



2023

Modern Slavery Statement

Purpose and Commitment

The purpose of this statement is to outline the commitment and actions we promote, the expectations of our suppliers and contractors as part of our supply chain and our ongoing commitment to eliminate the risk of modern slavery.

At Select Harvests we strive to engage in ethical and sustainable relationships with all people, whether they are our direct employees, or as part of our supply chain, including suppliers, third party labor hire providers, labor hire workers, contractors, customers, the community, and stakeholders we engage with.

Values

Our values and behaviors are critical to our culture in delivering our key strategic priorities. SHV recognises that by living the values, and treating each other with trust and respect, we all contribute to the long-term success of the business and the safety of our people. Ethical sourcing drives trust into each part of our values statement. It is a visible commitment across the business to delivering effective and commercially sustainable outcomes.



What this Report Covers:

In line with the Modern Slavery Act 2018 (Cth) this report identifies the actions Select Harvests Limited ABN 87 000 721 380 and its controlled entities took to identify, mitigate and assess modern slavery risks within its operations. This report covers:

<ul style="list-style-type: none"> Identify the reporting entity:
<ul style="list-style-type: none"> Describe the reporting entity's structure, operations, and supply chains:
<ul style="list-style-type: none"> Description of the risks of modern slavery practices in the entity's operations and supply chain and any entities owned or controlled by the reporting entity:
<ul style="list-style-type: none"> Describe the actions taken to assess and address modern slavery risks, including the diligence and remediation process:
<ul style="list-style-type: none"> Describe how the entity assesses the effectiveness of its actions:
<ul style="list-style-type: none"> Describe the process of consultation with entities owned and and/ or controlled by the entity:
<ul style="list-style-type: none"> Provide any other information considered relevant:

Select Harvests Limited Modern Slavery Report

1. Reporting Entity:

Select Harvests Limited (ASX: SHV)
ABN 87 000 721 380

Select Harvests is Australia's largest vertically integrated almond food company with core capabilities across: Horticulture, Orchard Management, Processing, Sales, and Marketing. These capabilities enable us to benefit throughout the value chain.

We are one of Australia's largest almond growers and the country's leading manufacturer, processor, and marketer of almond products to the Australian retail and industrial markets, in addition to exporting almonds globally.

2. Entity Structure, Operations and Supply Chain:

Structure:

Select Harvests Limited is an Australian public company listed on the Australian Stock Exchange (ASX: SHV). The company's registered office is located at Building 7, Level 3, Botanicca Corporate Park 570-588 Swan Street Richmond Vic 3121.

Operation Description:

Select Harvests is structured with 15 farms (Almond Producing) throughout Victoria, South Australia, and New South Wales and 1 Almond processing site located in Carina West in Northwest Victoria. Select Harvests head office is in Richmond Victoria.

Supply Chain:

Almonds are predominately sourced from Select Harvests farms, other ingredients, and packaging are sourced from a combination of suppliers both domestically and internationally.

3. Risks of modern slavery practices in the entity's operations and supply chain and any entities owned or controlled by the reporting entity:

As a large employer in the agricultural sector Select Harvests acknowledges that the horticultural sector has a high reliance on migrant workers, many of whom may have limited understanding of English and who may be less aware of their human and labour rights.

Select Harvests is heavily reliant on these workers for our harvesting and processing season and employ approximately an additional 300 workers during this time. Select Harvests either employs the team member directly or via an approved employment agency. No matter how the team member is engaged with Select Harvests, the company will:

- Remunerated in line with appropriate seasonal harvests or contractor rates:
- Provide training in a combination of languages including pictures:
- Provide access to the companies' support programs.

Select Harvests grows, harvests and processes all our products in Australia and then ships the products either domestically or internationally to a combination of locations/countries. We pride ourselves on our working conditions across our operations. Select Harvests aims to provide a quality product to its customers and operate as a responsible business.

As a result, and based on our recruitment process of either recruiting the team member directly or via an approved employment agency, the risk of Modern Slavery occurring is very low.

4. Actions taken to assess and address modern slavery risks, including the diligence and remediation process:

Select Harvests policies in place to support at risk workers:

Prior to commencing work new team members are involved in an induction process that includes safety training, job training and an introduction into what support, actions a team member has available. Following is a list of the documents/policies made available to the team member:

- Contractor Management – Safety Manual:
- Contractor and Labour Hire Undertakings:
- Labour Hire Audit Requirements Letter, Select Harvests:
- Labour Hire Compliance Form, Select Harvests:
- Code of Conduct:
- Recruitment Policy:
- Inclusion and Diversity Policy:
- Workplace Fair Treatment Policy:
- Anti-Discrimination, Harassment and Bullying Policy:
- Whistle-blower Policy:
- Environment and Sustainability Policy.

Select Harvests conducts regular reviews of its policies and operational documents.

Domestic/International Suppliers, Select Harvests has:

- Issued a copy of its Ethical Sourcing policy to all existing suppliers:
- Implemented a process to issues a copy of its Ethical Sourcing policy to all new suppliers:
- In its main financial system tracks, which suppliers has/has not been issued with an Ethical Sourcing policy and administers accordingly:
- As part of the Quality process monitors supplier's quality qualifications or rating.

Labor Providers, Select Harvests has:

- Issued a copy of its Ethical Sourcing policy to all labour providers:
- Issues a copy of its Ethical Sourcing policy to all new labour providers:
- In its main financial system tracks, which suppliers has/has not been issued with an Ethical Sourcing policy and administers accordingly:
- Select Harvests maintains strong relationships with its labour providers and manages closely with the labour provider the conditions in which the team member is employed, further reserves its rights to conduct supplier audits with its labor providers to ensure compliance to the Modern Slavery Act.

5. How the entity assesses the effectiveness of its actions:

Select Harvests reviews the effectiveness of its actions based on:

- Board and Executive overview

- The Modern Slavery statement and the Select Harvests Ethical Sourcing policy is reviewed and approved by the Audit and Risk Committee
- Internal audits:
- All suppliers have received a copy of the Select Harvests Ethical Sourcing policy:
- Training:
- Induction process:
- Labour provider audits.

6. The process of consultation with entities owned and and/ or controlled by the entity:

Select Harvests is committed to a companywide approach to mitigating the risks of modern slavery. Importantly all entities are managed directly by the parent and align back to the senior management team/board and align with the company wide policies, procedures, and operational standards.

7. Any other information considered relevant:

Select Harvests has also:

- Updated main operating system to confirm by supplier who has/has not received a copy of the ethical sourcing policy and manage accordingly:
- Established an email address for any specific enquiries relating to Ethical Sourcing/Modern Slavery queries/concerns (in box is monitored 8.30am to 5.00pm Monday to Friday):
- All suppliers have been categorised (e.g. Labor/Freight/R&D etc.) to enable supplier reviews by category/spend/risk.

Select Harvests is also in the process of implementing:

- Supplier acknowledgement - as new suppliers are onboarded Select Harvests will require acknowledgement from the supplier that they have received the Select Harvests' Ethical Sourcing Policy
- Select Harvests has scheduled a Labour Hire internal audit to ensure Labour providers are adhering to Select Harvests' policy, and
- Select Harvests will be conducting a Modern Slavery benchmarking exercises against other like organisations.

8. Sign off any approval of this statement:

This statement was authorised to be published by the Select Harvests Limited Board of Directors in the March 2023 board meeting. This statement is authorised to be lodged by Bradley Crump, the Chief Financial Officer and Company Secretary of Select Harvests Limited.



Bradley Crump