

Advanta Seeds Pty Ltd

Modern Slavery Statement

2024/25



Introduction

This Modern Slavery Statement ('statement') is prepared on behalf of Advanta Seeds Pty Ltd, trading as Pacific Seeds, (ACN 010 933 061) ('**Advanta**') in accordance with the Commonwealth *Modern Slavery Act 2018 (Cth)*. The reporting period for the statement is 1 April 2024 to 31 March 2025.

Identify the Reporting Entity

Advanta was established in 1962 and has its headquarters in Toowoomba, Queensland. Advanta employs approximately 100 permanent full-time, fixed term contract and casual staff.

Advanta also owns 70% of a joint venture business named LongReach Plant Breeders Management Pty Ltd (ACN 099 112 991) ('**LRPB**'). LRPB is based in Adelaide, South Australia and employs approximately 20 staff.

This statement has been prepared by Advanta as a joint statement for both Advanta and LRPB.

More information can be found on both Advanta and LRPB via their websites:

Advanta: www.pacificseeds.com.au

LRPB: www.longreachpb.com.au



Corporate Structure, Operations & Supply Chains

Advanta is a foreign owned entity carrying on business in Australia. It is part of the global Advanta Group based out of Dubai in the United Arab Emirates and Advanta's ultimate holding company is UPL Limited headquartered in India.

Advanta's operations are focused on the breeding, technical development, production, processing, marketing and sale of agricultural planting seed in Australia and internationally. We operate Australia wide and coordinate activities from our head office located in Toowoomba, Queensland. Advanta has company owned assets and operations in Toowoomba and Gatton in Queensland, Griffith in New South Wales and Kununurra in Western Australia.

The crop species focused on by Advanta in the reporting period were grain sorghum, canola, forage sorghum, field corn and wheat (marketing only). During the reporting period, LPBM was exclusively focused on breeding and technical development activities related to wheat.

Advanta has its own internal supply chain function which is primarily focused on the production, processing, warehousing and distribution of parent seed and hybrid seed. It does this through a combination of company owned assets and the contracting of third-party service providers. Advanta's supply chain function and other internal departments will source and purchase goods and services from suppliers both domestically and internationally. These goods and services include categories such as:

- Freight, logistics and warehousing
- Packaging and other consumables
- Legal and Corporate Services
- Energy and Utilities
- Labour hire services
- Marketing and Communications services and supplies
- Repairs and Maintenance

These goods and services are generally sourced from suppliers who are based in Australia.

Modern Slavery Risk Assessment

Advanta is committed to continual identification and review of risks across our business and its supply chain. During the reporting period we have undertaken an assessment of the modern slavery risks in our operations to identify potential areas of concern which may cause, contribute to, or be directly linked to modern slavery practices. We considered geographic risks inherent in the sourcing of materials, products, services and sectors in which Advanta operates.

Although we believe that given the level of control maintained by our direct employees over our internal operations the level of modern slavery risk for Advanta can be classified as low, Advanta does acknowledge that given the international nature of its supply chain it can be difficult to identify risks at external or secondary levels, that is risk exposure to Advanta by its suppliers. A summary of potential internal and external areas where modern slavery risks may be possible for Advanta can be found in the table below.

Potential Modern Slavery Risk	Industries of Higher Risk	Geographic Risks
<div>Internal</div> <ul style="list-style-type: none">• Underpayment of wages• Excessive working hours <div>External</div> <ul style="list-style-type: none">• Underpayment of wages• Excessive working hours• Exploitation of workers	<div>Internal</div> <ul style="list-style-type: none">• Labour hire <div>External</div> <ul style="list-style-type: none">• Labour hire• Cleaning services• Office supplies• Uniforms/clothing• Consumables• Transport• Warehousing	<div>External</div> <ul style="list-style-type: none">• International seed production and processing• International freight

Risk Mitigation Activities

Advanta has undertaken a review and assessment of its operations and policies as part of the preparation of this statement. Through this process we have considered our supply chains and engaged with suppliers to understand their businesses and ensure they can comply with Advanta's expectations.

Since the initial risk assessment, Advanta has spent considerable time reviewing the effectiveness and compliance of its policies with its modern slavery risks. Where necessary, we have updated policies and agreements and distributed supplier surveys to capture data and ensure information around modern slavery risks, controls and expectations are adequately captured.

Along with Advanta's local (Australian) policies we have continued to ensure compliance with our parent company's Code of Conduct, Human Rights and Modern Slavery statements and policies. Further information on such topics can be found on the following websites:

UPL Human Rights:

www.upl-ltd.com/sustainability/people-development/human-rights

UPL Child Labour:

www.upl-ltd.com/sustainability/social-responsibility/united-against-child-labour



Assessing the effectiveness of our actions

Advanta recognises that reviewing the effectiveness of our actions related to modern slavery risks is an on-going process. In order to continue to be effective we regularly:

- Undertake a review of our policies and procedures to ensure they continue to provide effective means of mitigating and where possible, eliminating such risks. These documents are also made available for internal and external auditors to review as requested.
- Have our staff participate in mandatory online training and awareness programs distributed by our parent company.
- Will continue distributing supplier surveys to capture feedback and trends which inform how effective our actions are.
- Rely on the CSR Committee of UPL Limited for guidance of updated actions, frameworks and measures that can deliver even greater impact. Further information can be found here: <https://www.upl-ltd.com/downloads/sustainability/UPL-Corporate-Social-Responsibility-Policy.pdf>.

Consultation Processes

In preparing this statement, Advanta has consulted with LPBM and provided a draft copy of the statement for review and inviting feedback prior to finalisation.



Conclusion

Advanta is committed to ensuring modern slavery in all of its forms has no place in our business or supply chains. We will continue to work diligently to uphold our ethical standards and protect the rights of all individuals involved in our operations.

This statement was approved by the board of directors of Advanta Seeds Pty Ltd on 27 October 2025.

Signed

A handwritten signature in black ink, appearing to read 'A Short', is written over a faint, light blue rectangular background.

Andrew Short

Managing Director