



Modern Slavery Statement

Financial year 2023

A message from our CEO

Eradicating modern slavery is an imperative commitment to uphold human rights. In Australia, a democratic nation where the government actively addresses modern slavery concerns, the responsibility for its eradication extends beyond governmental bodies, companies, and non-governmental organizations (NGOs). As individuals, we bear the responsibility to reject and oppose modern slavery in all its forms.

Modern slavery encompasses various violations such as underpayment of wages (often referred to as wage theft), child labour, excessive working hours without breaks, forced labour, debt bondage, and other breaches of labour laws. As a globally sourcing business, we recognize the gravity of this issue and remain steadfast in our due diligence efforts. We continuously take measures to identify and control, modern slavery within our supply chain.

During the financial year 2022-2023, our primary objectives included:

- Obtaining membership accreditation with the Rainforest Alliance Certificate for our cocoa products, emphasizing ethical sourcing practices.
- Sustaining SEDEX membership and conducting ongoing self-assessment and due diligence to ensure ethical standards in our supply chain.
- Promotion and reinforcement of our internal policies, procedures, and mechanisms within our organization, spanning across sales, procurement, shipping, and quality assurance teams to bolster awareness and compliance.
- Key members of staff engaging in ongoing modern slavery awareness training to advise the business and support the workforce in identifying and addressing signs of modern slavery.

These proactive steps reflect our commitment to combat modern slavery and uphold ethical standards across our operations, emphasizing our dedication to fostering a supply chain free from exploitation and human rights violations.

Panagiotis Magiros
CEO Frutex Australia Pty Ltd
29 December 2023



Criteria 1: Entity

This statement is provided under the Modern Slavery Act (Cth) 2018 (the Act). Pursuant to section 14(1) of the Act this statement has been approved by Panagiotis Magiros as owner, CEO and Sole Director of Frutex Australia Pty Ltd ATF the Frutex Australia Trust (ABN 3505085403) (Frutex). This statement represents Frutex' reporting obligations for the financial year ending 30 June, 2023.

Criteria 2: Structure, Operation and Supply Chains

Frutex is an Australian-based, family-owned company deeply committed to upholding the quality and safety of food ingredients. Since its establishment in 1968, Frutex has built a solid reputation for delivering consistent value to our customers by prioritizing innovation, ongoing product development, continuous improvement, and reliable delivery.

Frutex unwavering dedication to quality is reflected by its investment in specialized teams, including food science technologists, research and development experts, and plant engineering and innovation professionals. This commitment has solidified Frutex' position as a premier supplier of food ingredients to the Australian food industry.

By focusing on innovation, maintaining rigorous quality standards, and fostering a culture of continuous improvement, Frutex remains at the forefront of providing superior products and services, meeting the evolving needs of our customers in the food industry.

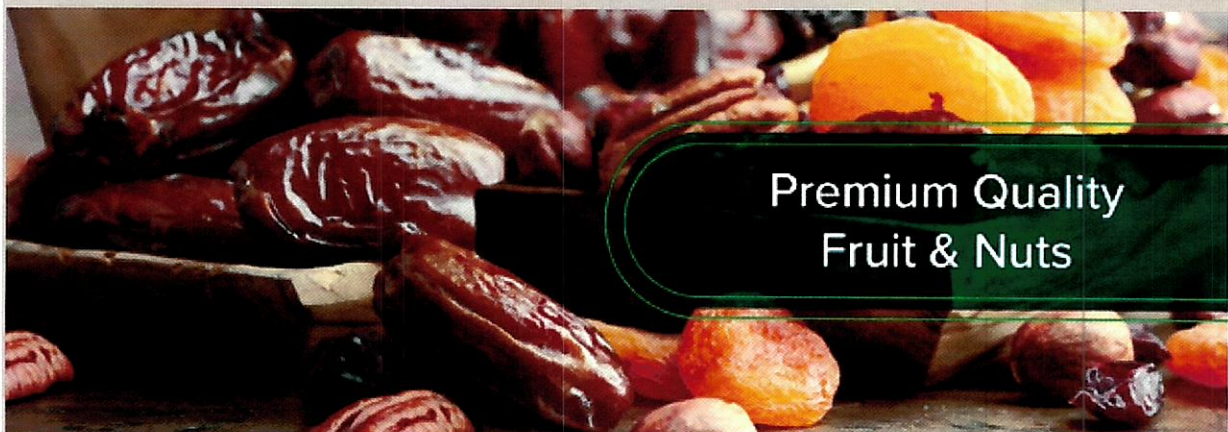
With over 3000 different product sku's our commercial brands include:



Frutex' engagement begins with ethically sourcing high-quality raw materials and extends through the entire manufacturing, processing, and national distribution of ingredients. Our operations also include exporting to the Pacific Asian rim while maintaining a strong commitment to preventing modern slavery across our supply chain.

Frutex engages a total of 185 workers. Interstate sales representatives cater to Victoria, South Australia, Tasmania, Queensland, and Western Australia. Frutex workforce is comprised of individuals from diverse multicultural backgrounds, representing 17 different countries.

Frutex imports raw material from over 62 countries and supplies in excess of one thousand business nationally. We currently export our products to 10 countries globally.



Criteria 3: Potential risk in our operations and supply chains

We analysed the potential risk of modern slavery in our operations and supply chain as follows:

Our Workers

Frutex views its workforce as low-risk for modern slavery due to our robust company policies, strict adherence to Australian industrial laws, and commitment to compliance. While recognizing that migrant workers with limited English proficiency face increased risks of modern slavery in Australia, we affirm that this does not apply to our company. We operate as a law-abiding corporate citizen, ensuring our practices prioritize ethical treatment and safeguarding the rights of all individuals within our workforce.

High Conflict Countries

Migrant workers originating from nations with significant internal conflict, such as Myanmar (Burma), often face a heightened susceptibility to the dangers of modern slavery. Frutex employs workers from this region; nevertheless, our stringent adherence to all Australian industrial legislation and implementation of fair working conditions significantly mitigates the risk for these employees. Our commitment to compliance ensures that despite the challenges faced by workers from conflict-affected countries, their exposure to modern slavery risks within Frutex remains low.

Labour hire and contractors

Frutex engages with labour hire and contracting companies to engage workers, recognising that individuals hired through these means are at an elevated risk of underpayment, debt bondage, or human trafficking within certain industries. However, it's crucial to note that all labour hire and contracting entities contracting with Frutex operate under the purview of Australian industrial laws and contract regulations.

We are committed to ensuring that all workers, regardless of their employment status, are remunerated in accordance with the standards set by Australian industrial awards. Furthermore, Frutex conducts annual audits and comprehensive reviews of these payment practices to maintain compliance and uphold the fair treatment of all workers within our supply chain. Our dedication to these measures reflects our ongoing commitment to ethical employment practices and the protection of workers' rights.

Our supply chain

Frutex' supply chain encompasses countries classified under both low and high risk categories, as outlined by the Amfori Country Risk Classification 2021. Among these countries are China, Colombia, Egypt, Guatemala, India, Indonesia, Iran, Pakistan, Philippines, Serbia, Thailand, Turkey, and Vietnam. This diverse range of countries reflects the complexity of our global supply network, and we remain committed to implementing stringent measures to address and mitigate potential risks across all regions within our supply chain.

Turkish Sultanas

Turkey has been highlighted as a country where there's a potential risk of human rights violations concerning labour, notably due to the prevalence of seasonal migrant labour in the agriculture sector. Our supply chain includes Turkey as a key supplier of sultanas to our operations. It's important to note that our relationship with our Turkish suppliers spans over 25 years, during which we have conducted audits of their factory facilities. These audits are part of our ongoing commitment to ensuring ethical practices and labour standards within our supply chain.

Cocoa products

According to the Global Slavery Index 2018, there are reports of children being coerced and trafficked into working on cocoa plantations. As a member of the Rainforest Alliance, Frutex underwent a comprehensive audit of our operations to meet the stringent criteria for membership. Our membership status is a testament to our commitment to ethically source cocoa products and our dedication to eradicating child labour in cocoa plantations. We prioritize compliance and ethical practices to ensure that our sourcing methods align with ethical standards and contribute to the prevention of child labour within the cocoa supply chain.

Criteria 4: Action

Frutex is committed to the eradication and prevention of modern slavery and human trafficking in the global supply chain. As far as is reasonably practical and within its control, Frutex will endeavour to ensure that its supply chain is free from modern slavery.

Policies and Procedures

Frutex Policies and Procedures comply with the Act and apply to all workers, including contractors and labour hire. Policies include but are not limited to:

- Modern Slavery Policy
- Code of Conduct
- Anti Bribery and Anti corruption Policy
- Ethical Labour Policy
- Recruitment and Termination Policy
- Grievance Policy
- Whistle-blower Policy
- Mental Health and Wellbeing Policy
- Work Health Safety Policy
- Workplace Gender Equality, Equal Opportunity Discrimination & Harassment policy
- Employee Handbook

Language barrier

Frutex endeavours to support all workers comprehension of policies, procedures and employment contracts where English is not their first language. One way it does this is with the provision of interpretation for workers whose primary language is not English where the worker has reached out for assistance.

Peak seasons

The peak season for Frutex commences in September leading up to Christmas through to the end of the Easter period. Frutex complies with Australian industrial laws in peak seasons. Our operational hours throughout the year are Monday to Friday between the hours of 6am to 6pm.

SEDEX

Frutex has held SEDEX membership since 2016. Frutex completes the SAQ audited against the SMETA 4 Pillars standard: standard labour, health and safety, environmental performance and ethics.

Rainforest Alliance

Cocoa products have unfortunately been associated with modern slavery due to the exploitation of child labor. At our company, we procure cocoa products from suppliers in the Netherlands, Vietnam, and Malaysia. Recognizing the ethical concerns surrounding cocoa sourcing and in response to the demands of our conscientious customers, we've proactively sought Rainforest Alliance certification.

Attaining Rainforest Alliance certification mandated a rigorous audit process that we successfully completed. This certification attests to our commitment to ethical sourcing practices. Through this certification, we ensure that our procurement of cocoa products aligns with the stringent ethical standards set by the Rainforest Alliance. Our dedication to achieving and maintaining this certification underscores our ongoing efforts to combat modern slavery and support sustainable, ethically sourced cocoa within our supply chain.



Manufactured in Australia
from quality raw ingredients

ELEVATE

Responsible Sourcing Assessment

ELEVATE stands as a prominent global leader in Environmental, Social, and Governance (ESG) initiatives, sustainability practices, and supply chain services. Their expertise encompasses managing data-driven sustainability programs aimed at fostering responsible practices. Frutex aligns with customer expectations by fulfilling their requirement to undergo self-auditing assessments facilitated by ELEVATE.

Our compliance involves completing comprehensive self-assessment questionnaires, which are a part of ELEVATE's social compliance audits. These evaluations span across various dimensions, including the supply chain intelligence ecosystem and responsible sourcing activities. By engaging in these assessments, Frutex ensures alignment with emerging risk responses and upholds our commitment to meeting customer expectations in terms of ethical and responsible business practices.

2022-2023 Supplier audits

Following the lifting of travel restrictions post-COVID-19, Frutex took proactive steps by facilitating on-site audits of several key suppliers in Europe. These audits were not only aimed at ensuring operational transparency, adherence to quality standards and reinforcing compliance with ethical standards but also specifically targeted the assessment of modern slavery risks, including labor concerns. This hands-on approach demonstrates our unwavering commitment to addressing and mitigating potential modern slavery risks within our supply chain while fostering direct engagement and collaboration with our valued partners.

During our supplier visits, we inspected and engaged with suppliers across various regions to assess the sourcing and production of specific products, as follows:

Serbia, Kanjiza: Beetroot powder, dill tips, parsley

Greece, Corinth: Olive oil, raisins

Greece, Volos: Oregano

Greece, Edessa: Apricot, Peach

These visits allowed us to gain firsthand insights into the production processes, quality standards, and working conditions within these regions, reaffirming our commitment to ethical sourcing and maintaining the integrity of our supply chain.

FRUTEX AUSTRALIA

To meet the needs of international and regional customers and industry standards, Frutex Australia runs its operations independently.



185+
workers across
Australia



95%
Direct employed



95%
Full time workers



100%
Onshore (NSW,
Victoria, Western
Australia,
Queensland)

Partnerships



Sedex®



Criteria 5: Effectiveness

Within our operation

We recognize that our workers serve as vital observers, capable of identifying any significant issues within our organization and operations.

At Frutex, we actively encourage our workforce to voice their concerns, fostering an open environment for communication during Health, Safety, and Workplace Committee meetings as well as operational gatherings.

Our dedicated grievance and whistle-blower officers are well-versed in victimisation and confidentiality policies, ensuring that all reported issues are handled with the utmost compassion confidentiality and care.

Frutex takes pride in its diverse workforce, with nearly 28% of workers on site composed of workers from a non English speaking background. Understanding the diverse backgrounds and linguistic challenges faced by our workers from Myanmar, Malaysia, the Philippines, and Thailand, our HR/WHS and Compliance team employ empathetic techniques to effectively engage and support them.

Recognizing the need for improvement, especially in training and awareness-raising efforts, Frutex aims to enhance its programs, focusing on labour hire workers, contractors with short-term contracts, and workers with limited English proficiency. Frutex commitment remains steadfast in ensuring a supportive and inclusive environment for all members of our workforce.

Criteria 7: Other Information

Moving forward, Frutex will focus on bolstering support for its workforce by prioritizing the implementation of its Mental Health and Wellbeing Policy and Procedure. Furthermore, there will be an analysis of physiological hazards encompassing situations where workers may feel hesitant or fearful to freely express their opinions regarding their work, breaks, task changes, or any concerns related to human rights violations. Frutex remains committed to conducting thorough due diligence on its core supply chain by continually assessing modern slavery risks through its established risk assessment process.

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With in our supply chain

We closely monitor the origins of our suppliers by referencing external resources such as the Amfori Country Risk Classification 2021, to identify any high-risk countries in our supply chain. Additionally, we continue to stay up to date in modern slavery developments with ongoing training and seminars to ensure we remain informed about potential risks and best practices in combating modern slavery.

Our commitment to ethical sourcing is upheld by our quality assurance and procurement teams, who diligently communicate our ethical sourcing and supply code of conduct, as well as the modern slavery declaration, to all our suppliers. Efforts to enhance our supply chain mapping and risk assessment processes are ongoing areas for improvement.

Frutex is dedicated to eradicating modern slavery from its supply chains. Any suppliers implicated or associated with modern slavery issues will undergo thorough investigation and appropriate remedial action implemented.

Frutex follows recommendations from its ethical compliance and legal teams to ensure alignment with ethical standards. Frutex is dedicated to continually improving its practices and remaining vigilant against modern slavery in its operations and supply networks.

Criteria 6: Consultation

Frutex maintains ownership and control over its operations. Fostering close collaboration amongst its departments to ensure that this statement accurately represents the comprehensive steps and actions taken by Frutex Australia.

