

18th March 2021

(Updated 5th June 2021)

HSK WARD GROUP- MODERN SLAVERY STATEMENT

This statement outlines our ongoing commitment to managing the risks of modern slavery in accordance with the Modern Slavery Act 2018 for H.S. K. Ward Proprietary Limited (ACN 004 091 258) incorporating FTA Food Solutions Proprietary Limited (ACN 059 480 054) and Ward McKenzie Proprietary Limited (ABN 52 004 586 645) (all referred to as HSK Ward Group in this document). The legislation addresses the risk of modern slavery practices that may be present in the supply chains of goods and services in the Australian market.

HSK Ward Group's goal is to revolutionise the journey from field to plate. We are passionate about sourcing the best food and beverage solutions, building valuable connections with our customers and suppliers, and using technology to transform what we do every day.

OUR BUSINESS AND SUPPLY CHAIN

HSK Ward Group has been an essential link between growers and our customers' kitchen since 1852. We are an Australian-owned company trusted for six generations who are passionate about sourcing quality food, nurturing connections and using technology to achieve seamless results.

Our capabilities in ingredient supply and manufacturing expertise have fueled our development. We are an agile, growth orientated food business that focuses on innovation and adding value to drive mutually beneficial partnerships. Our values that are listed below set the base of all our business practices and support the HSK Ward Group to deliver on our strong commitment of managing the risk of modern slavery in all forms:

OUR VALUES

Family- It's what drives us

Safety - People matter

Diversity - Strength in difference

Teamwork - Stronger together

Respect - It works both ways

Integrity - Doing the right thing

Our Head Office is located in Melbourne Australia and we have a network of offices, warehouses and production facilities across Australia and New Zealand. We have approximately 200 valued employees who support our business on delivering food and supply chain solutions.

RISK MITIGATION OF MODERN SLAVERY IN THE SUPPLY CHAIN

HSK Ward Group has designed a plan to:

- Identify and assess key risk origins and industries that we work within;
- Provide a program of continuous improvement to work locally and abroad with our key stakeholders to mitigate risk throughout the supply chain to supply quality products and services to our customers;
- Ensure commitment to responsibly source products and conduct business with integrity; and
- Monitor our supply chain as part of our Master Verification System which is audited both internally and externally.

HSK Ward Group employs multiple levels of risk management procedures within our strict Food Safety & Quality Standards to ensure that our supply chain is free from any modern slavery activity and that all business is conducted in a sustainable and ethical manner. This includes:

- Our Supplier Assurance Program which is audited to a Global Food Standards Initiative (GFSI - SQF) that incorporates both;
 - TACCP (Threats Assessment and Critical Control Points); and
 - VACCP (Vulnerability Assessment and Critical Control Points) elements.
- Both TACCP and VACCP are risk managed processes that assess the potential of risk areas of products, supply chain and country risks from all sourcing stages.

Additionally, suppliers of the HSK Ward Group are aware of Australian legislation (including the Modern Slavery Act), they have been processed through our risk assessment and where required, have also completed a self-assessment questionnaire.

GOVERNANCE

HSK Ward Group upholds human rights and is opposed to slavery in all forms.

The HSK Ward Group is committed to mitigating human rights breaches of modern slavery by a formal set of policies that are continually reviewed to reflect legal and ethical requirements.

These include:

- Employee Code of Conduct;
- Workplace Behaviours policy;
- Terms of Employment, Training and Annual Compliance; and
- Board of Directors and Management Commitment including periodic reporting.

CONSULTATION

HSK Ward Group sought and received expert advice with JoSo Consulting Pty. Ltd. to develop this statement and to provide input into our Modern Slavery Risk Management Program.

This updated statement was approved by the board of H.S.K. Ward. Group on 5th June 2021.



Robert Macmillan
Chief Executive Officer
