

# Modern Slavery Statement 2020

## 1. INTRODUCTION

This statement is made pursuant to the Modern Slavery Act 2018 and is published on behalf of Flavorite Bidco Pty Ltd (Flavorite).

The purpose of this statement is to outline our approach for financial year ending 30 June 2020 in ensuring that Flavorite has the necessary frameworks and processes in place to eliminate the risks of modern slavery in our business operations and supply chain. Flavorite acknowledges that slavery can occur in many forms as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced or bonded labour, debt bondage, child labour and deceptive recruiting. Flavorite is opposed to all forms of slavery and we will not knowingly support or conduct business with any organisation involved in such activities.

## 2. OUR STRUCTURE AND BUSINESS OPERATIONS

Flavorite is an Australian Company which grows, packs and supplies fresh produce throughout Australia. The combined turnover is in excess of \$100 million. Flavorite Bidco Pty Ltd wholly owns five subsidiaries within Australia, FHAH Pty Ltd, Flavorite Marketing Pty Ltd, Flavorite Hydroponic Tomatoes Pty Ltd, Flavourwave Holdings Pty Ltd and Flavourwave Pty Ltd. Flavorite Marketing Pty Ltd has partial ownership of Pacific Blue Produce Pty Ltd. Flavorite has a Senior Leadership Team who deal with matters such as Supply Chain management, Human Resources and Finance across all entities. This allows the team to have a consistent approach to how modern slavery risks are identified, assessed and addressed across all businesses.

We are a private company with approximately 550 employees in Australia.

We are committed to transparency within our business and to promptly dealing with any issues that may arise in connection with modern slavery. We expect the same standards from both our suppliers and our distributors.

## 3. OUR ETHICAL STANDARDS

We are committed to operating responsibly and adhering to high ethical standards. We have an internal Whistleblowing Policy whereby employees can raise any suspected concerns regarding unethical behavior or decisions that could indicate potential wrongdoing. Contact details are available for employees to anonymously report any concerns. Due diligence is undertaken before entering a new client relationship particularly in high-risk countries.

## **4. TRAINING**

Training is important in raising awareness of issues around slavery including signs of slavery and how to report concerns. Our education will ensure that all staff are made aware of the company's approach to modern slavery and how they can report any concerns that they may come across.

We will continue to look for ways to increase our staff awareness and have throughout this year created and reviewed relevant policies and kept the Board informed of the Modern Slavery Act and the steps we plan to take as a business.

## **5. RISK IDENTIFICATION**

Whilst we acknowledge that we are in a deemed high-risk sector for modern slavery, our company policies, procedures, practices and values define us as a company with high ethical standards in the treatment of our staff. In financial year 2020, Flavorite undertook a review of the potential risk of modern slavery practices across our operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location. As a result of the review, Flavorite identified low risk areas which will likely form part of future assessments as well as areas on which it should focus its efforts including major suppliers with goods and services currently obtained from overseas. Our review revealed that we capture limited data on some of our suppliers. We will use these results to prioritise supplier engagement next financial year.

## **6. RISK MANAGEMENT AND DUE DILIGENCE**

To manage the risks of modern slavery at Flavorite and in our supply chain, Flavorite has undertaken the following measures:

- Assessment of modern slavery risks within internal operations;
- Developed a project plan to undertake potential of risk with our suppliers;
- Introduced a Human Rights policy;
- Revised and updated the Whistleblower policy;
- Developed a plan to educate staff on the impacts and risks of modern slavery through internal training.

## **7. OUR SUPPLY CHAIN**

Our supply chain is diverse and ranges from suppliers of raw material for our horticulture facilities and packaged goods through to services provided by contractors for cleaning, transportation, maintenance and the like. Where possible we obtain raw materials locally, however, we have suppliers from European and Chinese sources. Our raw materials and packaging supplies are obtained from suppliers with whom we have a long-term and trusted relationship.

## **8. NEXT STEPS / ONGOING ASSESSMENT OF RISK**


At Flavorite, we have put in place a system for reviewing this statement on a regular basis to ensure that progress is being made in the areas identified. We will work to collaborate with internal and external stakeholders to prevent and address issues of modern slavery among our employees and suppliers. We will continue to raise awareness of the forms of modern slavery and continue to evolve our due diligence processes to aid in the identification of risk. We will continue to review existing processes and explore new ways to improve identification and action of risk throughout our supply chain.

Our next steps in 2021 will include:

- Communication with our suppliers to share our expectations and to raise awareness of modern slavery risks within our supply chain;
- Update our Supplier Code of Conduct;
- Where required plan audits of any suppliers identified as high risk;
- Review our new supplier process, including appropriate questions about modern slavery, to enable assessment of risk.

## **9. BOARD APPROVAL**

This statement was approved by the Board of Flavorite Bidco Pty Ltd on 23 December 2020.

A handwritten signature in black ink, appearing to read 'Mike Nichol', with a stylized, cursive script.

Mike Nichol  
Chief Executive Officer of Flavorite Bidco Pty Ltd