



MODERN SLAVERY STATEMENT
FY2020



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THIS STATEMENT IS MADE ON BEHALF OF THE FOLLOWING REPORTING ENTITIES

Flavour Makers Pty Ltd	ABN 65 005 953 168
Flavour Makers Australia Pty Ltd	ABN 61 145 820 220
Flavour Makers Equipment Pty Ltd	ABN 65 145 820 739
Flavour Makers HR Pty Ltd	ABN 89 145 821 209
Navati Pty Ltd	ABN 82 056 563 681
Flavour Makers IP Holdings UT	ABN 27 113 180 927
Culture of Things Pty Ltd	ABN 79 637 517 554
Passage Foods Unit Trust	ABN 67 518 795 244
Celebrate Health Unit Trust	ABN 78 595 400 153
AOFC Organic Pty Ltd	ABN 57 622 831 270
Cleanfit Unit Trust	ABN 79 161 854 072
Tricolore Imports Pty Ltd	ABN 29 162 732 578
*Grifm Culinary Pty Ltd	ABN 50 603 646 831

*Grifm JV is 50% owned and managed by Flavour Makers. Reporting and management of modern slavery risks are governed by Flavour Makers processes and procedures & policies.

INTRODUCTION & APPROVAL

Flavour Makers Group is a family-owned, food development and manufacturing business that is committed to conducting business in a sustainable, ethical and socially responsible manner. For Flavour Makers, the notion of family extends beyond our own business operations, to include our supply chain partners and our customers.

We are dedicated to creating amazing food and we genuinely believe in the role we play in providing better food, for a better future. A future where human rights and the environment are respected.

This is the first Modern Slavery Statement prepared by Flavour Makers. This statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth) and sets out the steps we have taken during the year ending 30th June 2020 to assess and address the risks of modern slavery in our business and associated supply chains.

This statement was approved by the Board of Flavour Makers Group on March 25, 2021.



Adrian Cester
Group CEO/Director

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FLAVOUR MAKERS STRUCTURE & OPERATIONS

Flavour Makers Group provides a comprehensive end-to-end food development and manufacturing solution specifically designed to meet individual customer or brand requirements. We pride ourselves on innovation, agility and building partnerships to deliver food that tastes amazing.

Our capabilities include spice blends, seasonings, nutritional blends, meal replacement shakes, batters and coatings, functional marinades, baby food, soups, sauces, condiments, shelf stable meals; right through to the manufacture for our brands such as Passage Foods Indian Simmer Sauces and Australian Organic Food Co Soups, Juice and Purees made from 100% Australian organic ingredients.

Flavour Makers currently operates out of two main manufacturing plants and a warehouse, all based in the south east of Melbourne.

Flavour Makers Group currently employs approximately 230 staff via individual employment agreements or via enterprise agreement (Flavour Makers Collective Agreement). As a family-owned group, we have a strong commitment to employee welfare and comply with all relevant employment legislation.

Flavour Makers also has a strong community approach, a family business that gives back to people and the planet.



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SUSTAINABILITY AT FLAVOUR MAKERS CREATING THE MOST LOVED FOOD PRODUCTS FOR TODAY AND TOMORROW

CHARITIES FLAVOUR MAKERS PROUDLY SUPPORTS

SOCIAL WELFARE



HEALTH



INTERNATIONAL



ENVIRONMENT



ENVIRONMENT



Supporting farmers to transition to regenerative agriculture by assisting them in rebuilding the carbon (organic matter) in their soil.

Businesses that join 1% for the Planet commit to giving 1% of gross sales each year to environmental causes.

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SUPPLY CHAIN

Flavour Makers has over 400 active supply partners, with the majority being direct ingredient and packaging suppliers, at approximately 250 and 70 respectively. Whilst Flavour Makers endeavours to source locally wherever possible, there are over 65 sourcing countries. Flavour Makers supply chain includes over 24 indirect suppliers supporting our operations including activities such as pest control, labour hire services, cleaning services, logistics services, maintenance and equipment services.

Flavour Makers Supplier Approvals process is managed as a part of our Quality Management System that provides a method of evaluating and rating (approving) companies who supply or who wish to supply products and services to Flavour Makers to ensure they meet the necessary quality, food safety and ethical standards required by Flavour Makers.

Flavour Makers employs the Supplier Ethical Data Exchange (SEDEX) program to assess supplier adherence to these standards, to assess social and environmental aspects. To reaffirm our supplier's commitment to modern slavery, existing and new suppliers are required to review and sign our Ethical Trading Policy. This policy was developed in accordance with the internationally recognised Ethical Trading (ETI) Base Code codes of practice.



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IDENTIFYING RISKS & ACTION PLAN

FLAVOUR MAKERS HAVE IDENTIFIED THE FOLLOWING STEPS IN ORDER TO IDENTIFY AND MITIGATE RISK

STEP	STATUS
Mapping our structure, operations and supply chains	Completed FY2020 MSA Report
Sedex Platform – upgrade membership to A/B Sedex is one of the world’s leading ethical trade membership organisations, working with businesses to improve working conditions in global supply chains. Over 60,000 member organisations from over 180 countries use the Sedex platform to exchange data, manage business risk, meet compliance and drive positive impact on people.	Completed FY2020 MSA Report
Establish Ethical Trading & Modern Slavery Working Group	Completed FY2020 MSA Report
Policy development in relation to modern slavery – review all current policies and completed a gap analysis, adapting existing policies and formulating new policies, as appropriate	Completed FY2020 MSA Report
Carrying out a risk assessment – identifying those parts of the business operations and supply chains where there is a risk of modern slavery taking place.	Preliminary Risk Assessment completed. Flavour Makers recognises the main exposure to modern slavery risk is that of its ingredient supply chain. FY2021 development
Assessing and managing identified risks – further due diligence for vendor management including contract terms and codes of conduct with suppliers.	FY2021 development
Considering and establishing processes and KPIs to monitor the effectiveness of the steps taken to ensure that modern slavery is not taking place in the business or supply chains.	FY2021 development
Carrying out remedial steps where modern slavery is identified.	FY2021 development
Developing training for staff on modern slavery risks and impacts.	FY2021 deployment

Flavour Makers have conducted a preliminary assessment of risk to prioritise supplier engagement and modern slavery risk mitigation activities over the next financial year. Flavour Makers will continue to assess risk utilising:

- Sedex Data
- Flavour Makers Group Ethical Policy (in accordance with the internationally recognised Ethical Trading (ETI) Base Code codes of practice) or supplier equivalent
- Country of Manufacture
- Global Slavery Index



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ADDRESSING RISK – ACTIONS TAKEN TO DATE

OUR ACTIONS TO ADDRESS AND MITIGATE MODERN SLAVERY RISKS INCLUDE:

- Establish Ethical Trading & Modern Slavery Working Group
- Sedex Membership as a Buyer/Supplier (AB)
- Policy Review
- Supplier Approval Program
- Ethical Sourcing Policy
- Whistleblower Policy
- Employee Handbook
- Code of Conduct
- Environmental Policy
- Occupational Health & Safety Management System
- Action Plan Development
- Training & Awareness

Flavour Makers is committed to working in partnership with our suppliers to further develop our compliance with Ethical Trading Practices and the Modern Slavery Act over the next reporting period.

EFFECTIVENESS OF OUR ACTIONS

To ensure our actions are effectively reducing or preventing modern slavery practices we have set up a senior management group to review our response to modern slavery. The management group will integrate the findings of Flavour Makers Ethical Trading & Modern Slavery Working Group, and the results of our Supplier Approval Program, ongoing risk assessment and planned activities. The senior management annual review ensure programs and risk assessments are relevant and up to date. The results of our consultation and review will form the basis of our Modern Slavery Statements.



MODERN SLAVERY STATEMENT
FY2020

