

Modern Slavery Statement - FY2022

Introduction

This is a joint modern slavery statement (**Statement**) made under section 14 of the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**) for the reporting period 1 July 2021 to 30 June 2022 (**FY2022**).

The Statement is made by the following reporting entities:

- Scott's Refrigerated Freightways Pty Ltd; and
- ScottsRL Pty Ltd atf The ScottsRL Unit Trust,

(together, the **Scott's Entities**).

The purpose of this Statement is to identify and address the risks of modern slavery in the Scott's Entities' operations for FY2022.

This Statement adopts the meaning of modern slavery, as defined by the Modern Slavery Act, to include eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

Process of consultation

This Statement was developed in conjunction and consultation between the Scott's Entities and each entity owned/controlled by the Scott's Entities.

Structure and operations

The Scott's Entities represent Australia's only truly dedicated national temperature-controlled supply chain network. The Scott's Entities are leaders in refrigerated logistics, providing temperature-controlled delivery solutions and warehousing services to clients across Australia.

The Scott's Entities' commitment to total transport solutions gives our customers access to a wide range of essential and reliable services including cold storage, refrigerated transport, multi-modal distribution, solutions, business-to-business, third party logistics and international.

The Scott's Entities have world-class temperature-controlled warehousing facilities located in all Australian mainland State capital cities, as well as depots in many regional centres.

The Scott's Entities' customers are at the forefront of everything we do. Our customers include majority grocery retailers, foodservice distributors, independent supermarkets, exporters, industrial manufacturers.

Using the Scott's Entities ensures that customers' valuable goods are delivered on time and in perfect condition. Our customer-focused culture ensures that integrity and customer service are the cornerstone of our success.

The Scott's Entities are determined to remain as leaders of the industry through continually embracing new technologies. A continued focus on staff development ensures we maintain our position as a market leader and refrigerated logistics provider of choice across Australia.

The Scott's Entities employ approximately 2,000 employees across Australia.



Supply chain

To facilitate the delivery of our services, the Scott's Entities work with a range of suppliers and contractors.

The Scott's Entities' key suppliers are in the following industries:

- transport, postal and warehousing;
- rental hiring and real estate services;
- electricity, gas, water and waste services;
- administrative and support services;
- food services; and
- financial and insurance services.

The services and products supplied include rail freight, truck/trailer refrigeration units and fuels, lubricants, labour hire, solvents and bitumen.

Risks of modern slavery in operations and supply chain

We undertook risk assessments of our operations and supply chains to assess how we may be causing or contributing to modern slavery practices.

Operations - low risk

Our operations are all Australian based and delivered by staff who we employ directly. Australian based subcontractors and external labour hire providers are also engaged from time to time. We consider the risk of modern slavery in our operations to be negligible.

Supply chain - low to medium risk

We conducted a comprehensive risk assessment of our major suppliers based on the globally recognised modern slavery risk factors, including the region and industry in which the suppliers primarily operate, and a review of modern slavery provisions in supplier contracts. Overall, we found that the risk level in our supply chain is medium to low.

We have identified two of our suppliers that operate in the sectors of transport, postal and warehousing and food services as our highest risk areas. We otherwise did not identify any key areas of vulnerability in our supply chain and attribute this, in part, to the fact that all the suppliers that we assessed have their primary operations based in Australia.

Actions taken to assess and address the risks of modern slavery & assessing their effectiveness

During this reporting period, we focused on gaining a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains. To that end, we conducted a review of our key suppliers and identified the associated risks of modern slavery. The Scott's Entities also have the following policies in place which govern the way we interact with our staff, suppliers and contractors which we consider assist us to operate ethically and address risks of modern slavery:

- Code of Conduct;
- Respect in the Workplace Policy; and
- Workplace Grievance and Dispute Settlement Policy.

The most significant measure of assessing the effectiveness of this action is that we have not identified any suppliers that present a high risk of modern slavery practices. We are committed to continuing to ensure we are constantly addressing and minimising modern slavery risks in our operations and supply chain.

We are guided by the Scott's Entities' Operating Principles which are:



- (a) Safety - to set high safety standards and provide a safe environment which encourages and supports all our people to behave safely.
- (b) Respect - to act respectfully in every interaction including those with whom we do business and the communities in which it operates, and between workers.
- (c) Ethical - to maintain high standards of business ethics and corporate governance.

Approval & Signatures

This Statement is signed by Nicholas Capp in his role as Chief Executive Officer & Managing Director of **Scott's Refrigerated Freightways Pty Ltd** and **ScottsRL Pty Ltd** **atf The ScottsRL Unit Trust** on 30th December 2022.



In accordance with section 14 of the Modern Slavery Act, this Statement was approved by the principal governing body of Scott's Refrigerated Freightways Pty Ltd and the principal governing body of ScottsRL Pty Ltd atf The ScottsRL Unit Trust on 30th December 2022.

