



Modern Slavery Statement 2024

1. Our Modern-Day Slavery Statement

This statement is made by AGnVET Management Services Pty Ltd (ABN: 91 087 675 465) in accordance with section 14 of the Modern-Day Slavery Act 2018. This statement was authorised by the Managing Director on behalf of the Board of AGnVET and covers the reporting period to June 30th, 2024, for the entities within our operations for the following brands/businesses, AGnVET I K Caldwell AGnVET, Wheelhouse AGnVET, Kellys AGnVET, Walkers AGnVET, Darling Irrigation and Polycon Engineering and states our actions addressing modern day slavery risks in our operations and supply chains.

2. Our Business Operations

The AGnVET Group is an independently owned Australian agribusinesses founded in Forbes, NSW in 1915. The Group takes pride in providing rural supplies and specialist services across Eastern Australia to primary producers. The business currently employs over 400 permanent local staff.

Our business has built strong relationships with leading Australian agricultural suppliers. As a result, our network of 70 retail stores provides a complete range of quality farming inputs/products to our customers including:

Agricultural Chemicals, Fertiliser, Seed, Animal Health and Nutrition, Water and Irrigation equipment, Machinery, General Merchandise, Insurance, Water Broking and Real Estate services.

In addition to our retail business, we provide an extensive range of advice and services such as Agronomic, Animal Nutrition and Water projects across our network of 80 experienced advisors.

3. Our Supply Chains

AGnVET's supply chain comprises two key areas.

1. Internal use products including but not limited to IT equipment and software, motor vehicles and forklifts, company clothing, personal protective equipment, office supplies and marketing material. Supply for these goods is generally sourced locally in Australia from domestic or large multinational suppliers however their respective supply chains could be dependent on international sourcing.
2. Procurement of goods from 3rd party suppliers for resale in our network of stores. These goods are sourced from a diverse group of companies ranging from large multinationals to local Australian based organisations. These supply chains can be either locally based or sourced from a range of international locations such as China, India and Europe.

4. Risk in our Operations

AGnVET recognize that modern slavery risks can appear in any supply chain and that, as a business, we have the responsibility to respect human rights by:

- Avoiding, causing or contributing to adverse human rights impacts through our own activities, and addressing such impacts when they occur; and
- Seeking to prevent or mitigate adverse human rights impacts that are linked to our operations, products or services by our business relationships, even if we have not contributed to those impacts.

Our suppliers are generally Australian based, however, many source goods or services from overseas. Some of these are from locations that may be more at risk of modern slavery.

The determination that the level of modern slavery risk remains low in our workplace is based on the assessment that:

- We operate within Australia which has a low to nil prevalence of modern slavery.
- Our structured grievance reporting processes; and
- Our actions undertaken ensure and the safety of our people.

The risk management framework of the AGnVET Group, in relation to modern slavery risks, includes the following elements:

- risk assessment to identify and mitigate risks of modern slavery practices.
- evaluation of modern slavery risks within sourcing processes and procurement activities.
- monitoring modern slavery risks which may arise in the employment of employees or engagement of contractors in our operations or supply chains;
- raise awareness and understanding of modern slavery risks within the operations of the group's businesses and through education and training we ensure that relevant teams are adequately trained to identify and report modern slavery incidents or practices; and

5. Actions Addressing Modern Slavery Risks

AGnVET expects our suppliers to respect human rights in their own and related supply chains. We encourage our suppliers to undertake human rights due diligence and adopt similar principles with their respective supply chains.

We have focused on the below key areas to assess risk and act within our supply chain:

- Head Supply Chain Function- a dedicated supply chain management position ensures there is direct accountability to the modern slavery risks across the whole company.
- Procurement Policy – setting a strategic sourcing plan partnering with suppliers that meet certain criteria.
- Category Management – AGnVET now has a dedicated category management team across all product categories. These roles are designed to streamline sourcing activities across the business which reduces the risk of the business engaging with suppliers where there is little to no transparency of their supply chain. This category management team is aware of the Modern Slavery Statement and the actions the board is taking to reduce the risks.
- Supplier Management and Due Diligence – closer management of our strategic supply partners including entering contracts with these partners. Working with these suppliers to understand their policies and awareness of the risk of modern slavery. The team looks to identify areas of rationalization whereby we are reducing our supplier base to minimize any risk.
- Increasing Supplier Engagement – this includes activities such as obtaining supplier modern slavery statements, codes of conducts and supplier surveys to ensure that suppliers used in the procurement of goods and services are ethically operating and have practices in place to address modern slavery. AGnVET are engaging suppliers to provide greater transparency over their supply chains to help understand potential risks.
- Internal Management and Staff Awareness – training, communications and code of

conduct.

- Key staff involved in the Modern Slavery Statement are attending public webinars to ensure compliance and continuous improvement and development of company policies and processes.

6. Assessing the Effectiveness of Our Actions

AGnVET are committed to continuous improvement and assessing the effectiveness of our actions. The initial focus for the business was to better understand the supplier base and then assess the modern slavery risks in the supply chain. The business understands the importance of measuring the controls put in place to address the risks of modern slavery.

Business measures include but not limited to:

- An annual review and tracking of the sourcing of products and services for AGnVET. This measures the number of suppliers that AGnVET are actively sourcing from, and the risk associated. This mapping exercise classifies the suppliers into 2 Tiers:
 - Tier 1: Large corporate entities – where risk is slightly lower due to more transparency within the supply chain and greater information availability.
 - Tier 2: Small to medium – where risk is slightly higher due to less transparency within the supply chain and somewhat limited information availability.
- Tracking the number of new suppliers - before a new supplier code is created in the system there is a supplier summary form that is to be completed which reduces the risk of engaging new suppliers without an assessment being conducted.
- Increasing the number of trading agreements and supplier contracts in place
- Engaging staff annually during their objective setting phase, ensuring they adhere to the sourcing strategy in place and understand the Modern Slavery Statement made by the business.
- Annual review and approval by the board of the Modern Slavery Statement. This highlights areas for continuous improvement.

7. Consultation with any reporting entity (owns or controls)

AGnVET has a partially owned subsidiary company AGnVET Rural (ABN 52 125 781 222). During the reporting period AGnVET controlled all sourcing activities for AGnVET Rural. The AGnVET Modern Slavery statement, associated risks and mitigation actions implemented cover the AGnVET Rural Supply Chain due to the controlling responsibilities. The two businesses share common processes and all sourcing strategies, trading agreements supplier contracts covered both entities.

AGnVET Rural has now increased its turnover to above \$100M threshold whereby a separate Modern Slavery Statement will be provided. This statement will mirror the AGnVET statement as for the reasoning above where AGnVET controls sourcing activities and associated modern slavery risks with the AGnVET Rural supply chain.

8. Continuous Improvement

AGnVET will continue to engage and align with our suppliers on a regular basis. We will annually review our policies and procedures to ensure that we are effectively monitoring and assessing any risks in our operations and with our suppliers' operations.

We will update these policies and procedures where appropriate in response to changes and developments relating to modern slavery risks more broadly.

We will engage staff regularly to ensure this statement and associated policies are well understood throughout the organization.

9. Governance

The Managing Director and the Leadership group of AGnVET Services are responsible for ensuring that AGnVET meets its responsibilities under the act.

This Modern Slavery statement was approved by the Board of Directors on the 26 August 2024

Signed on behalf of the Board of Directors by

A handwritten signature in black ink, appearing to read 'M Giffin'.

Mark Giffin
Managing Director
AGnVET