



AGnVET Management Services Modern Slavery Statement 2022

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 2022 for the entities within our operations for the following brands/businesses, AGnVET Services, I K Caldwell, Wheelhouse Group, Darling Irrigation, Campaspe 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 Services 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, Water projects across our network of 80 experienced advisors

3. Our Supply Chains

AGnVET Services 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.

In determining the level of modern slavery risk being low in our workplace is based on the assessment that:

- We operate within Australia that has a low prevalence of modern slavery;
- Our structured grievance reporting processes; and
- Our actions undertaken to ensure 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 groups businesses through education and training we ensure that relevant teams are adequately trained to identify and report modern slavery incidents or practices; and
- actions to eliminate modern slavery risk in the businesses of the consolidated business.

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.
- Supplier Management and Due Diligence – closer management of our strategic 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.
- Obtain Supplier Statements and Conduct 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.
- Internal Management and Staff Awareness – training, communications and code of conduct.

6. 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.

7. 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 30 June 2022

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 Services