

## MODERN SLAVERY STATEMENT

### 1. INTRODUCTION

- This Modern Slavery Statement has been prepared by and on behalf of COFCO International Australia Pty Ltd (ACN: 001 069 423) (“**CIAPL**”) and CIL Australia North Pty Ltd (ACN: 113 005 753) (“**CILAN**”) in accordance with the Commonwealth Modern Slavery Act 2018 and covers the reporting period of 1 January 2023 – 31 December 2023.
- CIAPL and CILAN (together “**CIL Australia**”) operate within the same industry and share many of the same resources, suppliers, policies and processes. Therefore, this Modern Slavery Statement has been drafted as a consolidated description of both entities’ efforts in addressing modern slavery risks.
- CIL Australia’s core values ensure its dedication to acting ethically and with integrity in all of its business relationships and it is committed to ensuring that there is no forced labour, modern slavery or human trafficking in its supply chains or in any part of its business.

### 2. BUSINESS

#### Structure

- CIL Australia is part of COFCO International, the overseas agriculture business platform of COFCO Corporation, China’s largest food and agricultural company.
- CIL Australia does not own or control any entities. It employs around 11 permanent employees, all based in its office in Melbourne, Victoria.

#### Operations

- CIL Australia sources, accumulates, trades and exports a variety of Australian grains, primarily wheat, barley and sorghum. Its customer base consists primarily of feed mills, flour millers, malthouses and trading houses.

#### Supply Chains

- Grains are sourced and procured from local growers and traders.
- Contractors and sub-contractors are instructed to provide a broad range of services ancillary to CIL Australia’s trading business:
  - Bulk handling – receiving, storage and outturning of grain;
  - Port terminal services;
  - Stevedoring;
  - Surveys and quality testing;
  - Fumigation;

- Packing;
  - Ocean freight; and
  - Shipping agency.
- Service providers and merchants provide various services and products in connection with CIL Australia's corporate functions and operations:
- Accounting, legal and corporate secretarial services;
  - Recruitment;
  - Internet / Telecommunication services;
  - Banking services;
  - Cleaning services;
  - IT and electronic hardware / software; and
  - Office / Kitchen consumables.

### **3. RISKS OF MODERN SLAVERY PRACTICES WITHIN OPERATIONS AND SUPPLY CHAINS**

- CIL Australia does not directly cause or facilitate forced labour, human trafficking or any other modern slavery practices. Nevertheless, it recognises that there are areas within its operations and supply chains that may be susceptible to such practices taking place.
- CIL Australia has identified the following areas within its supply chains as posing the greatest risk of contributing to modern slavery practices, chiefly through the utilisation of compulsory or forced labour:
- Origination – local grain producing farms;
  - Transport – ocean freight providers; and
  - Manufacturers and suppliers of IT hardware.

### **4. HUMAN AND LABOUR RIGHTS**

- CIL Australia complies with national and international labour laws and respects internationally recognised human rights as expressed in the International Bill of Human Rights. It acknowledges and respects the principles and rights set out in the International Labour Organization (“ILO”) Declaration on Fundamental Principles and Rights at work.
- CIL Australia does not accept or tolerate any form of child, forced or involuntary labour. Its rejection of forced and child labour is consistent with the ILO's Core Labour Standards and the United Nations Global Compact principles.

### **5. POLICIES**

- CIL Australia's commitment to the prevention of any form of child, forced, or involuntary labour is formalised in its Code of Conduct, and echoed further in its Human Rights and Labour Policy.

- CIL Australia's Supplier Code of Conduct extends its own standards and principles to all of its suppliers, requiring each to align fully with its values and ethics. The Supplier Code of Conduct obliges suppliers to:
  - Protect the human rights of its employees as set out in the ILO's eight Core Conventions, and treat them with dignity and respect;
  - Grant employees the right to freely associate, organise and bargain collectively in accordance with applicable laws and regulations;
  - Only employ workers who meet the applicable minimum legal age requirement and not tolerate any form of child labour;
  - Not tolerate slavery, servitude and forced or compulsory labour and human trafficking;
  - Not tolerate any form of discrimination or harassment;
  - Provide employees with pay, including minimum salary and overtime payment, work hours and conditions in compliance with applicable laws and regulations; and
  - Uphold sound supply chain management to ensure that sub-suppliers understand and comply with the above requirements.
  
- Procedures and systems are in place to encourage the reporting of concerns and ensure the protection of whistleblowers. CIL Australia's Integrity Hotline is open to anyone internally or externally as a fully confidential channel that can be used to report any concerns relating to human and labour rights within its operations and supply chains.

## **6. FURTHER RISK MITIGATION MEASURES**

- CIL Australia performs due diligence assessments when necessary and defines corrective actions based upon its findings.
  
- Where possible CIL Australia builds long-standing relationships with local suppliers and customers and makes clear its expectations of ethical business behaviour.
  
- Wherever possible CIL Australia seeks to instruct suppliers with industry quality accreditation.
  
- Where CIL Australia uses national or international supply chains, its point of contact is preferably with an Australian company or branch which it expects to have suitable anti-slavery and human trafficking policies and processes in place.

## **7. REMEDIATION**

- CIL Australia recognises that where it is in some way responsible for the occurrence of modern slavery practices that it must assist with the remediation of any harm caused. CIL Australia acknowledges that this responsibility extends to situations where it is not directly responsible for

such harm, but where it may still be able to use its leverage and commercial influence to effect change and mitigate the risk of recurrence.

- CIL Australia has not identified any instances during the reporting period where it has caused or contributed to modern slavery practices. Furthermore, no occurrences have been alleged via its Integrity Hotline or otherwise. Nevertheless, CIL Australia remains committed in its approach to identifying and mitigating the risk of modern slavery practices arising in connection with its operations or within its supply chain.

## **8. PROGRESS**

- Over the reporting period CIL Australia has continued to successfully negotiate terms with its service providers that incorporate legally binding and enforceable obligations with respect to compliance with Australia's modern slavery regime, helping to align parties contractually with the fight against modern slavery.

**This Modern Slavery Statement has been approved by each reporting entity's Board of Directors on 10 June 2024.**

**Honghuan Pan**  
**Director**  
**COFCO International Australia Pty Ltd**

*Honghuan Pan*  
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**10 June 2024**

**Lifeng Gu**  
**Director**  
**CIL Australia North Pty Ltd**

*Lifeng Gu*  
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**10 June 2024**