

Flavorite Modern Slavery Statement 2024



ACKNOWLEDGEMENT OF COUNTRY

Flavorite acknowledges First Nations Peoples as the Traditional Owners of Country throughout Australia. We recognise the unique cultural heritage of First Nations People and their continued connection to lands, waters, and communities. We offer our gratitude to the Gunaikurnai, Taungurung, Yorta Yorta, and Wurundjeri Peoples and their respective Country's on which our operations reside. We pay our respects to all First Nations Peoples, and to Elders past, present, and emerging leaders.

INTRODUCTION

This statement is made pursuant to the Modern Slavery Act 2018 and is published on behalf of Flavorite Bidco Pty Ltd (Flavorite).

This statement aims to outline our approach for the financial year ending 30 June 2024, detailing how Flavorite will implement the necessary frameworks and processes to mitigate the risks of modern slavery within our business operations and supply chain. Flavorite acknowledges that slavery can occur in many forms, as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced or bonded labour, debt bondage, child labour and deceptive recruiting. Flavorite is opposed to all forms of slavery, and we will not knowingly support or conduct business with any organisation involved in such activities.

OUR STRUCTURE

Flavorite is an Australian Company which grows, packs and supplies fresh produce throughout Australia. The combined turnover is in excess of \$100 million. Flavorite Bidco Pty Ltd wholly owns five subsidiaries within Australia, FFAH Pty Ltd, Flavorite Marketing Pty Ltd, Flavorite Hydroponic Tomatoes Pty Ltd, Flavourwave Holdings Pty Ltd and Flavourwave Pty Ltd. Flavorite Marketing Pty Ltd has partial ownership of Pacific Blue Produce Pty Ltd.

Our Company locations in Victoria are as follows:

OUR OPERATIONS

Warragul – growing site, nursery and packing & logistics facility (we pack and fulfill orders from this site)
264 Copelands Rd, Warragul VIC 3820

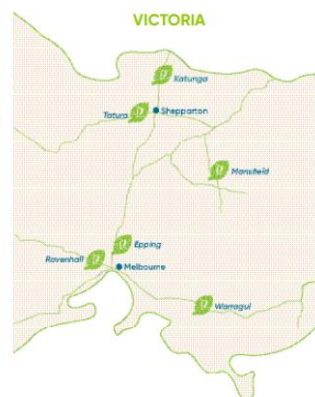
Mansfield – growing site and packing
1098 Mansfield-Whitfield Rd, Mansfield VIC 3722

Tatura – growing site and packing & logistics facility
6130 Midland Hwy, Tatura VIC 3616

Katunga – growing site, warehouse and packing
946 Numurkah Rd, Katunga VIC 3640

Epping Market – wholesale trading business
55 Produce Dr, Epping VIC 3076

Ravenhall – Distribution centre, Head office for Marketing, Sales, Finance, Administration & Warehouse
30/32 Riding Boundary Rd, Ravenhall VIC 3023



Additionally, we have a Blueberry Packing facility located near Coffs Harbour, NSW.

In FY24 Flavorite established an Executive Leadership Team for the Group who leads on all matters relating to Supply Chain management, Human Resources and Finance across all entities. Establishing the newly created role of Chief HR Officer in FY24 was also a critical step in our organisation. Allowing the team to have a consistent approach to how modern slavery risks are identified, assessed, and addressed across all businesses.

Flavorite Executive Team



Mike Nichol
Chief Executive Officer



Chris Millis
Chief Operating Officer



Chari Hall
Chief Human Resources Officer



Sam Kisvarda
Chief Marketing Officer



Grant Nichol
Chief Wholesale Trading Officer



Jim Ilgoutz
Chief Financial Officer



Will Millis
Chief Grower



Jim Madden
Chief Production and Innovation Officer

We are a private company with approximately 750-1100 employees in Australia depending on the season.

We are committed to transparency within our business and to promptly dealing with any issues that may arise in connection with modern slavery. We expect the same standards from both our suppliers and our distributors.



BUSINESS OPERATIONS

The business includes the following activities across our supply chain.

Growing

- Several sites in Victoria grow Tomatoes, Capsicums, Cucumbers and Blueberries
- Growing sites are managed by our own People Leaders & Team Members, who are recruited directly at all levels, and additionally under our own Deed in the Seasonal Worker Program, we are able to also source additional Team Members from neighbouring Pacific Islands. Until the end of June 2024, we utilised 3rd party Labour Hire Agencies for the Seasonal Worker Program, which we ceased at the end of FY24. In FY25 Flavorite also continues to utilise the Horticulture Labour Agreement with the Australian Government to enable the business to secure skilled agricultural roles on visa from overseas.

- We liaise with independent growers to ensure they operate ethically and responsibly

Packing

- A number of sites in Victoria have packing facilities.
- The packaging of products is under the Flavorite brand or customer's private label.

Distribution

- A number of our sites across Australia have distribution facilities.
- Domestic products are delivered to their destination by road.
- Produce is delivered directly to major supermarket distribution centres or sold through Wholesale Markets with distribution across Australia.

Sales and Marketing

- Sales and Marketing fulfil orders to meet customer requirements.

Procurement

- Some produce is sourced from local private growers.
- Purchasing is conducted by the department responsible.
- Suppliers and contractors must meet Flavorite requirements.

OUR SUPPLY CHAIN

Our supply chain is diverse and ranges from suppliers of raw material for our horticulture facilities and packaged goods through to services provided by contractors for cleaning, transportation, maintenance and the like. Where possible we obtain raw materials locally, however, we have suppliers from Europe and China. Our raw materials and packaging supplies are obtained from suppliers with whom we have a long-term and trusted relationship.

OUR ETHICAL STANDARDS

We are committed to operating responsibly and adhering to high ethical standards. Listed below are existing policies and procedures that provided the framework for the prevention of human rights and modern slavery risks for our employees in FY24. These policies reflect our values and set the expectations of our employees to ensure a fair and ethical workplace. Employees can raise any suspected concerns regarding unethical behavior or decisions that could indicate potential wrongdoing. Contact details are available for employees to anonymously report any concerns. Due diligence is undertaken before entering a new client relationship, particularly in high-risk countries.

Code of Conduct

Flavorite sets out clear expectations of how employees should behave in the workplace in order to provide a work environment where it is free of any behavior that is unlawful, unwelcome or destructive.

Grievance Policy

To provide advice on what to do if employees have a grievance and how formal complaints will be dealt with.

Diversity, Equity and Inclusion Policy

Flavorite endeavors to provide a working environment that promotes fairness, equity and respect and is free from discrimination, bullying and harassment for all employees.

Workplace Health and Safety

Flavorite is committed to maintaining the highest standards in protecting the health and safety of all employees and visitors on site.

Recruitment Policy

Flavorite aims to ensure that recruitment and selection decisions are made consistently, fairly and equitably.

Whistleblower (Speak Up) Policy

Flavorite provides processes for a safe and confidential environment where concerns can be raised by whistleblowers without fear of reprisal or detrimental treatment.

Human Rights Policy

Flavorite conducts business in a way that respects the human rights of all people, including our employees, the communities in which we are active, and those working within our supply chain. The policy sets out our commitment to applicable labour and employment law.



TRAINING

Training is important in educating and raising awareness of issues around slavery including signs of slavery and how to report concerns. Our training ensures that all Team Members are made aware of the company's approach to modern slavery and how they can report any concerns that they may come across. Our pre-employment online training, and in-person induction program has allowed us to educate new Team Members on our key HR policy expectations around human rights, equal employment opportunity, harassment and discrimination. We also conduct annual refresher training on these policies for existing Team Members.

We will continue to look for ways to increase our Team awareness and have throughout the year created and reviewed relevant policies and kept the Board informed of the Modern Slavery Act and the steps we plan to take as a business.

EMPLOYMENT RISK IDENTIFICATION

The company's growth and success are attributed to the way we do business and whilst we acknowledge horticulture can be a risk sector for modern slavery, we believe our company policies, procedures, practices and values define us as a company with high ethical standards in the treatment of our Team. Our directly employed Team Members have contracts in place complying with all legal requirements such as minimum wages, hours of work and leave entitlements. In FY24 we had a component of labour hired through third party labour providers, our expectations of ethical employment practices were clearly defined to them. To minimise any future potential risk to modern slavery practices, the business decided to end all 3rd party labour hire contracts, especially relating to the Seasonal Worker Program at the end of June 2024.

In the financial year 2024, Flavorite continued to review potential risk of modern slavery practices across our operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location.

Flavorite is committed to undergoing audits conducted by external auditors each year, one being the SEDEX 2 pillar, which is an Ethical Audit format reporting on Labour Standards, Occupational Health and Safety, Environment and Business Ethics.

RISK MANAGEMENT AND DUE DILIGENCE

To manage the risks of modern slavery at Flavorite and in our supply chain, in FY24 Flavorite has continued to undertake the following measures:

- Review and update the project plan to assess potential of risk with our suppliers;
- Raise awareness of modern slavery risks within our supply chain, in particular with third party labour providers in FY24.
- Continual review of employees' right to work by conducting checks prior to commencement and at appropriate intervals throughout employment.
- Conduct education of our Team on the impacts and risks of modern slavery.
- Conduct Annual employee engagement surveys to determine any potential areas of concern.



NEXT STEPS / ONGOING ASSESSMENT OF RISK

At Flavorite, we have put in place a system for reviewing this statement on a regular basis to ensure continuous improvement and progress in any of the areas identified. We will work to collaborate with internal and external stakeholders to prevent and address any issues of modern slavery among our employees and suppliers. We will continue to raise awareness of the forms of modern slavery and continue to evolve our due diligence processes to aid in the identification of risk. We will continue to review existing policies and processes and explore new ways to improve identification and action of risk throughout our supply chain.

We plan to carry out and report on the following actions over the next reporting period:

- Communication with our suppliers to share our expectations and to raise awareness of modern slavery risks within our supply chain
- In FY25, as a key enabler of the above point we will be introducing a new Supplier Business Code of Conduct
- Continue to work with the Flavorite Sustainability project team to incorporate modern slavery actions into our annual Sustainability report
- Refine and continue to roll out our training package on modern slavery to our People Leaders and Team
- Transitioned to 100% in-house management of the Seasonal Worker Program at the end of FY24.
- Continue to review and communicate relevant policy updates.

PROCESS OF CONSULTATION

During this reporting period, in order to develop this joint statement, we have actively engaged and consulted with each of the reporting entities that we own or control, covered in this statement.

BOARD APPROVAL

This statement was approved by the Board of Flavorite Bidco Pty Ltd on 28th December 2024.



Mike Nichol

Chief Executive Officer of Flavorite Bidco Pty Ltd. and
Chair of the Board of Directors, Flavorite Bidco Pty Ltd

