

Modern Slavery Statement 2025

1. Reporting entity and statement scope

Reporting entity: Select Harvests Limited ABN 87 000 721 380.

This Modern Slavery Statement is made in accordance with the *Modern Slavery Act 2018 (Cth)* and covers the reporting period 1 October 2024 to 30 September 2025.

This Modern Slavery Statement describes the actions taken by Select Harvests Limited and the controlled entities within scope of this Modern Slavery Statement to assess and address modern slavery risks in our operations and supply chains during the reporting period.

2. Our commitment

Select Harvests Limited is committed to conducting its business ethically and responsibly and to respecting human rights across its operations and supply chains. We do not tolerate modern slavery in any form.

Modern slavery includes practices such as forced labour, debt bondage, deceptive recruiting, trafficking in persons, servitude, forced marriage and unlawful child labour. Select Harvests recognises that modern slavery can occur in both domestic and global supply chains and that agricultural and food production sectors may present heightened risks.

We are committed to continuously improving our approach to identifying, preventing, and addressing modern slavery risks.

3. Our structure, operations, and supply chains

Structure and operations

Select Harvests Limited is an Australian publicly listed company (ASX:SHV) and one of Australia's largest almond growers and processors. Our core operations include:

- almond orchard ownership and management across Victoria, South Australia, and New South Wales;
- almond processing and value-added manufacturing at regional processing facilities;
- sales, marketing, and distribution to domestic and international markets.

Our workforce includes permanent employees, seasonal employees, contractors, and workers engaged through approved labour hire providers, particularly during harvest and peak operational periods.

Supply chains

Our supply chains include, but are not limited to:

- labour hire providers;
- transport and logistics services;
- packaging and ingredient suppliers;
- maintenance, cleaning, and waste management services;
- professional services;
- capital equipment and consumables.

Suppliers are engaged both within Australia and internationally, depending on the nature of goods and services provided.

These supply chains include activities that rely on seasonal labour and outsourced services, which informs Select Harvests' risk-based approach to modern slavery due diligence.

4. Controlled entities

Select Harvests Limited is the parent entity of a consolidated group comprising a number of wholly owned and controlled entities that support orchard operations, processing, manufacturing, sales, and distribution activities.

The controlled entities included within the scope of this Modern Slavery Statement are those that carry on business operations or have their own operational activities and supply chains. These entities are listed in Appendix A.

Select Harvests Limited also controls nominee companies and asset-holding trusts that do not carry on business in their own right. These entities do not employ workers or independently engage suppliers and are managed through the operating entities included in Appendix A. Their activities are therefore captured through the operating entities within the scope of this Modern Slavery Statement.

All controlled entities operate under group-wide governance arrangements, policies, and procedures, including those relating to ethical conduct, labour standards, grievance mechanisms, and modern slavery risk management.

5. Brands

Select Harvests Limited markets and sells products under established brands that form part of the group's downstream supply chain activities. This Modern Slavery Statement covers these brands.

During the reporting period, the Select Harvests group operated the "Allinga Farms" brand, supplying consumer and food service almond products.

The Allinga Farms brand markets almonds from Select Harvests owned and managed orchards and approved external growers and is supported by the group's processing, logistics and sales operations.

6. Governance and oversight

Good corporate governance is integral to the culture and the way we do business at Select Harvests. It is embedded in all our processes and drives an appropriate risk and return framework. Oversight of modern slavery risk management is embedded within the Select Harvests corporate governance framework.

The Board of Directors has overall accountability for the Company's approach to modern slavery. The Board is supported by a Board-led Sustainability Committee, which discusses and reviews sustainability-related risks, including modern slavery.

Management is responsible for implementing policies, procedures, and controls, and for reporting to the Sustainability Committee and the Board on modern slavery-related matters.

Corporate Governance Policies and Procedures can be found here: [Corporate Governance](#)

7. Modern slavery risks

Select Harvests recognises that modern slavery risks may arise in both Australian and international contexts.

Key risk areas identified include:

- seasonal and migrant labour, particularly where workers may have limited English proficiency or awareness of workplace rights;
- labour hire arrangements, including recruitment practices, payment arrangements and working conditions;
- contracted services such as cleaning, transport, and maintenance;
- upstream suppliers of packaging, ingredients and other goods that may originate from higher-risk industries or regions.

Australia has a strong regulatory framework; however, Select Harvests recognises that modern slavery can still occur domestically and applies a risk-based approach across its operations and supply chains.

These risks are assessed and prioritised based on the nature of the activity, the vulnerability of workers, and the potential severity of harm.

8. Actions taken to assess and address modern slavery risks

Policies and contractual controls

Select Harvests maintains a suite of policies that support ethical conduct and responsible sourcing, including the Code of Conduct, Ethical Sourcing Policy, and Whistleblower Policy.

Modern slavery expectations are incorporated into supplier and contractor agreements, including labour hire contracts. Contractual requirements are reinforced through supplier onboarding, auditing and ongoing engagement.

Due diligence

Select Harvests applies a risk-based due diligence approach to higher-risk labour and supplier categories. This includes supplier and contractor onboarding requirements, modern

slavery, and labour standards clauses in contracts (including labour hire agreements), annual labour hire audits, and targeted spot checks where risk indicators are identified.

Findings are escalated through management oversight and, where required, corrective actions are set and monitored to closure.

Labour hire and workforce controls

During the reporting period, Select Harvests undertook the following actions:

- conducted annual audits of labour hire providers, focusing on worker pay, visa status, contracts and working conditions;
- performed spot checks where risk indicators were identified or where additional assurance was required;
- required labour hire providers to escalate worker concerns through their own management structures, with oversight by Select Harvests;
- integrated modern slavery considerations into operational decision-making during harvest and peak labour periods.

Training and awareness

Modern slavery awareness is incorporated into harvest inductions and training programs. Training supports employees and supervisors to recognise indicators of exploitation and escalate concerns appropriately.

Training content is reviewed periodically to ensure it remains relevant and aligned with regulatory expectations.

9. Grievance mechanisms

Select Harvests provides multiple avenues for workers and third parties to raise concerns, including concerns related to modern slavery.

Available grievance channels include:

- the Select Harvests' Whistleblower Program, supported by a publicly available Whistleblower Policy which contains an independent contact point if required;
- direct contact with Human Resources;
- discussions with line managers or supervisors;

- escalation through labour hire provider management, with oversight by Select Harvests.

These mechanisms are intended to be accessible, confidential, and protective of individuals who raise concerns in good faith.

10. Remediation

If modern slavery or serious exploitation is suspected or identified, Select Harvests is committed to a response that prioritises the safety and wellbeing of affected individuals. Our response is proportionate to the nature of the risk and is focused on preventing further harm.

Remediation actions may include:

- ensuring immediate safety and support for affected workers;
- engaging appropriate internal and external expertise;
- investigating matters in a manner that protects confidentiality and minimises harm;
- requiring corrective actions from suppliers or labour hire providers;
- monitoring implementation of corrective actions;
- reporting to the relevant regulatory authorities;
- considering suspension or termination of relationships where risks cannot be adequately addressed.

11. Assessing effectiveness

The effectiveness of Select Harvests' modern slavery actions is assessed through:

- Board and Sustainability Committee oversight;
- outcomes of labour hire audits and spot checks;
- supplier engagement and compliance monitoring;
- issues raised through grievance mechanisms;
- review of training participation and coverage.

Select Harvests recognises that assessing effectiveness is an evolving area and will continue to strengthen how outcomes are measured and reported over time. Outcomes from these activities are reviewed to identify trends and areas where controls, training or supplier engagement may require strengthening.

12. Consultation

Select Harvests consulted with relevant internal functions and controlled entities in the preparation of this Modern Slavery Statement. Controlled entities operate under common governance arrangements, supporting a consistent and informed approach to modern slavery risk management across the group.

13. Approval

This Modern Slavery Statement was approved by the Board of Directors of Select Harvests Limited on 23rd April, 2026.

Signed on behalf of Select Harvests Limited:



David Surveyor

Managing Director & CEO

Select Harvests Limited

Date: 23 April 2026

Consultation

This Statement has been prepared with input from, and in consultation with, a. the Reporting Entity, Select Harvests Limited and the Controlled Entities listed in Appendix A which are wholly owned subsidiaries, b. Select Harvests Executive Leadership Team (who have responsibility for the operation of the Select Harvests' Group), c. cross-functional management representatives across the Group, including from the finance, procurement, risk, sustainability, human resources, legal and company secretariat teams. This Statement has been approved by the Select Harvests Limited Board who have authorised David Surveyor, Managing Director & CEO of Select Harvests Limited to sign this statement on its behalf.

14. Appendix A

Controlled Entities included in this Modern Slavery Statement

The following entities are owned and controlled by Select Harvests Limited and carry on business operations or have their own operational activities and supply chains. These entities are included within the scope of this Modern Slavery Statement.

Entity name	Entity type	ABN	ACN
Select Harvests Food Products Pty Ltd	Body corporate	17 058 752 846	058 752 846
Kyndalyn Park Pty Ltd	Body corporate	76 006 360 194	006 360 194
Meriram Pty Ltd	Body corporate	90 093 918 999	093 918 999
Kibley Pty Ltd	Body corporate	58 010 800 085	010 800 085

Select Harvests Limited also controls a number of nominee companies and asset-holding trusts that do not carry on business in their own right. These entities do not employ workers or independently engage suppliers and are managed through the operating entities listed above. Their activities are therefore captured through the operating entities included within the scope of this Modern Slavery Statement.