



APPENDIX A:

Marquis Macadamias Group 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 Marquis Marketing Pty Ltd (**Marquis Marketing**) (together referred to as the Marquis Group for the purpose of this statement) and addresses the operations and supply chains of those entities and their subsidiaries.

Previously, Marquis Macadamias Ltd has provided a joint separate Modern Slavery Statements with Marquis Marketing Pty Ltd (Marquis Marketing) due to its 50% ownership in Marketing. As of June 2024, Marquis Marketing is 100% owned by Marquis Macadamias Ltd and therefore the Board of Directors determined a joint statement is more appropriate.,

In accordance with the Act, this Statement sets out the steps the Marquis Group has taken from 1 April 2023 through 31 March 2024 (FY24) to identify and assess the risks of modern slavery in our business and supply chains.

The Marquis Groups 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 Group – Structure, Operations, and Supply Chains

Marquis Macadamias was established in 1983 and is owned by 326 macadamia grower shareholders from across New South Wales and Queensland. Marquis Macadamias is a vertically integrated processing and wholesaling operation and is the largest processor of macadamias in Australia, processing approximately 40% 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 90 permanent staff and the balance made up of seasonal staff generally spans from April to the end of December 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 products 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 Marketing was established in 2011 as the marketing arm of the Australian operations. Marquis Marketing started procuring macadamia products from processors in South Africa and Kenya and quickly established itself as the market leader in macadamia quality and reliability. Marquis Marketing was owned 50/50 by Marquis Macadamias Ltd and Global Macadamias Pty Ltd during the reporting period, but currently, Marquis Macadamias Ltd owns 100%. Marquis Marketing Pty Ltd sells macadamias to 30 countries, including Australia.

Marquis Marketing Pty Ltd (South Africa) was a wholly owned subsidiary of Marquis Marketing. It is domiciled in South Africa and carries out sales and marketing functions in South Africa. As of June 2024, it is not part of the group and has been renamed.

The Marquis Group had consolidated revenue of \$175 million during the reporting period and consolidated net assets of \$50 million as of March 2024, the end of the financial year. The Marquis Group supply chain is reasonably straightforward, with the most significant suppliers being our more than 250 growers who supply the raw NIS from Australia, along with processor suppliers of macadamias from South Africa.

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 arriving in Australia from overseas.

Marquis Macadamias often directly recruits up to 320 temporary workers in a season and is conscious of the risks involved. We are committed to focusing our efforts on addressing 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 Boards of the Marquis Group entities 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 the authority to oversee and report to the Board on Marquis Group's approach to managing modern slavery risk in the workplace.



The Marquis Group has a long-standing commitment to human rights and the prevention of forced labour. The Marquis Group Boards are progressing with its implementation of Codes of Conduct and have 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.

The Marquis Group assesses and audits general factory suppliers and direct 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 the Marquis Group 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, the Marquis Group has continued to undertake the following actions:

1. review of existing policies for compliance with its modern slavery obligations.
2. review 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 the Marquis Group).

The Marquis Group 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. The Marquis Group 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 the Marquis Group;
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, the Marquis Group 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 the Marquis Group and was approved by the Board on xx December 2024.



Clayton Mattiazzi
Chairperson

Marquis Macadamias Ltd & Marquis Marketing Pty Ltd
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