be collaborative across multiple industries for maximum efficiency and impact.



2. HORT FRONTIERS

This is our co-investment model, where R&D projects are funded through strategic partnership money that is sought, brokered, and combined, together with government contributions, by Hort Innovation. Projects funded in this way are generally longer-term, cross-industry investments focused on complex areas critical for the future of the horticulture sector.



More information on strategic levy investments and Hort Frontiers funds is available on the Hort Innovation website at www.horticulture.com.au.

Our operations and supply chain

Hort Innovation is a services organisation. Our supply chain has not materially changed when compared to previous reporting period and Hort Innovation continues to conduct business primarily with Australian-based organisations with some limited exceptions.

Hort Innovation works with a wide range of delivery partners to deliver top quality research, development, extension, marketing, trade, data, and communication programs primarily to drive a prosperous and healthy Australia by creating a world-class horticulture sector. We also collaborate with other RDCs for research purposes and to share knowledge in the corporate area, where appropriate.

In this reporting period we worked with 528 suppliers, and our top 20 suppliers by value are:

1. The Department of Agriculture Fisheries, Queensland
2. Atomic Search
3. Western Sydney University
4. AUSVEG
5. The University of Queensland
6. Queensland University of Technology
7. Department of Regional NSW
8. TBWA Sydney
9. Department of Jobs, Precincts and Regions
10. The New Zealand Institute for Plant and Food Research
11. Almond Board of Australia
12. Macquarie University
13. University of Tasmania
14. Bastion Effect
15. CSIRO
16. Applied Horticultural Research
17. Plant Health Australia
18. South Australia Research & Development Institute
19. University of New England
20. Greenlife Industry Australia

Hort Innovation has a fair and equitable procurement process in place to ensure the best delivery partners for investment projects are selected. To be successful in becoming a delivery partner for a project, submission of a detailed response to the project proposal distributed by Hort Innovation is required. Opportunities to partner with us are published on the Hort Innovation website at www.horticulture.com.au/partnershipopportunities as they become available and are also advertised on www.tenders.net. All proposal responses are evaluated against set criteria, and evaluated against each other by an evaluation panel. Each panel is appointed specifically to the project being procured and may be comprised of Hort Innovation experts, industry representatives and, where relevant, independent subject experts. From here, the most suitable proposal is selected, a contract is issued to the selected delivery provider, and the work begins.

Hort Innovation has numerous key supply chains:

ADVISORY MECHANISM

Hort Innovation has an established advisory mechanism to assist in prioritising Hort Innovation investments. During the current reporting period we held numerous formal panels made up of Australian levy-paying growers, industry representatives (including peak industry bodies) and relevant experts (and, where appropriate, Australian Government representatives) to support investment decision-making by Hort Innovation. The panels are guided by the relevant industry-specific Strategic Investment Plans (SIPs). These panelists are all based in Australia with some very limited exceptions, if any. Hort Innovation is currently conducting a wholesale review of its advisory mechanism.

RESEARCH, DEVELOPMENT AND EXTENSION (RD&E) ACTIVITIES

Hort Innovation engages with several delivery partners including, the Australian Government and state departments and agencies, Australian universities and other subject matter expert organisations in private enterprise to undertake RD&E activities.

Hort Innovation also works with other Australian rural research and development corporations on cross-sectoral strategies, projects, and initiatives to address common opportunities and issues efficiently and effectively.

MARKETING AND DATA INSIGHTS

Marketing and data insights projects undertaken by Hort Innovation are typically geared to create demand for products in the horticultural sector. This includes engaging a range of professional data and insights delivery partners as well as marketing- and media-buying agencies.

More information on delivery partners involved with our investments can be found in our [Annual Report](#).

We engage service providers at a corporate level who typically provide a range of different, including:

CORPORATE

IT AND TECHNOLOGY

This includes the procurement of information and communications technology services, infrastructure (such as cloud storage solutions), applications, software, data analytics, and equipment management including computers, mobile phones, headsets, keyboards and AV equipment.

PEOPLE AND CULTURE

This includes the procurement of services in relation to recruitment, training, and temporary and permanent workforce management.

FACILITIES MANAGEMENT AND BUSINESS SERVICES

This includes the procurement of management services relating to general office maintenance and management such as cleaning, travel, couriers, office supplies, catering, and consumables.

PROFESSIONAL SERVICES

From time to time, we procure professional services including legal professionals, internal and external auditors, and compliance consultancy services to support our head office operations.



Modern slavery framework and risk assessment

We continue to take measures to include our Modern Slavery Risk Management Process within our operations and supply chains.

BOARD OVERSIGHT

The Board, through the Audit & Risk Committee (ARC) has overall oversight for the Modern Slavery Program within Hort Innovation

COMMITMENT

The Board has approved a Modern Slavery Policy, which is embedded in the Hort Innovation Code of Conduct and Business Ethics

MANAGEMENT SYSTEMS AND CONTROL

Modern Slavery Team

A cross-functional team which leads the Modern Slavery Program across the organisation

Supplier risk assessment

Developed and conducted supplier risk assessments

Modern slavery questionnaire

Developed and implemented a modern slavery supplier questionnaire as part of the onboarding of service providers

Online modern slavery training module

For existing and new staff members

Policies

Reviewed our Policies

Contract templates

Standard contract templates updated to include Modern Slavery provisions

Recruitment practices

Considered recruitment practices including background checks

GRIEVANCE MECHANISMS

Whistleblowing Policy and process

Including an independent third-party reporting mechanism

Complaints and Grievance Policy

Governance Committee and the ability to report complaints to an independent third party

CONTINUOUS IMPROVEMENT

We are committed to continuous improvement in our Modern Slavery Program

A. SUPPLY CHAINS:

Identify risk of modern slavery in our supply chains:

1. Supplier segmentation by country, financial spend and sector.
2. Supplier questionnaire incorporated into our procurement process with review of responses to identify risk and recommend remedial action. The delivery partner questionnaire was updated during the current reporting period.

Mitigation:

1. **Policies:** Our Policies include Code of Conduct and Business Ethics (including the Modern Slavery Policy Statement), Whistleblower Policy and Framework (with an external independent reporting mechanism), Bullying Policy, Harassment and Discrimination Policy, and Complaints and Grievance Policy. Key Policies for People and Culture were reviewed and updated during the reporting period.
2. **Annual certification of compliance** with our Code of Conduct and Business Ethics, and going forward, all staff will be required to sign a Conflict of Interest Declaration annually.
3. **Induction and annual training:**
 - Training on modern slavery and whistleblowing is required for all staff on induction and annually
 - Additional compliance training on key topics is conducted on induction and annually.

4. **Complaints mechanism:** Hort Innovation has included an external independent complaints service for third parties, supported by a governance committee to manage and triage complaints as appropriate. Our Governance Committee consists of three General Managers and the Head of Governance & Risk with escalation to the CEO as appropriate.
5. **Contractual terms:** We continue to use contractual clauses in relation to modern slavery in our standard agreement templates.
6. **Recruitment:** Recruitment is conducted through reputable third-party recruiters with prospective employee credentials verified by an independent third party.
7. **Evaluation Framework and Guidelines:** This framework sets out the process and guidelines for assuring probity in our investment decisions.
8. **Investment portal:** As part of our recent improvements to our investment portal system, we have incorporated the modern slavery risk assessment at pre-contracting stage with guidance for staff and a pre-check at the tendering stage. This will ensure modern slavery risks are detected at an early stage of the procurement process for investments. We have provided staff with guidance on modern slavery risk assessments via a quick reference card. This is supported by advice from the Modern Slavery Team.



Assessment of modern slavery risks

We have continued to map our supply chain and assess our risk in line with modern slavery risk assessment utilising publicly available resources (such as the Global Slavery Index), the Australian Border Force modern slavery statement portal to ascertain reporting entities in our supply chain and operations, and our Modern Slavery questionnaire.

Hort Innovation continues to conduct business primarily with Australian organisations and reputable well-established delivery partners. Hort Innovation has identified that there may be higher risks of modern slavery practice in the following sectors that form part of its business operations and supply chains: information and technology; some aspects of our advisory mechanism; and international suppliers. We will work towards implementing appropriate remedial actions, especially where we have a sphere of influence.

REMEDIATION:

Hort Innovation escalates modern slavery risk to its CEO and for guidance to the Audit & Risk Committee.

COVID-19:

There has been no material impact on our current business and operations in relation to COVID-19.

GOING FORWARD

Hort Innovation is committed to continuous improvement of its Modern Slavery Framework. We will work to conduct a wholesale review our Modern Slavery Framework in 2022/23 to assess efficiency in our risk identification and remediation process.





Hort Innovation

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