



A & S WHOLESAL
FRUIT & VEGETABLES PTY LTD

MODERN SLAVERY
STATEMENT

FY 2023-2024

Mandatory Criterion 1

The reporting entity covered by this modern slavery statement is A & S Wholesale Fruit & Vegetables Pty Ltd (ABN 60 006 598 796) and this statement is made on behalf of itself and the following reporting entities:

- All Asia Australia Pty Ltd (ABN 25 637 091 635);
- Ecological Recycling Pty Ltd (ABN 65 616 809 468);
- MarketPlace Fresh Wholesale Pty Ltd (ABN 76 629 555 246);
- MPF Admin Pty Ltd (ABN 60 633 691 844);
- MPF Dandenong Pty Ltd (ABN 56 633 691 826);
- Templestowe Deli Pty Ltd (ABN 24 656 499 759);
- The Trustee for All Asia Cranbourne Unit Trust (ABN 50 201 221 086);
- The Trustee for All Asia Dandenong Unit Trust (ABN 33 450 188 005);
- The Trustee for Dandenong Grocery Unit Trust (ABN 41 399 408 234);
- The Trustee for EFW Unit Trust ABN (37 831 020 334);
- The Trustee for MPF Cranbourne Unit Trust (ABN 93 991 763 282);
- The Trustee for MPF Mernda Unit Trust (ABN 67 244 969 225);
- The Trustee for MPF Templestowe Unit Trust (ABN 44 757 100 219);
- The Trustee for The MPF Essendon Unit Trust (ABN 79 505 343 098);
- The Trustee for The MPF Karingal Unit Trust (ABN 38 416 902 735);
- The Trustee for The MPF Oakleigh Unit Trust (ABN 43 952 095 980);
- The Trustee for The MPF Woden Unit Trust (ABN 45 737 432 711).

References to 'MarketPlace Fresh Group' in this Statement refer to A & S Wholesale Fruit & Vegetables Pty Ltd and its majority owned and controlled subsidiaries (including reporting entities) and managed joint venture operations.

Mandatory Criterion 2

MarketPlace Fresh Group is an Australian family operated business. Its mission is to make it possible for everyone to eat fresh, every day. Established in 1975, it is focused on sourcing the best fruit and vegetables both locally and internationally, making the freshest produce accessible in abundance. Its stores are stocked with Australia's broadest range of fresh produce, that inspire its customers to eat well every day. MarketPlace Fresh Group opposes any form of modern slavery in its operations and supply chains and outlines in this statement, measures taken to identify, assess and address modern slavery risks.

During the period of 1 July 2023 to 30 June 2024 (“**reporting period**”), MarketPlace Fresh Group employed over 400 people from regional and metropolitan locations across 2 Australian states. It operated 18 Victorian retail stores, 1 Australian Capital Territory retail store, as well as its warehouse and office at the Melbourne Market in Epping.

Operations & Supply Chain

Throughout the reporting period, MarketPlace Fresh Group partnered with between 450 and 550 suppliers across its Australian network. The bulk of suppliers are fruit and vegetable growers across Australia. Its suppliers range from family-owned, small to large businesses and international operations. In order to maintain the broadest range of fresh produce, MarketPlace Fresh Group sourced fruit and vegetables and groceries from North America, Asia Pacific, Australia (Oceania) and Europe.

Operational activities undertaken by MarketPlace Fresh Group during the reporting period, are outlined as follows:

- Wholesale fruit and vegetable trading
- Wholesale food services
- Retail supply of fresh produce and grocery items
- Retail fruit and vegetables trading
- Retail grocery trading
- Transportation of goods
- Waste management and recycling

Mandatory Criterion 3

In considering the risks of modern slavery practices in the operations and supply chains of MarketPlace Fresh Group, potential vulnerabilities in the supply chain have been identified and examined. These include:

- Sector and industry risks and the inability to have full oversight over labour practices, particularly with international suppliers.
- Potential product and services risks in transportation and handling of products from overseas sources, which could involve exploitation at various stages of the supply chain.
- Geographical risks, particularly with international suppliers in countries known for higher risks of modern slavery, such as within Asia.
- Lack of external awareness of the indicators of modern slavery within the supply chain, potentially leading to inadequate identification and mitigation of risks.

MarketPlace Fresh Group will continue to evaluate these risks and develop monitoring, due diligence, and transparency measures within the supply chain to assist in mitigating the potential impacts of modern slavery practices.

Mandatory Criterion 4

The following primary actions, amongst others, have been taken to address and assess the risks of potential modern slavery practices within its operations and supply chains:

- **Develop risk assessment and due diligence policies and procedures** including supplier screening, to ensure compliance with ethical standards and labour

practices. This has included conducting on-site visits and in-person meetings with suppliers and potential suppliers, both locally and internationally.

- **Encourage Transparency:** Request suppliers provide detailed information about their own supply chains and labour practices, including policies related to modern slavery.
- **Enforce Supplier Contracts:** Integrate contractual provisions that require suppliers to adhere to strict ethical guidelines and compliance standards, ensuring that any breach may result in termination of the relationship.
- **Training and Awareness:** Provide training to staff and suppliers to raise awareness about matters relevant to modern slavery and the methods for reporting any suspicions or concerns. Relevant policies and procedures implemented are accessible and routinely updated via a staff intranet portal.

Mandatory Criterion 5

MarketPlace Fresh Group continue to work to assess the effectiveness of action being taken to identify and address modern slavery risks. This includes:

- continuous monitoring and review of the effectiveness of implemented measures and updating them to align with evolving best practices and industry standards. A Modern Slavery Working Group has been implemented to review and assess the effectiveness of actions being taken.
- Providing feedback mechanisms for workers and suppliers to provide insights on the efficacy of the implemented measures and to suggest improvements or modifications to the existing procedures. This includes utilisation of grievance and complaint processes and procedures, including communications relevant to its whistleblower policy.

- Engaging with suppliers on an ongoing basis and conducting periodic discussions, audits as well as site visits to assess the adherence of suppliers to ethical and labour standards, where possible and practicable.
- Evaluating the impact of training and awareness programs on employees and suppliers, as well as updating policies and procedures to continue to improve actions being taken to assess and address modern slavery risks.

Mandatory Criterion 6

In developing this statement, MarketPlace Fresh Group has consulted with relevant entities that it owns and controls. Representatives across MarketPlace Fresh Group have met and consulted periodically to provide key input in drafting the statement. This Statement has been reviewed by the Modern Slavery Working Group and has been approved by the reporting entities Sole Director.

Signed by:



Stephen Fanous

Sole Director

A & S Wholesale Fruit & Vegetables Pty Ltd

Date Approved: 30 December 2024