

# Flavorite Modern Slavery Statement 2025



## ACKNOWLEDGEMENT OF COUNTRY

Flavorite acknowledges First Nations Peoples as the Traditional Owners of Country throughout Australia. We recognise the unique cultural heritage of First Nations People and their continued connection to lands, waters, and communities. We offer our gratitude to the Gunaikurnai, Taungurung, Yorta Yorta, and Wurundjeri Peoples and their respective Country on which our operations reside. We pay our respects to all First Nations Peoples, and to Elders past, present, and emerging leaders.

## INTRODUCTION

This statement is made pursuant to the Modern Slavery Act 2018 and is published on behalf of Flavorite Bidco Pty Ltd (Flavorite).

This statement aims to outline our approach for the financial year ending 30 June 2025, detailing how Flavorite will implement the necessary frameworks and processes to mitigate the risks of modern slavery within our business operations and supply chain. Flavorite acknowledges that slavery can occur in many forms, as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced or bonded labour, debt bondage, child labour and deceptive recruiting. Flavorite is opposed to all forms of slavery, and we will not knowingly support or conduct business with any organisation involved in such activities.

## OUR STRUCTURE

Flavorite is an Australian Company which grows, packs and supplies fresh produce throughout Australia. The combined turnover is in excess of \$100 million. Flavorite Bidco Pty Ltd wholly owns five subsidiaries within Australia, FFAH Pty Ltd, Flavorite Marketing Pty Ltd, Flavorite Hydroponic Tomatoes Pty Ltd, Flavourwave Holdings Pty Ltd and Flavourwave Pty Ltd. Flavorite Marketing Pty Ltd has partial ownership of Pacific Blue Produce Pty Ltd.

Our Company locations in Victoria are as follows:

### OUR OPERATIONS

**Warragul** – growing site, nursery and packing & logistics facility (we pack and fulfill orders from this site)  
264 Copelands Rd, Warragul VIC 3820

**Mansfield** – growing site and packing  
1098 Mansfield-Whitfield Rd, Mansfield VIC 3722

**Tatura** – growing site and packing & logistics facility  
6130 Midland Hwy, Tatura VIC 3616

**Katunga** – growing site, warehouse and packing  
946 Numurkah Rd, Katunga VIC 3640

**Epping Market** – wholesale trading business  
55 Produce Dr, Epping VIC 3076

**Ravenhall** – Distribution centre, Head office for Marketing, Sales, Finance, Administration & Warehouse  
30/32 Riding Boundary Rd, Ravenhall VIC 3023



Additionally, we have a Blueberry Packing facility located near Coffs Harbour, NSW.

In FY25, we are building on the strong governance foundations established in FY24, with our Executive Leadership Team and Chief HR Officer ensuring a consistent approach to identifying, assessing, and addressing modern slavery risks. We are further strengthening our focus by embedding proactive risk management across all operations and supply chains, reinforcing our ongoing commitment to prevent modern slavery throughout the business.

## Our Flavorite Executive Team



**Mike Nichol**  
Chief Executive Officer



**Chris Millis**  
Chief Operating Officer



**Chari Hall**  
Chief Human Resources Officer



**Sam Kisvarda**  
Chief Marketing Officer



**Grant Nichol**  
Chief Wholesale Trading Officer



**Jim Ilgoutz**  
Chief Financial Officer



**Jim Madden**  
Chief Production and Innovation Officer

We are a private company with approximately 750-1300 employees in Australia depending on the season.

We are committed to transparency within our business and to promptly dealing with any issues that may arise in connection with modern slavery. We expect the same standards from both our suppliers and our distributors.



## **BUSINESS OPERATIONS**

The business includes the following activities across our supply chain.

### **Growing**

- Several sites in Victoria grow Tomatoes, Capsicums, Cucumbers and Blueberries
- Growing sites are managed by our own People Leaders & Team Members, who are recruited directly at all levels, and additionally under our own Deed in the Pacific Australia Labour Mobility (PALM) scheme, we are able to also source additional Team Members from neighbouring Pacific Islands. To minimise potential risk we are committed to not utilising 3rd party Labour Hire Agencies in FY25 for the PLAM Program, which we ceased at the end of FY24. In FY25 Flavorite continues to utilise the Horticulture Labour Agreement with the Australian Government to enable the business to secure skilled agricultural roles on visa from overseas.
- We liaise with independent growers to ensure they operate ethically and responsibly.

### **Packing**

- A number of sites in Victoria have packing facilities.

- The packaging of products is under the Flavorite brand or customer's private label.

### **Distribution**

- A number of our sites across Australia have distribution facilities.
- Domestic products are delivered to their destination by road.
- Produce is delivered directly to major supermarket distribution centres or sold through Wholesale Markets with distribution across Australia.

### **Sales and Marketing**

- Sales and Marketing fulfil orders to meet customer requirements.

### **Procurement**

- Some produce is sourced from local private growers.
- Purchasing is conducted by the department responsible.
- Suppliers and contractors must meet Flavorite requirements.

## **OUR SUPPLY CHAIN**

Our supply chain is diverse and ranges from suppliers of raw material for our horticulture facilities and packaged goods through to services provided by contractors for cleaning, transportation, maintenance and the like. Where possible we obtain raw materials locally, however, we have suppliers from Europe and China. Our raw materials and packaging supplies are obtained from suppliers with whom we have a long-term and trusted relationship.

## **OUR ETHICAL STANDARDS**

We are committed to operating responsibly and adhering to high ethical standards. Listed below are our extensive list of policies and procedures which were all reviewed and updated during FY25 - providing the framework for the prevention of human rights and modern slavery risks for our

employees in FY25. These policies reflect our values and set the expectations of our employees to ensure a fair and ethical workplace. Employees can raise any suspected concerns regarding unethical behavior or decisions that could indicate potential wrongdoing. Contact details are available for employees to anonymously report any concerns. Due diligence is undertaken before entering a new client relationship, particularly in high-risk countries.

### **Code of Conduct**

Flavorite sets out clear expectations of how employees should behave in the workplace in order to provide a work environment where it is free of any behavior that is unlawful, unwelcome or destructive.

### **Workplace Health and Safety**

Flavorite is committed to maintaining the highest standards in protecting the health, safety and wellbeing of all employees and visitors on site.

### **Environmental and Sustainability Policy**

Flavorite's Environmental & Sustainability Policy guides the assessment and management of environmental risks, ensures compliance with legislation, and promotes sustainable practices. Together with our other policies, it reinforces Flavorite's commitment to fairness, equity, and responsible, ethical business conduct across the company and supply chains.

### **Diversity, Equity and Inclusion Policy**

Flavorite endeavors to provide a working environment that promotes fairness, equity and respect and is free from discrimination, bullying and harassment for all employees.

### **Human Rights Policy**

Flavorite conducts business in a way that respects the human rights of all people, including our employees, the communities in which we are active, and those working within our supply chain.

The policy sets out our commitment to applicable labour and employment law

### **Child Labour Policy**

Flavorite is committed to maintaining the highest ethical standards and complying with Australian and international laws on child labour. Our Child Labour Policy strictly prohibits the employment of children under 15, except in compliant educational or training programs, and extends to our operations and supply chains where we are able to exercise oversight. This policy, alongside other organisational frameworks, reinforces Flavorite's commitment to ethical practices, fairness, and responsible business conduct.

### **Equal Employment Opportunity, Discrimination and Sexual Harassment Policy, and Bullying Policy**

Flavorite is committed to providing a safe, respectful and inclusive workplace free from discrimination, bullying, sexual harassment and harassment on the ground of sex. Our Equal Employment Opportunity, Discrimination and Sexual Harassment Policy and Bullying Policy require all team members to treat others with dignity, courtesy and respect, and to prevent conduct that creates a hostile work environment. Together, these policies support fairness, equity and positive workplace practices that underpin Flavorite's broader commitment to ethical business conduct.

### **Whistleblower and Speak Up Policies**

Flavorite provides processes for a safe and confidential environment where concerns can be raised by whistleblowers without fear of reprisal or detrimental treatment.

### **Grievance Handling Policy**

To provide advice on what to do if employees have a grievance and how formal complaints will be handled at Flavorite.

## Recruitment Policy

Flavorite aims to ensure that recruitment and selection decisions are made consistently, fairly and equitably.



## TRAINING

Training is important in educating and raising awareness of issues around slavery including signs of slavery and how to report concerns. Our training ensures that all Team Members are made aware of the company's approach to modern slavery and how they can report any concerns that they may come across. Our pre-employment online training, and in-person induction program has allowed us to educate new Team Members on our key HR policy expectations around human rights, equal employment opportunity, harassment and discrimination. We also conduct annual refresher training on these policies for existing Team Members.

We will continue to look for ways to increase our Team awareness and have throughout the year created and reviewed relevant policies and kept the Board informed of the Modern Slavery Act and the steps we plan to take as a business.

## EMPLOYMENT RISK IDENTIFICATION

The company's growth and success are attributed to the way we do business and whilst we acknowledge horticulture can be a risk sector for modern slavery, we believe our company policies, procedures, practices and values define us as a company with high ethical standards in the treatment of our Team. Our directly employed

Team Members have contracts in place complying with all legal requirements such as minimum wages, hours of work and leave entitlements. To minimise any future potential risk to modern slavery practices, the business no longer engages with 3rd party labour hire agencies in FY25 and beyond, especially relating to the PALM Program.

In the financial year 2025, Flavorite continued to review potential risks of modern slavery practices across our operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location.

Flavorite is committed to independent oversight and transparency in how we manage ethical and social risks across our operations and supply chains. As part of this commitment, we undergo annual external audits, including the Sedex Members Ethical Trade Audit (SMETA). Sedex is a globally recognised platform and audit methodology that helps organisations assess labour standards, health and safety, environmental performance and business ethics in their own operations and those of suppliers, providing credible third-party evaluation and insights into working conditions and risk areas. In addition, Flavorite participates in the Fair Farms audit program, an Australian third-party social compliance initiative that independently assesses responsible employment practices and compliance with fair work and workplace standards, helping demonstrate our commitment to fair and ethical treatment of workers.

## RISK MANAGEMENT AND DUE DILIGENCE

To manage the risks of modern slavery at Flavorite and in our supply chain in FY25 Flavorite has continued to undertake the following measures:

- Review and update the project plan to assess potential risk with our suppliers;
- Raise awareness of modern slavery risks within our supply chain, with third party labour providers in FY25.

- Continual review of employees' right to work by conducting checks prior to commencement and at appropriate intervals throughout employment.
- Conduct education of our Team on the impacts and risks of modern slavery.
- Conduct Annual employee engagement surveys to determine any potential areas of concern.



#### **NEXT STEPS / ONGOING ASSESSMENT OF RISK**

At Flavorite, we have put in place a system for reviewing this statement on a regular basis to ensure continuous improvement and progress in any of the areas identified. We will work to collaborate with internal and external stakeholders to prevent and address any issues of modern slavery among our employees and suppliers. We will continue to raise awareness of the forms of modern slavery and continue to evolve our due diligence processes to aid in the identification of risk. We will continue to review existing policies and processes and explore new ways to improve identification and action of risk throughout our supply chain.

We plan to carry out and report on the following actions over the next reporting period:

- Communication with our suppliers to share our expectations and to raise awareness of modern slavery risks within our supply chain
- In FY26, as a key enabler of the above point we will continue to introduce and roll out a new Supplier Business Code of Conduct
- Continue to work with the Flavorite Sustainability project team to incorporate modern slavery actions into our annual Sustainability report
- Refine and continue to roll out our training package on modern slavery to our People Leaders and Team
- Continue to review and communicate relevant policy updates.

#### **PROCESS OF CONSULTATION**

During this reporting period, to develop this joint statement, we have actively engaged and consulted with each of the reporting entities that we own or control, covered in this statement.

#### **BOARD APPROVAL**

This statement was approved by the Board of Flavorite Bidco Pty Ltd on 27th January 2026.

Mike Nichol - Chief Executive Officer of Flavorite Bidco Pty Ltd and Chair of the Board of Directors, Flavorite Bidco Pty Ltd

