



MODERN SLAVERY STATEMENT FINANCIAL YEAR 2025

THE AFGRI COMMITMENT

The Modern Slavery Statement by AFGRI Australia Pty Ltd (ABN 14 103 619 067) and its controlled entities, including AFGRI Equipment Australia Pty Ltd (ABN 52 008 686 002) hereby referred to as **(AFGRI Group)** is prepared as required by the *Modern Slavery Act 2018 (Cth)* for the financial year ended 31 March 2025. This statement is submitted within the temporary extension of reporting deadlines under the Act.

AFGRI Group has a zero-tolerance approach to modern slavery and is committed to addressing any modern slavery risks in its operations and supply chains. AFGRI Australia Pty Ltd is committed to acting ethically, transparently, and with integrity in all business dealings and relationships. We acknowledge the importance of identifying and preventing modern slavery, and we are committed to continually improving our practices to combat these risks. We have undertaken an initial risk assessment of modern slavery in AFGRI operations and supply chains. This statement outlines AFGRI's progress to date and the current and future commitments.

THE AFGRI STRUCTURE, OPERATIONS AND SUPPLY CHAINS

AFGRI Group is a privately owned company which acquired its Western Australian operations in 2004 and has operated under the AFGRI name since 2013. AFGRI Group has been the reliable source of premium new and used equipment, including the supply of spare parts and servicing. AFGRI Group start with only three regional dealerships based in the Mid-West of Western Australia and has seen significant growth over the last several years where AFGRI now supports 19-branch locations covering Western Australia. AFGRI Group is the leading John Deere franchise holder in Western Australia, selling and supporting John Deere products. Close to 80% of the AFGRI Group machinery sales are a John Deere product and it therefore represents a substantial part of the business. There are also various other franchises that we trade to ensure we continue to meet the farming needs of our customers. Such other franchises include Kuhn, Manitou, Bourgault, Equalizer, Horsch, Croplands, Grainking, MacDon, Midwest, Fieldquip and Agrowplow. Our main form of revenue is through the sale of machinery (both new and used) which accounted for 76% of total revenue in the 2025 Financial year. The remaining 24% of our revenue is aftermarket revenue in the form of sales of parts and services provided to our agricultural and construction customers. All revenue is earned and carried out in Western Australia with a very small percentage of machinery sales being sold to other states in Australia.

During the reporting period we undertook many significant transactions with some of Australia's leading and predominant Agricultural operations, as well as leading government and private civil construction and forestry operations, employing more than 500 employees. All staff are based in Western Australia with 480 full time staff and the rest being part time.

AFGRI group is led by its Chief Executive Officer (CEO) who is responsible for its operations. The CEO is supported by 6 General Managers who together form the executive team of the AFGRI group in Australia. The CEO is also a director of the company.

Predominantly, AFGRI Group contracts and partners with leading global entities and where possible supporting leading local and regional Australian-domiciled companies, that provide specialised services in the following areas:

- Agricultural Machinery and Spare Parts,
- Heavy Construction and Forestry Equipment parts and repair services
- Precision Agricultural products and solutions.

From those suppliers we buy:

- Complete Machinery
- Agricultural machinery parts, accessories, and consumables.
- heavy machinery parts, accessories, and consumables.
- plant and equipment hire services; and
- various servicing and support services.

In 2024, we had approximately 1980 active vendors and suppliers and spent in excess of \$490M with direct suppliers. Since its establishment, AFGRI's core values have been the foundation of the business and how formed the basis of how AFGRI engages its relations with Customers, Suppliers, and the broader community.

Risks of Modern Slavery Practices

Utilising AFGRI Group's Risk Management Program, which is a structured and proactive program to facilitate the early identification of hazards, assessment of risk and implementation of control measures to enable a safe working environment for all AFGRI employees and contractors, we undertook an initial risk assessment of modern slavery in our operations and supply chains. We will continue to monitor the effectiveness of actions being taken to assess and address modern slavery risks.

Potential areas identified by us where there may be some risk for modern slavery are:

- **Overseas manufacturing** of machinery parts and PPE, particularly where sourcing occurs from Asia or other low-cost regions.
- **Logistics and transportation**, especially through third-party providers.
- **Cleaning and maintenance services**, which can involve vulnerable labor populations

While our direct operations are considered low risk due to strict HR practices and Australian employment laws, we acknowledge that modern slavery risks increase deeper in the supply chain. Nevertheless, AFGRI Group is committed to assessing and addressing the risks of modern slavery and will look to implement processes and systems to address and remedy any actual risks that may arise.

¹ AFGRI Group comprising AFGRI Australia Pty Ltd (ABN 14 103 619 067), AFGRI Equipment Australia Pty Ltd (ABN 52 008 686 002)

ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

To be able to assess the risk of modern slavery in the AFGRI business we rely on our policies, processes and procedures. The following policies and procedure are in place to assist AFGRI Group to assess and address any modern slavery risks accordingly:

- XD11 Supplier Code of Conduct.
- XLH8 Code of Ethics and Conduct.
- XLH19 Health Safety Environment (HSE) Policy
- XK5 Risk Management Program.
- XJ12 Tender Policy
- XF18 Supplier Incentive Policy; and
- XC10 Procurement and Payment.
- XLH52 Whistleblower Policy

AFGRI Group and its board is committed to continued improvement in governance and management to address the risks of modern slavery in AFGRI's operations and supply chains.

During the reporting period, a **supply chain risk assessment** was conducted focusing on tier 1 and tier 2 suppliers. A review of supplier contracts was performed to ensure that modern slavery controls were present in contracts conducted with AFGRI Group.

AFGRI Group has developed a Modern Slavery Policy, the objective of which is to assist management to identify, report and implement appropriate controls to ensure that modern slavery is not taking place within AFGRI's operations and supply chains. A whistleblower mechanism is available for employees to report suspected unethical conduct, including forced labour.

AFGRI Group has also included provisions within its template supply agreements (for goods and services) addressing modern slavery. AFGRI Group continues to monitor and update other agreements to include similar provisions to ensure that we meet our obligations under the Act.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

AFGRI Group undertakes due diligence when considering new suppliers and contractors, which includes but is not limited to a process addressing, among other things, our obligations under the Act, which in turn assists us to identify, investigate and remedy any potential modern slavery issues that may be present.

During the period we continued to track supplier agreements with our major suppliers, monitored grievance mechanisms for any reported incidents (none received this period) and established KPI's for the next reporting period.

The KPI's include extending modern slavery training to our next level of management, the continued review of our Tier 1 and Tier 2 customers which contribute to over 95% of our trading for the AFGRI Group.

We are also currently updating our induction and onboarding training materials to include the potential modern slavery risks identified within AFGRI's operations and supply chains and educating incoming employees by providing examples of such circumstances to enable them to better identify modern slavery practices.

CONSULTATION WITH OWNED OR CONTROLLED ENTITIES

AFGRI Group Management team (Chief Executive Officer, General Managers and Branch Managers) oversee the operations, risk and management of the AFGRI business and meet regularly to collaborate and discuss the practices of the business and how these can be improved. This statement was prepared with the engagement and input of those specialists within AFGRI's business.

AFGRI Australia Pty Ltd does not own or control other entities within Australia. However, we continue to engage with our parent company and other subsidiaries of AFGRI Group Holdings to ensure alignment on modern slavery risk management and reporting.

FUTURE COMMITMENTS

In the next reporting period, we intend to:

- Expand our supplier due diligence to include more second-tier suppliers.
- Introduce a central risk register for supply chain monitoring.
- Enhance employee awareness through ongoing modern slavery training and awareness.

APPROVAL

This statement was approved by the AFGRI Group Board of Directors on 28/07/2025 and is available on our website.