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Toowoomba, QLD, Australia 4350 Tel: +61 7 4633 9600
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MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Reporting Entity

The reporting entity for this statement is Australian Milling Group Pty Ltd., doing business as AGT Foods Australia ("AGT Foods Australia"). AGT Foods Australia is an indirect wholly-owned subsidiary of AGT Foods and Ingredients Inc. ("AGT"), a Canadian corporation, and is part of a multinational food company that is one of the largest suppliers of value-added pulses, staple foods, and food ingredients in the world. AGT Foods has about 40+ facilities located in the best pulse growing regions in Canada, the United States, Turkey, Australia, China, and South Africa. AGT Foods Australia is a private listed company incorporated in Australia. The Division Head of AGT Foods Australia reports directly to AGT's Chief Operating Officer based in Canada. AGT Foods Australia currently employs over 80 full-time staff.

Our Operations & Supply Chain

AGT Foods Australia's supply chains include the sourcing locally grown pulses (lentils, beans, chickpeas etc.) from Australian farmers, 3rd party transporting, owned & 3rd party storing, processing at any of our three facilities in Australia, and selling these pulse commodities to both local and international customers in bags, containers, or sea vessels.

Risks Of Modern Slavery Practices In Our Operations And Supply Chains

As part of its statement, AGT Foods Australia reports on its actions to assess and address modern slavery risks associated with its operations, including its employment practices, and providing training for workers. AGT Foods Australia also explains its action taken to assess and address modern slavery risks associated with the activities within its supply chain.

AGT Foods Australia is aware that typical agricultural supply chains and the vast number of suppliers involved can include products associated with human rights related risks including modern slavery. Based on information from agriculture industry reviews and our internal assessment, potential human rights related risks could include:

- the use of child labour
- the use of forced labour
- purchasing grain commodities from suppliers in countries and regions where labour rights may not be protected or where employers may utilise vulnerable low-skilled workers
- the impact on communities and their traditional livelihoods due to monoculture; land use for cash crops; volume of water use; and the impact of effluent and wastes
- forced resettlement of communities, including indigenous peoples
- transporting goods over land and ocean with an associated risk of human trafficking through the black market
- discrimination of people.

It is AGT Foods Australia's assessment that risk of modern slavery in its operations and supply chain generally does not carry a material risk, but AGT Foods Australia is aware that there may be some elevated risk of modern slavery in higher risk jurisdictions, of which AGT Foods Australia may not be immediately aware. AGT Foods Australia intends to review existing practices with a view to enhancing and expanding their use where appropriate using a risk-based approach.

AGT Australia's approach to mitigate modern slavery and human trafficking risks includes a number of AGT policies and controls that further help to address modern slavery such as:



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- **Global Modern Slavery Policy:** In 2024, AGT adopted an updated Modern Slavery Policy that applies to AGT's global operations, including AGT Foods Australia.
- **Code of Conduct:** AGT's Code of Conduct addresses a number of core ethics and compliance matters and is required to be reviewed and acknowledged by all employees annually. Topics addressed by AGT's Code of Conduct include (among others):
 - Compliance with laws
 - Anti-bribery and corruption
 - Safety, Health, and Environment
 - Work Environment
 - Conflicts of Interest
- **Global Trade Compliance:** AGT's trading activities are subject to its global trade compliance manual to ensure compliance with international sanctions and know-your-client requirements.
- **Whistleblower Program:** AGT has in place a robust global whistleblower program allowing anonymous reporting of complaints without threat of recourse. AGT provides an anonymous, multi-lingual, externally administered hotline for anyone to ask questions and report ethical concerns, including alleged human rights violations. These allegations are taken seriously and are investigated, as appropriate, by independent internal and external resources.
- **Workplace Health and Safety Programs:** AGT is committed to providing a workplace that protects and promotes the health and safety of its employees - wherever in the world they may be located – in accordance with all applicable employment laws and standards. Workplace health and safety is a core part of AGT's business.
- **Workplace Violence and Harassment Prevention Policies:** AGT recognizes the dignity and worth of every person and wishes to provide for equal rights and opportunities for our employees. Every employee has a right to equal treatment without discrimination and to be free from harassment in the workplace, because of race, ancestry, place or origin, colour, ethnic origin, citizenship, religion, creed, sex, sexual orientation, marital status, family status, handicap or pregnancy or any other reason prohibited by law.
- **Ethical Audits and Related Training:** For certain of its Canadian and US facilities, AGT has undergone SEDEX "Sedex Members Ethical Trade Audits (SMETA). These audits address a number of factors directly relevant to modern slavery issues. For employees of the SMETA certified facilities, training is required on the ETI Base Code. The ETI (Ethical Trading Initiative) Base Code is founded on the conventions of the International Labor Organization (ILO) and is an internationally recognized code of good labor practice.

AGT Australia has identified opportunities to review and update its policies and procedures respecting modern slavery. AGT Australia expects to begin this process in 2024, including:

- Conducting an updated assessment of modern slavery risk in AGT Australia's supply chain.
- Reviewing and updating, where appropriate, AGT Australia's training to relevant staff on modern slavery issues and AGT Australia's expectations of staff in helping to mitigate risk of modern slavery in our operations and supply chains.
- Updating producer/vendor/supply contracts to include, where appropriate, clear contractual obligations on suppliers with respect to modern slavery.



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AGT Foods Policies on Slavery and Human Trafficking

AGT Foods Australia is fully committed to Social Compliance, Ethical Sourcing Policy and has zero tolerance to Modern Slavery and Human Trafficking within our entire supply chain. We hold ourselves and our supply chain accountable and we fully comply with the Modern Slavery Act 2018. Slavery and human trafficking are abuses of a person's freedoms and rights. We are totally opposed to such abuses in our direct operations, our indirect operations, and our supply chain. AGT Foods Australia is proud of the many steps taken, and will continue to take, to ensure that slavery and human trafficking does not take place in any part of its business or its supply chain.

Supplier and Customer adherence to AGT Foods Values

AGT Foods Australia has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values and ethical policies. The entire management team is responsible for compliance in their respective departments and for their supplier relationships.

Training & Awareness

AGT Foods Australia management teams have been briefed on the Modern Slavery Act 2018. Our employees are required to read and sign-off our code of conduct annually.

This statement constitutes to the Modern Slavery Act 2018 and applies to all AGT Foods Australia slavery and human trafficking statements for the current financial year ending 31st December 2023.

Effectiveness of our actions

In the spirit of continuous improvement, we periodically reassess the risks in our supply chain as it relates to Modern Slavery and Human Trafficking. This is achieved by reviewing our ethical compliance KPIs such as training and awareness compliance, ethical sourcing compliance, complaints and grievances recorded. These KPIs help us to focus our efforts in areas that we believe will make us more compliant with the Modern Slavery Act 2018 and our own policies.

Board Approval

This statement was approved by resolution of the board of directors of Australian Milling Group Pty Ltd. on June 21st, 2024.

Signed by:

Date: 21/06/2024.

A handwritten signature in black ink, appearing to read 'Michael Brittain', is written over a thin horizontal line.

Michael Brittain
Division Head Australia and Director
Australian Milling Group Pty Ltd.