

RIORDAN GRAIN SERVICES MODERN SLAVERY STATEMENT

Reporting Period 1 July 2020 – 30 June 2021

Reporting entity

Riordan Grain Services (RGS) is the trading name for the consolidated group of companies Riordan Group Pty Ltd (ABN 35 076 271 148) and Riordan Property Trust (Riordan Properties Pty Ltd as trustee – ACN 132 450 189) incorporated in Australia.

Structure, operations and supply chains

Riordan Grain Services (RGS) is a privately owned grain and logistics storage company based in Lara, Victoria that has been operating in Australia for over 25 years and employs more than 80 staff.

Riordan Grains started with a big vision to become a grains industry leader that markets grains, oilseeds, and pulses for domestic and export customers.

Underpinning its success is a strong commitment to exceed grower and customer expectations through constant innovation, emphasis on safety and accountability.

RGS are accredited to store and transport imported fertiliser, whole coarse grain and meal products for the Australian market.

Each year, we efficiently handle more than half a million tonnes of fertiliser and feedstuff through sixty-five thousand square metres of storage space.

RGS has direct access to more than four hundred thousand tonnes of bulk storage across Victoria and southern New South Wales including our own sites – Lara, Corio, Balliang, Lismore and Edenhope.

At RGS, our partnerships with customers and suppliers are key to our success. Our suppliers are principally Australian domestic grain growers and grain companies as well as local road vehicle and marine transport service providers.

Risks of modern slavery practices in the operations and supply chains

We have identified the potential for various forms of modern slavery to exist in our supply chain and although our initial assessment has not identified any examples of modern slavery linked to our supply chains we acknowledge the large and varied number of suppliers present challenges in attaining overall comfort.

Operations – there appears to be a low risk of modern slavery practices being present in our direct operations. All staff are paid according to their relevant award or above award conditions. However, we recognise our engagement of labour hire companies to provide some support to our operational requirements may present risk.

Supply chain – RGS recognises areas within the agricultural sector prone to risk of modern slavery. The direct suppliers of RGS are primarily domestic growers of grains, oilseeds and/or pulses and are deemed to be of low risk to modern slavery given the domestic location and predominance of owner / operator enterprises with few employees. RGS regularly conduct grower site visits to maintain working relationships and liaise with industry bodies such as Grain Trade Australia. Nevertheless, RGS needs to develop guidelines for these suppliers in creating awareness of modern slavery issues and report to RGS related matters of which they become aware.

In procuring materials for the business such as repairs and maintenance, office items, uniforms a supplier may source products from overseas sources linked to modern slavery practices. RGS will need to engage more with its suppliers to identify modern slavery risks.

Actions to assess and address risks, including due diligence and remediation processes

RGS is continually reviewing and updating its policies and procedures, this will also include an emphasis on the identifying and addressing risks of modern slavery.

The Company's policies and procedures include:

- Our values – RGS is committed to the safety & wellbeing of ourselves and others, innovation and drive to exceed the expectations of our people and our customers, respecting ourselves and each other, open communication and our community
- Our code of conduct – Clearly outlines behaviour that is acceptable and does not tolerate any victimisation, bullying, sexual harassment, discrimination or any other anti-social behaviour.
- Recruitment policies – RGS seasonally employs a number of casual staff during the harvest period and regularly reviews the conditions of employment exceed the applicable award.

Due diligence:

- Identifying and assessing – management assess suppliers of product in a number of ways including, but not limited to, site visits to gauge quality of operations and equipment and reputation in the industry
- Integrating findings – internal training can be improved to increase awareness of modern slavery occurrence
- Tracking of performance – we expect an industry benchmarking measure to be developed in the future
- Public communication – to be determined by the Board on a case by case basis

Remediation:

- Where RGS becomes aware of an instance or instances of modern slavery contraventions:
 - An explanation will be sought from the supplier as well as corrective actions to ensure there is no recurrence
 - The business relationship with the supplier may be terminated in accordance with any contractual agreements in place at the time

Effectiveness of these actions

Although the risk of modern slavery is deemed to be of low risk, the effectiveness of these actions requires ongoing review and assessment.

A modern slavery risk assessment for FY2021 has been discussed for the monthly board report and any areas of improvement identified.

Consultation with any entities the reporting entity owns or controls

Where the reporting entity engages any labour through entities it owns or controls, the suppliers are vetted and consulted through the reporting entity's own list of approved suppliers and contractors.

Provide any other relevant information

This Statement was approved by the Advisory Board on 15th September 2021.



James Riordan
Managing Director
Riordan Grain Services