

**Grains Research & Development
Corporation (GRDC)**

Modern Slavery Statement

2024-25

GRDC Modern Slavery Statement at a glance

This Modern Slavery Statement was prepared to meet the seven mandatory reporting criteria set out under the Modern Slavery Act. The table below identifies where each criterion is disclosed within the different sections of the statement.

Table 1: Mandatory Reporting Criteria

Criteria	Summary	Page
1. Identify the reporting entity	Grains Research and Development Corporation ABN: 55 611 223 291	4
2. Describe the structure, operations, and supply chains of the reporting entity	GRDC is a corporate Commonwealth entity, established by the <i>Primary Industries Research and Development Act 1989</i> (Cth). We are governed by the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth) (PGPA Act) and led by a Board of Directors, appointed by the Minister of Agriculture and comprised of 8 Non-Executive Directors (including the Chair) and one Executive Director.	5
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	We recognise that there are potential risks associated with its supply chain in the capacity of collaborating on research, development, adoption, extension as well as the supply of goods and services to GRDC.	7
4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	We have reviewed and updated its risk assessment practices in procurement providing greater confidence that modern slavery risks are being managed and mitigated appropriately.	9
5. Describe how the reporting entity assesses the effectiveness of such actions	We are committed to continuous improvement in our investment management process, including addressing modern slavery risks in our supply chain.	10
6. Describe the process of consultation with any entities that the reporting entity owns or controls	GRDC does not own or control any other entities and therefor this criterion is not applicable.	N/A
7. Provide any other information that the reporting entity considers relevant	No additional information relevant	N/A

A message from the Chair and Managing Director of GRDC

GRDC is one of the leading research and development corporations (RDCs) servicing the agricultural industry through innovation, creating enduring profitability for Australian grain growers.

This is the fourth annual Modern Slavery Statement by GRDC. GRDC is committed to the intent of the *Modern Slavery Act 2018* (Cth) and to identifying and addressing the risks and impacts of modern slavery in our operations and supply chains. As a value and purpose driven organisation we are committed to responsible and ethical business practices and recognise our role in respecting and promoting the fundamental human rights of our employees, suppliers and stakeholders. We will endeavour to continue to work with suppliers who reflect our commitment. Our values are underpinning transparent and ethical behaviour in delivering on our purpose:

- 🌱 We are committed and passionate about the Australian grains industry
- 🌱 We value creativity and innovation
- 🌱 We build strong relationships and partnerships based on mutual trust and respect
- 🌱 We act ethically and with integrity
- 🌱 We are transparent and accountable to our stakeholders

This Statement outlines GRDC's approach to understanding, identifying and addressing the risk of modern slavery in our operations and supply chain. It has been prepared in consultation with GRDC's Audit and Risk Committee and subject matter experts.

This Modern Slavery Statement was approved by a resolution of the GRDC Board on 8 December 2025.



A handwritten signature in black ink that reads "N. Hart".

Nigel Hart
Managing Director



A handwritten signature in black ink that reads "Sharon Starick".

Sharon Starick
Chair

Criteria 1. Identify the reporting entity

Who we are

The Grains Research and Development Corporation (GRDC) is one of 15 Rural Research and Development Corporations (RDCs) responsible for planning, investing in and overseeing research, development and extension (RD&E) for 27 leviable grain crops. Our purpose is to invest in RD&E to create enduring profitability for Australian grain growers.

GRDC's role is to invest in and manage a balanced portfolio of RD&E investments on behalf of Australian grain growers and the Australian Government. These investments are developed to improve the environmental, social and economic position of grain growers, benefit the broader agricultural sector and contribute positively to the wider community.

We are funded through an industry levy and matching Commonwealth contributions. Levies are collected at the first point of sale and based on a percentage of the net farm gate value of the following crops:

-  wheat
-  coarse grains—barley, oats, sorghum, maize, triticale, millets/panicums, cereal rye and canary seed
-  pulses—lupins, field peas, chickpeas, faba beans, vetch, peanuts, mungbeans, black gram, navy beans, pigeon peas, soybeans, cowpeas, wild cowpeas and lentils
-  oilseeds—canola, sunflower, safflower and linseed.

The Australian Government matches the levy contributions up to a limit of 0.5% of the three-year rolling average of the gross value of production of the 27 leviable crops. Other sources, including interest, royalties and grants, contribute a smaller proportion of GRDC's income.

Collaboration is critical for the effective delivery of RD&E outcomes, so we partner with researchers, research organisations, universities, governments, farming systems groups and growers to deliver RD&E investments, extend outcomes and maximise adoption on-farm. Grain growers across all three GRDC regions directly contribute to RD&E through their levy contributions, but a significant number also provide their time, knowledge and expertise to contribute to on-farm trials or to inform future RD&E investments.

Criteria 2. Describe the reporting entity’s structure, operations, and supply chains of the reporting entity

Business structure, operations and corporate governance

Corporate governance

GRDC is a corporate Commonwealth entity, established by the *Primary Industries Research and Development Act 1989* (Cth). We are governed by the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act) and led by a Board of Directors, appointed by the Minister of Agriculture and comprised of 8 Non-Executive Directors (including the Chair) and one Executive Director.

GRDC’s Board is responsible for the stewardship of the Corporation and oversees corporate governance within GRDC. The Board’s functions include setting strategic direction and monitoring the ongoing performance of the business and the Managing Director. The Executive Committee is comprised of the Managing Director and the General Managers of GRDC’s business groups. The Executive Committee leads GRDC’s business activities, advises the Board and implements the Board’s decisions. It meets regularly to ensure that GRDC’s operations are monitored and managed efficiently and effectively.

Four advisory panels provide input on priorities and proposals for RD&E investment. The National Panel:

- ✎ assesses national RD&E priorities across GRDC’s investment portfolio and makes recommendations on investment priorities and investment proposals to the Managing Director
- ✎ assists the Managing Director to maintain links with grain growers, advisers and research partners.

There are three regional advisory panels, one for each grain growing region. Each Regional Panel is comprised of grain growers, agribusiness representatives, industry stakeholders, researchers and a GRDC General Manager. These Regional Panels provide advice and input to GRDC staff and the National Panel.

We have several key stakeholders; being the Australian Government through the Minister for Agriculture, Forestry and Fisheries; the Department of Agriculture, Forestry and Fisheries; and the grains industry’s representative organisations, Grain Growers Limited and Grain Producers Australia.

GRDC employs approximately 140 staff, across four offices located in Canberra, Adelaide, Perth and Toowoomba.



Grain growers



Advisers



Research partners



Value chain participants

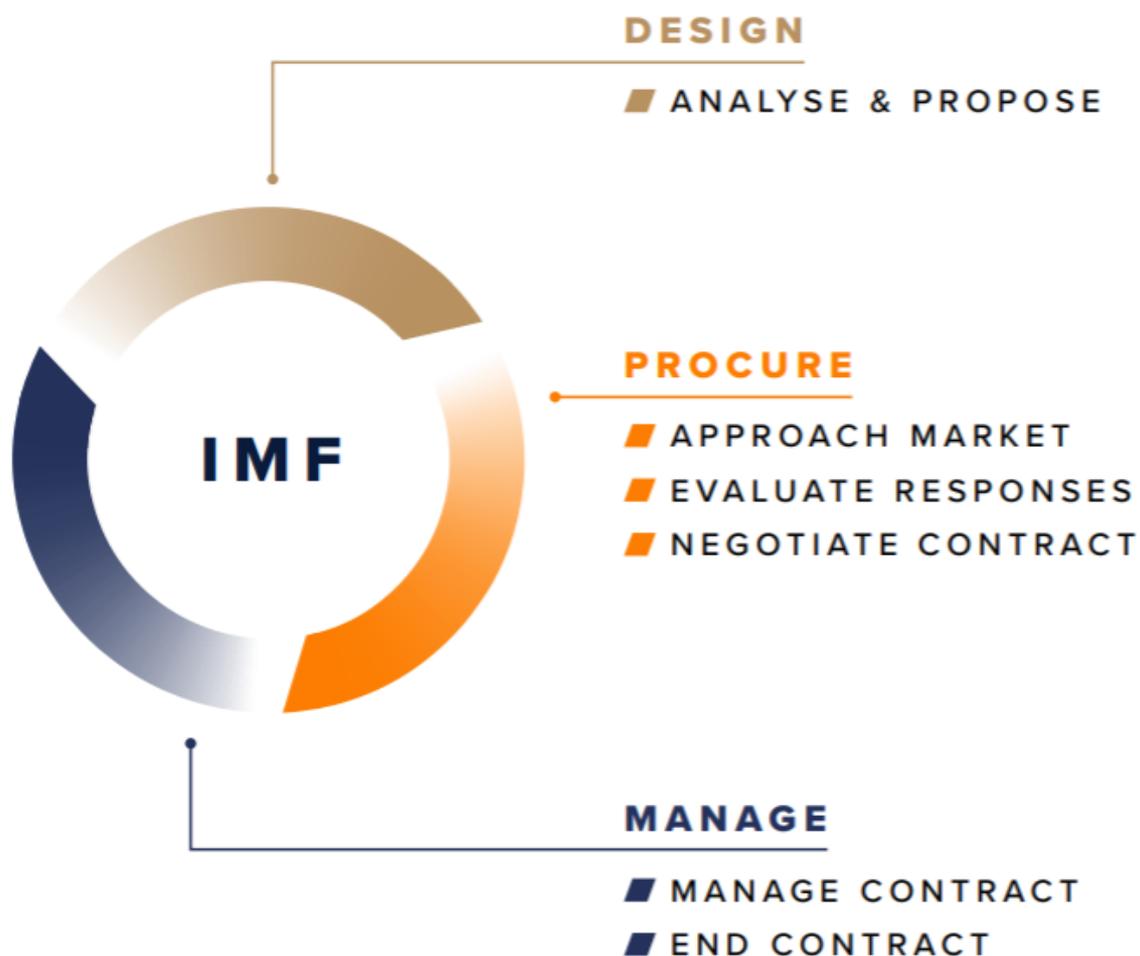


Government and ROs

Investment process

GRDC investment decisions consider a broad range of factors and are informed by analysis and consultation, including advice from GRDC's three Regional Panels and engagement with industry through our National Grower Network. Decision-making starts with understanding the problem, present and future situations, and the value proposition of various possible solutions. Responsible investment requires active management of a portfolio of investments aligned to an agreed overall investment strategy. We utilise our Investment Management Framework (IMF). We procure our research and development services and goods in accordance with the requirements of the Commonwealth Procurement Rules (CPRs). The CPRs are issued by the Minister for Finance (Finance Minister) under section 105B (1) of the PGPA Act.

GRDC is a prescribed corporate Commonwealth entity listed in section 30 of the PGPA Rule 2014 and, as such, must comply with the CPRs when undertaking any procurement.



Criteria 3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls

Supply chain

GRDC recognises that there are potential risks associated with its supply chain in the capacity of collaborating on research, development, adoption, extension as well as the supply of goods and services to GRDC. GRDC also recognises that there is risk of linkages with modern slavery practices through the operations of business partners in countries or sectors with higher risk of prevalence of modern slavery.

GRDC's key suppliers and business partners are primarily located in Australia. Our 10 largest suppliers by expenditure during 2024-25 were:

- 🌿 Commonwealth Scientific Research Organisation (CSIRO)
- 🌿 University of Adelaide
- 🌿 NSW Department of Primary Industries and Regional Development
- 🌿 University of Queensland
- 🌿 WA Department of Primary Industries and Regional Development
- 🌿 Victorian Department of Energy, Environment and Climate Action including Agriculture Victoria
- 🌿 Curtin University
- 🌿 Bayer CropScience
- 🌿 Murdoch University
- 🌿 University of Western Australia

GRDC primarily procures research goods and services from, or makes payments to, Australian suppliers representing 95% of the value of the research investment portfolio and approximately 5% of the research investment with international research partners. Most of our research providers are major tertiary institutions and state and Australian Government agencies or entities, accounting for approximately 69% of the research investment portfolio. The remaining 31% are comprised of small–medium Australian tertiary institutions, private agricultural companies, grower groups and farming systems groups, and other Research and Development Corporations.

Types of supply chains

We primarily invest our available funds into research, development and extension projects. In 2024-25 this accounted for 83% of our expenditure. Other expenditures were staffing costs (9%) and suppliers (6%) with (1%) comprised of amortisation and depreciation, finance costs and other expenses.

A proportion of the supplier costs was made up of office services, including leases, cleaning, stationery and IT related expenses such as capital and software acquisition and maintenance costs.

Control of supply chains

Most of our expenditure is managed through short, medium and long-term contracts with external research providers.

GRDC supply chains are controlled with robust contracting arrangements as defined by the CPRs and GRDC's internal Investment Management Framework which provides guidance on the procurement and

contract management process as well as tools and templates to assist Investment Managers and Contract Administrators effectively manage procurements and contracts. The GRDC Procurement Guidelines provide a clear, standardised approach to managing and administering contracts for goods and services purchased from suppliers.

The main objective of contract management is to ensure commitments and obligations from our partners are met and delivering value for money outcomes, as well as meeting GRDC's purpose of delivering impact to Australian grain growers.



Criteria 4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes

GRDC's Modern Slavery risk assessment actions

GRDC has reviewed and updated its risk assessment practices in procurement providing greater confidence that modern slavery risks are being managed and mitigated appropriately. The following strategies have been utilised to support GRDC's improved capability:

- ✎ Updating key policies and procedures, such as internal Procurement Guidelines, to include modern slavery provisions
- ✎ Updating our internal Investment Management System to include new risk assessment criteria to address modern slavery risks in consideration based on the Modern Slavery and Trafficking Supplier Questionnaire issued by the Australian Government
- ✎ Implementing modern slavery training to assist GRDC employees to identify, prevent and mitigate modern slavery risks across GRDC's procurement activities
- ✎ Updating GRDC's procurement documentation to ask pertinent questions of prospective tenderers in relation to their own modern slavery controls
- ✎ Updating research agreements (contracts) to manage consistency of terms and conditions and the application of modern slavery risk approaches (including imposing obligations on GRDC's suppliers and research partners)
- ✎ Embedding responsibility for managing modern slavery risks across the organisation

GRDC will continue to monitor risks in the procurement of ICT components, cleaning services and general goods such as stationery in recognition that these supply chains can pose higher levels of modern slavery risk. This will be undertaken in conjunction with a broader focus on corporate procurement activities in addition to the research and development investment activities.



Criteria 5. Describe how the reporting entity assesses the effectiveness of such actions

GRDC is committed to continuous improvement in our investment management process, including addressing modern slavery risks in our supply chain. Assessing the effectiveness of our approach to managing modern slavery risks includes:

- ✎ Analysis of risk assessment data in our Investment Management System
- ✎ Periodically reporting modern slavery risk data to our Audit and Risk Committee
- ✎ Capturing and analysing modern slavery risk assessments at the beginning of a procurement
- ✎ Using contractual clauses in our supplier contracts requiring adherence to our policy standards and legislative modern slavery obligations
- ✎ Conducting due diligence on suppliers in relation to modern slavery where the relevant supply chain has been identified as medium to high risk
- ✎ Auditing rights that allow us to audit our contracted partners
- ✎ Periodically auditing our approach to procurement including an assessment of the effectiveness of our framework and controls
- ✎ Regularly reviewing our modern slavery position and activities with oversight from our Audit and Risk Committee
- ✎ Providing training and information resources to key internal stakeholders on modern slavery as required
- ✎ Providing training to new employees about modern slavery as part of their induction
- ✎ Regularly reviewing and updating (as required) our standard contracting suite



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