



Marquis Macadamias Ltd

Modern Slavery Statement

Introduction

This Modern Slavery Statement (**Statement**) is made pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (the **Act**). This Statement is provided by Marquis Macadamias Ltd (**Marquis Macadamias**) and addresses its operations and supply chains.

Previously, Marquis Macadamias has provided a joint Modern Slavery Statement with Marquis Marketing Pty Ltd (**Marquis Marketing**), due to the companies' close connection and both forming part of the macadamia business carried out by the "Marquis Group". It has been determined by the respective entities' Boards of Directors that each company should now make a separate Modern Slavery Statement.

In accordance with the Act, this Statement sets out the steps Marquis Macadamias has taken from 1 April 2021 through 31 March 2022 (FY22) to identify and assess the risks of modern slavery in our business and supply chains.

Marquis Macadamias is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. We will not tolerate any forms of slavery or human trafficking in our business

About Marquis Macadamias Ltd – Structure, Operations, and Supply Chains

Marquis Macadamias was established in 1983 and is owned by 305 macadamia grower shareholders from across New South Wales and Queensland. Marquis Macadamias is a vertically integrated growing, processing, and wholesaling operation and is the largest processor of macadamias in Australia, processing approximately 42% of the Australian crop.

Marquis Macadamias procures raw macadamia nut in shell (NIS) from its growers which is processed at either its Lismore or Bundaberg processing facility. Both the Lismore and Bundaberg facilities run 24 hours a day, five days a week during the harvest season, which generally spans from April to the end of November each year. Staff numbers can peak at approximately 350 people, with 50 permanent staff and the balance made up of seasonal staff generally spans from April to the end of November each year.



Marquis Macadamias operates only in Australia, and as a result, the majority of suppliers with which we have a contractual relationship are also Australian although we acknowledge that they may have suppliers from overseas. In addition, Marquis Macadamias procures product other than NIS or processed nut products either directly or indirectly from suppliers that are domiciled internationally, including in the USA, China, South Korea, and Singapore.

Marquis Macadamias had revenue of \$157 million AUD as at financial year end of March 2022.

The Marquis Macadamias supply chain is reasonably straightforward with the most significant suppliers being our more than 380 growers who supply the raw NIS.

Other key categories include items required to process, package, and sell macadamia nuts around the world. This includes suppliers supporting our two processing sites in Lismore and Bundaberg, including processing equipment and materials, cleaning, packaging, transport and logistics, to support the business.

Agriculture is an industry well known to have a high risk of modern slavery in Australia and elsewhere. This risk is heightened where there is reliance on seasonal workers, often recruited through labour hire companies, and workers are arriving in Australia from overseas.

Marquis Macadamias often directly recruits up to 350 temporary workers in a season and is conscious of the risks involved. We are committed to focussing our efforts to address modern slavery in the seasonal workforce in our business and assisting the businesses of our farmer owners and suppliers to do the same.

Governance of Modern Slavery Risk Management

The Board of Marquis Macadamias has ultimate responsibility for the oversight of compliance with Marquis Macadamias' modern slavery obligations. In order to strengthen this oversight and implementation of effective policies and procedures, the Board ensures that its key management personnel have authority to oversee and report to the Board on Marquis Macadamias' approach to managing modern slavery risk in the workplace.

Marquis Macadamias has a long-standing commitment to human rights and the prevention of forced labour. The Marquis Macadamias Board is progressing with its implementation of Codes of Conduct and has put in place other labour related policies incorporating commitments by the business to respect human rights, to ensure workers have the right to freedom of association and collective bargaining, and to prohibit forced, bonded, indentured or child labour.

The Board is committed to building effective risk management tools, and part of this process involves the establishment of systems where workers are able to lodge complaints and where necessary disciplinary action can be taken, whether relating to direct employees or contractors to the business.

Marquis Macadamias assesses and audits general factory suppliers and suppliers of macadamias (growers) with a supplier questionnaire. All suppliers (growers included) are required to complete assessment forms and are subject to an audit before receipt of goods. The questionnaire also includes questions on food safety issues, quality management systems and the general nature of the suppliers' businesses.

While Marquis Macadamias has identified its commitments to respecting human rights, its continuous improvement over the next 2 years will focus on an explicit condemnation of modern slavery, and the monitoring and further implementation of rigorous processes to address the risks of modern slavery in our supply chain and operations.

Assessing the Effectiveness of Marquis Macadamia's Actions

Since the last reporting period, Marquis Macadamias has continued to undertake the following actions:

1. review of existing policies for compliance with its modern slavery obligations.
2. update of supplier engagement and documentation.
3. preparation of materials to better engage with suppliers on identified risk areas.
4. engagement with employees and stakeholders on the identified risk areas and responsibility for monitoring these risk areas.
5. building awareness of modern slavery risks within the supply chain (both internally and externally to Marquis Macadamias).

Marquis Macadamias remains committed to collaboration and stakeholder engagement as critical components to eliminate modern slavery. The Board will continue to review, assess, and address the objectives of its Modern Slavery policy annually or more frequently as required. Marquis Macadamias will also evaluate a range of considerations to address the risks of modern slavery in the company's operations and supply chain including:

1. active training of employees;
2. anonymous employee and stakeholder surveys;
3. regular review of labour legislation and applicable awards;
4. assessment and monitoring of training for suppliers of Marquis Macadamias;
5. review and updating of supplier questionnaires annually; and
6. regular supplier audits and spot checks.



Consultation and Approval

In the process of developing this Statement, Marquis Macadamias has collated information relating to its operations and supply chains and those of its suppliers in order to accurately prepare this statement. The Statement has been circulated for review and comment by the Board of Marquis Macadamias and was approved by the Board on 22 December 2022.

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Clayton Mattiazzi
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Clayton Mattiazzi
Chairperson

Marquis Macadamias Ltd
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