

## **Delta Agribusiness Pty Ltd Modern Slavery Statement 2021**

This statement is made by Delta Agribusiness Pty Ltd (“Delta”) in accordance with section 14 of the Modern Slavery Act 2018 (Cth). It is our first Modern Slavery Statement and covers Delta and its subsidiary operating entities, AGRIVision Consultants Pty Ltd, Marketsmart Commodity Management Pty Limited, Four Seasons Agribusiness Pty Ltd and Crown Analytical Services Pty Ltd. The statement describes our actions to address modern slavery risks in our operations and supply chains during the financial year ending 30 June 2021.

### **Structure & Operations**

Delta was founded in April 2006. Today, we are a leading force in independent rural inputs and advisory services in regional Australia with a strategic footprint across New South Wales, Queensland, Victoria, and Western Australia. We are a dynamic and diverse agribusiness which takes pride in being a significant employer of choice in regional communities. Delta Ag is owned and managed by the people that work within the business.

At Delta Agribusiness we partner with farmers to make the right decisions. In a highly competitive marketplace, it is the integrity of our people that make the difference. We are committed to being innovative and making smart decisions to add value to our clients. With a culture of empowering staff and branches, we are passionate about rural communities, the profitability of our clients and the sustainability of agriculture at all levels.

The principal activities of Delta during the reporting period consisted of: -

- Supply of rural farm inputs including seed, fertilisers, agricultural chemicals, animal health products and general rural merchandise.
- Farm consultancy.
- Livestock Marketing & Grain Marketing.
- Contract spraying and spreading services.

The business operates from 45 retail branches and employs 230 full time employees and a further 20 part time employees. The retail branch teams are supported by a regional operational management team, centralised procurement team, and centralised finance and administration team. All Delta operating entities report into a single executive team and single Board of Directors.

### **Supply Chain**

The business has an extensive supply chain providing both products and services to assist us in meeting our client’s requirements.

Most products purchased for resale are provided by suppliers who manufacture or operate in Australia. For the year ended 30 June 2021, 4.4% of total product purchases, primarily agricultural chemicals, were imported directly from manufacturers in China.

All services, which includes rental of retail stores, transportation, information technology equipment, consultancy services etc, are sourced from suppliers who operate in Australia.

### **Risks of Modern Slavery Practices in our Operations and Supply Chain**

Delta recognizes that Modern Slavery is a risk in our operations and supply chain, and are committed to analysing the risk, addressing the risk, and educating our business. This is an on-going analysis and education process. We have zero tolerance for worker exploitation.

### **Actions Taken to Assess and Address Those Risks**

Delta's code of conduct commits all employees to respect customers, suppliers, clients, co-workers, and the general public.

Risk assessments undertaken during the year ended 30 June 2021 include: -

1. internal reviews of our employee engagement and remuneration practices and publicly available information to assess the risks in our retail operations.
2. Reviewing supplier information from key personnel to identify our tier 1 suppliers, how much we buy from them, where they manufacture their products, and the products we procure from them.
3. Preliminary assessments of 90% of our tier-one suppliers in our procurement function regarding direct supply of our rural farm input supply chains. The supplier review was based on our awareness of a higher risk of Modern Slavery in the categories of products we procure from them.
4. From all publicly available information relating to these suppliers, including information about their manufacturing processes and locations of operation, their actions on sustainability and how they address Modern Slavery in their operations and supply chains
5. Researching publicly available information on the prevalence of Modern Slavery in different locations and product categories.
6. Verifying our findings and risk ratings with our key personnel

Most of the products and services we procure are sourced from Australian based suppliers, which we understand to have a low-level risk of Modern Slavery. Products imported from other countries at a higher risk of Modern Slavery were mostly: -

1. In product categories which have not been identified as having a prevalence of Modern Slavery (for example, agricultural or veterinary chemicals and fertiliser) or
2. Procured from suppliers who have publicly disclosed several measures to manage Modern Slavery risks in their operations and supply chains

### **Measuring our Effectiveness**

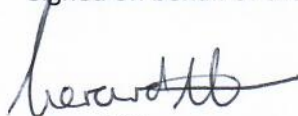
Delta recognises the need to continually evolve its Modern Slavery compliance program and commits to act upon any information suggesting improper action within the supply chain.

### **Governance**

The Managing Director and executive are responsible for ensuring that Delta meets its responsibilities under the Act. They are supported by the Delta team members responsible for procurement and sourcing.

This Modern Slavery Statement was approved by the Board of Directors on the 24<sup>th</sup> February 2022

Signed on behalf of the Board of Directors by



Gerard Hines  
Managing Director