

MODERN SLAVERY STATEMENT

Introduction

This Modern Slavery Statement is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) (Act). This Statement is provided by Rugby Farming Group Pty Ltd (whose registered office is at 22 Hoods Road, Gatton in the state of Queensland) and addresses the operations and supply chains of its related entities and subsidiaries.

In accordance with the Act, this Statement sets out the steps the Rugby Farming Group Pty Ltd has taken from 1 July 2020 to 30 June 2021 to identify and assess the risks of modern slavery in our business and supply chains.

The Rugby Farming Group Pty Ltd is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. We will not tolerate any forms of slavery or human trafficking in our business.

About Us

The Rugby Farming Group Pty Ltd is a large Australian farming operation, growing, packing, processing, and transporting fresh produce to supply both the domestic and export markets with fresh vegetables grown on our farms, 12 months of the year.

Produce supplied by the Rugby Farming Group includes Baby Broccoli, Broccoli, Cauliflower, Green Beans, Iceberg Lettuce, Cabbage, Baby Corn, Sweet Corn, Pumpkin, Wombok and convenience packaged produce. We produce approximately 15,000 acres of vegetable crops each year strategically located across Queensland's abundant growing regions.

The Rugby Farming Group Pty Ltd has properties located in:

- Lockyer Valley – Gatton, Lowood and Fernvale
- Darling Downs – Clifton
- Southern Queensland – Amiens, Kyoomba and Listern
- North Queensland – Bowen and Ayr

Each of these locations has been selected due to ideal climatic conditions, plentiful supplies of clean, fresh water and uncontaminated fertile soils; all essential to consistently deliver exceptional quality produce.

To meet our customers needs, we also source produce from other Australian growers and suppliers.

We have a fully accredited food safety programme and follow industry best practice and standards to assure our quality consistently meets the needs and expectations of our customers.

Risk Management

The management of Modern Slavery Risk in our operation and supply chain is guided by the Rugby Farming Group Pty Ltd Senior Executive and Board.

The Group recognises that a Modern Slavery and Human Trafficking risk may be present in our organisation and extended supply chain. We have a long-standing commitment to human rights and the prevention of forced labour. Our Whistleblower, Grievance, Child Labour and No Forced Labour policies approved by the Board, incorporate commitments by the business to respect human rights, to ensure workers have the right to freedom of association and collective bargaining, and to prohibit forced, bonded, indentures or child labour.

Assessing Effectiveness

We have a continuous commitment to respecting human rights and focus on a condemnation of modern slavery. The implementation of the following rigorous processes to address risks of modern slavery in our supply chain and operations will strengthen our resolve in this area:

- Review and modify group policies and procedures to align with the condemnation of this process.
- The Whistleblower Policy which allows employees to raise any concerns of modern slavery and human trafficking within the group.

The Rugby Farming Group Pty Ltd takes a proactive approach to eradicating the Modern Slavery Risk from our operations and supply chain. The Board will review, assess and address the objectives of the Modern Slavery policy annually.

We are building on long-term supplier relationships which will assist over time to safeguard human rights which in turn should lead to an improved understanding of ethical sourcing and human rights.

We are a Supplier Ethical Data Exchange (Sedex) accredited supplier and maintain Horticultural Produce Agreements with all growers who supply us with fresh produce.

The Rugby Farming Group has a dedicated Human Resources Team who advise and support our Managers, Supervisors and Team Leaders with employee welfare. This team is also supported by Workplace Health and Safety specialists to ensure that we maintain a safe workplace and culture.

The Rugby Farming Group Pty Ltd will evaluate a range of considerations to address the risks of modern slavery in the operations and supply chains including:

- Training of employees;
- Anonymous employee feedback forms
- Review of labour legislation and applicable awards
- Annual reconciliation of salaries and review of pay rates
- Reviewing and updating supplier questionnaires
- Supplier and grower audits.

Consultation and Approval

The Rugby Farming Group Pty Ltd takes a proactive approach to eradicating the Modern Slavery Risk from our operations and supply chain. The Board will review, assess and address the objectives of the Modern Slavery policy annually to ensure the measures support this commitment.

This statement has been approved by the Board of Directors of the Rugby Farming Group Pty Ltd on 10th May, 2022.

A handwritten signature in black ink, appearing to read "Matt Hood", positioned above a horizontal line.

Matthew Hood
Director

A handwritten signature in black ink, appearing to read "Daniel Hood", positioned above a horizontal line.

Daniel Hood
Director