



# modern slavery & human trafficking statement

The Statement under The Modern Slavery Act outlines the proactive measures that The Stephen Moraitis Family Trust & The Trustee for The Paul Moraitis Family Trust trading as Morco Fresh (ABN: 84 648 757 315), will undertake to comprehend the potential risks of modern slavery and human trafficking throughout our operations and supply chain. Morco Fresh is dedicated to upholding the human rights framework laid out in the Modern Slavery Act. Our aim is to cultivate secure, healthy, and respectful workplaces wherever we conduct business.

Morco Fresh acknowledges that our business activities may impact the human rights of vulnerable groups, such as casual or temporary workers, migrant workers, unskilled labourers and contractors.

We operate in accordance with the laws and regulations that define their rights as well as continuously exploring modern slavery risks and acknowledging potential areas within our business with exposure to these challenges. Collaboration across our business and supply chains is integral to implementing appropriate practices that prevent and address potential risks.

Morco Fresh maintains a zero-tolerance stance towards modern slavery and expects our suppliers to share our commitment to ensuring its absence within our supply chain.

The statement is prepared with reference to the Australian Modern Slavery Act outlining the modern slavery risks within our business and supply chain for the financial year 2022, as well as illustrating steps Morco Fresh is to take to mitigate the risks.



## Our Structure, Operations and Supply Chains

We are a fruit and vegetable wholesaler, operating out of Sydney, Melbourne, Adelaide and Perth. Morco Fresh employees 350 staff members nationally.

Our fresh Fruits and Vegetables are sourced from market agents and direct from farms. Other main service requirements to Morco Fresh operations include third party freight and packaging equipment.

Fresh produce is a sector that has been deemed high risk for the exploitation and abuse of employees, specifically during the harvesting of fruits and vegetables.

Having identified the high-risk areas in our supply chain, we focus on workplace practices in those supply chains by overlaying three key focuses:

- Policy and Governance
- Supply Chain Assessment
- Training and Awareness

## Policy and Governance

At Morco Fresh, we acknowledge the elevated risk of modern slavery within food and agricultural supply chains. To address this, we have developed policies that align with the Modern Slavery Act.

Morco Fresh has commenced the Sedex Members Ethical Trade Audit (SMETA) program. The program enables Morco Fresh to prevent modern slavery risk, gain supply chain visibility, organise and assess supply chain risk, comply with sustainability legislation and to meet supply chain goals.

Morco Fresh takes pride in sourcing products in an ethical and responsible manner and are dedicated to considering the welfare of employees, health, safety and environmental impact. To achieve this Morco Fresh has implemented an Ethical Sourcing Policy based on the Ethical Trade Initiative (ETI).

Our Policy is designed to establish a clear set of requirements for our suppliers and work with them to enhance working conditions for workers in our supply chain. We expect all our suppliers to comply with this Policy.

This Policy is communicated to all our suppliers to ensure they understand our Ethical Sourcing Policy and their role in contributing to it. We expect suppliers to communicate the same principles of this Policy throughout their supply chain.

We urge our suppliers to be transparent about the difficulties they face, and we collaborate with them to find practical solutions. If instances of non-compliance arise, we may conduct a review or terminate contracts.

# Supply Chain Assessment

We build a relationship of trust and integrity with all our suppliers that is established upon mutually beneficial factors. Morco Fresh has developed a new Supply Chain Assessment program that is designed to identify and assess a range of potential risks in the supply chain, including human rights.

As part of the onboarding process all new suppliers, as well as existing suppliers, they are asked to answer a brief prequalification questionnaire. This helps us identify the potential areas of risk and whether we need to ask for further due diligence on that particular supplier.

Findings from the risk assessment enable us to score suppliers using a traffic light system, enabling us to prioritise our focus should it be required. In some instances, we will request a third-party responsible sourcing audit to be conducted of the supplier's operations.

Suppliers that are identified as presenting a risk through the due diligence process will be subjected to continuous monitoring by Morco Fresh. This monitoring activity provides Morco Fresh with any publicly available potential adverse information, enabling us to review and, if necessary, undertake appropriate action in a timely manner.

## Training and Awareness

We set clear expectations that our employees and suppliers should be aware to possible involvement in modern slavery and should work to prevent and address it. We aim to raise awareness of our Policy and standards through a range of initiatives and guidelines.

- Training on Modern Slavery and Workplace Requirements has been developed and implemented within Morco Fresh. The employees are required to complete the training that is relevant to their role, so that they are fully aware of the policy.
- A Whistle-blower program has been implemented and its policy is stated within our Employee Handbook. This enables employees or external stakeholders can anonymously provide feedback to Morco Fresh about any non-compliance in its supply chain or otherwise about ethical workplace conduct or behaviours.

## Future Development

In Morco Fresh's upcoming reporting year, we focus to continue to revise and develop our approach to modern slavery compliance to establish capacity within our business to monitor and act on modern slavery risks.

- Join the Sedex platform as a buyer will enable Morco Fresh to have greater transparency into the supply chain.
- Morco Fresh's Executive, Procurement, Compliance, HR and Operations teams will receive bespoke training, covering Australian and global supply chains.
- Training included Modern Slavery Act awareness and its importance to the business, Morco Fresh's obligations under the law, including the consequences of not being compliant, understanding Morco Fresh Modern Slavery Statement, managing local and global supply chains, social compliance, red flags or signs of slavery and reporting incidents of slavery. Our goal is the training sessions will be completed by July 2024.
- To create a stronger awareness to the Modern Slavery Act, Morco will expand the Modern Slavery working groups. This will be completed by July 2024.

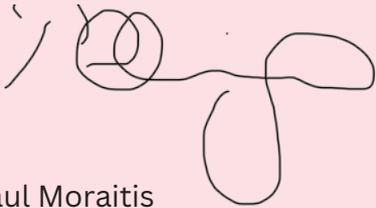
# Corporate Governance

Morco Fresh will continue to review our policies and procedures to ensure that we comply with governance processes to fulfill our modern slavery compliance requirements.

Morco Fresh will conduct reviews of policies, Whistle-blower as an example, to ensure inclusion of modern slavery requirements to enhance our employee awareness of the risks of modern slavery across our business and supply chain.

# Board Approval

This statement has been approved by Morco Fresh's board on the 22rd December 2023



Paul Moraitis  
EXECUTIVE CHAIRMAN

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