



Mackays Marketing
Modern Slavery
Statement 2023

1.0 Overview

Mackays Marketing – ABN 36 841 089 158 is a private Australian business focussed on the marketing, sales, processing, ripening and supply of fresh produce to Australian retailers and market produce vendors across all Australian states.

Mackays Marketing employee circa 60 people across sites in Tully, Sydney, Brisbane and Melbourne with annual turnover of approximately \$150 million per annum.

This statement is pursuant to the Modern Slavery Act 2018 (Cth) and outlines our support and commitment to address modern slavery risks throughout our business and associated supply chains for the Australian financial year 2022-2023.

2.0 Mackays Marketing's structure, operations, and supply chain

The structure of the business is to operate as the commercial business of the Mackay Farming Group. To serve as a sales agent for Australian growers, service provider managing multiple ripening & processing sites as well as industry leader in the research, development and sustainability of the banana, papaya, and avocado industries.

There are two management and administration offices located in Tully (QLD) and Pyrmont (NSW), with operational facilities located in Tully (QLD) Larapinta (QLD) and Truganina (VIC) for the provision of processing, logistics & ripening services to Australian growers, retailers and other produce marketing services.

The supply chain is limited to Australian growers of bananas, papaya, avocado and mango and New Zealand avocado growers. Australian growers provide over 99% of the volume predominantly from the North Queensland region.

Materials are all sourced locally and predominantly consist of ethylene gas/ethygen concentrate and consumables such as cartons, packaging, shrink wrap, labels and stationery.

3.0 Risks of modern slavery practices in the operations and supply chains

Mackays Marketing employs locally within its locations and conducts regular reviews of industry awards, safe work practices and legislated work practices to maintain regulatory compliance including remuneration, safety, and compliance.

The risks lie within the supply chain whereby external & independent growers:

- source labour domestically and internationally
- source transport domestically
- source chemicals and consumables domestically and internationally

4.0 Actions taken to assess and address those risks, including due diligence and remediation processes

Mackays Marketing maintains a leadership position through our Approved Supplier program and Supplier Code of Conduct with a documented Approved Supplier selection process and work instruction for the procurement of product and services. A horticultural agreement is also maintained with all growers.

Growers represent more than 95% of our supply chain and the Approved Supplier program requires all growers from which we procure product to meet important governance standards according to several industry bodies such as:

- **Ethical Sourcing:** SEDEX or Fair Farms
- **Food Safety & Quality Assurance:** Freshcare Food Safety, SQF or WQA/BRC and HARPS
- **Environmental:** Freshcare Environmental or ISO 14001

Furthermore, regular monthly reviews and an annual audit of growers is conducted to monitor compliance with the Approved Supplier program. In the event of non-compliance, the grower is issued with a Corrective Action Request and is required to remediate the matter promptly.

The growers/ suppliers who supply their products through Mackays Marketing organise their own transport companies. These transport companies are bound by their own chain of responsibility and ethical compliance policies.

The remaining suppliers consist of transport operators, consumables suppliers and labour hire agencies of which some have annualised turnover greater than \$100 million are therefore required to maintain their own Modern Slavery Statement.

For those suppliers with annual turnover below \$100 million, we continue to collaborate with them to raise awareness of modern slavery and encourage them to review their own supply chain risks to ensure fair working conditions for employees and market competitiveness.

5.0 Assessing the effectiveness of risk mitigation

Mackays Marketing is committed to its industry leadership position through the continuation and improvement of its Approved Supplier Program with the aim of ensuring every single service provider is compliant with the Modern Slavery Act by 2025.

We will continue to conduct and improve our monitoring of supply chain partners to enforce the provisions of the Modern Slavery Act and where possible, consult with our current and future supply chain partners on the importance of ethical sourcing and workplace safety leading to a thriving and prosperous industry where employment is desired and rewarding.

6.0 Modern Slavery Statement Approval

We consulted the relevant companies we own or control in the development of this statement. This statement was approved by all directors of Mackay's Marketing on 15th December 2023.



Brent Lawson
Chief Operations Officer
Mackays Marketing

Date: 15/12/2023