



## MODERN SLAVERY & ETHICAL SOURCING STATEMENT 2024

### PURPOSE

This statement has been created by Juremont Pty. Ltd. to address “Modern Slavery Act 2018 (The Commonwealth Act)” and “The Modern Slavery Act (NSW Act)”.

This statement reports on our company obligations under the above-mentioned Acts and confirms our ability to comprehend and combat modern slavery within our organisation and our network of suppliers and service providers, global and domestic.

We acknowledge 49.6 million people live in modern slavery today (reference: Walk free Global Slavery Index 2023 <https://www.walkfree.org/>):

- 1 in 4 are children
- 54% are women and girls
- 27.6 million are in forced labour
- 22 million are in forced marriage.

Juremont recognises modern slavery is a crime resulting in the abhorrent abuse of human rights. It can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another, to exploit them for personal or commercial gain.

This statement identifies the key risks within our supply chain and provides insight as to how we mitigate those risks.

### OUR BOARD

This statement is reviewed, approved by the Juremont Board and signed off by our Managing Director. The Board annually reviews and addresses Juremont’s modern slavery risks and implements a best practice approach for continual improvement. As a family-owned business operating for more than 30 years, our reputation as a leading industrial food ingredient distributor within Australia and New Zealand is important to us, as is our integrity and standing within our industry sector. The Board is clear on its expectation of how we conduct ourselves as an ethical business, including how we deal with each other internally.

### OUR BUSINESS

Juremont Pty Ltd is based in Melbourne and incorporates our New Zealand based subsidiary, Juremont Limited. We are a leading importer, domestic supplier and distributor of various non-retail food ingredients, servicing the food manufacturing industry.

Juremont strives for excellence by only sourcing and supplying safe, ethical, quality products to the food manufacturing industry. The same high standards are expected of our Juremont team, our contractors, suppliers and service providers. We ensure all Juremont team members and stakeholders are committed to and understand their role in achieving modern slavery objectives. Juremont continues to review relevant internal policies and be supportive of initiatives against modern slavery. Team training is updated on an annual basis and is underpinned by the following business operational and quality policies and procedures:

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## MODERN SLAVERY & ETHICAL SOURCING STATEMENT 2024

F003.1 Approved Warehouse Questionnaire  
F003.2 Approved Transport Questionnaire  
F009 Juremont Team Training Register  
P019 Juremont Food Defence Policy  
P018 Juremont Food Fraud Policy  
Doc 3 Juremont Bribery & Corruption Policy  
Doc 12 Juremont Grievance Policy  
Doc 13 Gender Equality Policy  
Doc 22 Modern Slavery Statement 2024  
Doc 23 Juremont Supplier & Service Providers Code of Conduct  
Doc 24 Juremont Supplier & Service Provider Modern Slavery, Ethical & Sustainable Sourcing Questionnaire

### WORKING WITH SUPPLIERS WHO RESPECT HUMAN RIGHTS

We actively collaborate with our suppliers on social, ethical and environmental performance which enables us to support our supply chain processes and ingredient sourcing.

We only partner with suppliers who:

- sign off on our Doc 23 Supplier Code of Conduct as part of our contractual terms;
- complete our Doc 24 Modern Slavery, Ethical & Sustainable Sourcing Questionnaire;
- complete our Provider F003.1 Approved Warehouse Questionnaire or F003.2 Approved Transport Questionnaire;
- are Sedex Members (preferably with SMETA 4 Pillar Audits); and
- have a GFSI standard (a global scheme aiming to promote mutual recognition of 3<sup>rd</sup> party certified food safety standards that are significantly comprehensive and adequate to satisfy major manufacturers, global retailers and the like).

Juremont's Supplier Code of Conduct establishes that our suppliers are expected to notify us of any actual or suspected legal infractions, including legal actions against the supplier by authorities for human rights violations.

### FOCUS ON SUSTAINABILITY PROGRAMS & REPORTING

We are registered with SEDEX - company ref ZC1013694 - where we and our suppliers store, share and report on sustainability practices within the supply chain.

We participate in the following certified sustainable sourcing programs:

- Rainforest Alliance - Cocoa
- Cocoa Horizons
- Marine Stewardship Council
- RSPO.

As an accredited member of the Australian Trusted Trader Program (ATT) overseen by Australian Border Force, our documented supplier contract management workflow and our Approved Supplier Program are important components of our ongoing participation in ATT.

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### OUR PEOPLE:

We employ a full-time team of 19 at our office in Kew, Melbourne, Victoria. All personnel are employed with individual employment contracts in accordance with Australia's Fair Work guidelines. Our team is highly valued by our Board. Respect and equality are an integral component of our workplace. Work Health & Safety, Gender Equality and Grievance policies are in place.

### COMMITMENT TO TRAINING:

All personnel receive training on induction and throughout the year on:

- expectation on Supplier Code of Conduct
- human rights including forced labour and child labour risks
- ethical sourcing and sustainability initiatives
- food defence and food fraud
- bribery and corruption
- Quality Management including our Approved Supplier Program and HACCP

### WE IDENTIFY & TRACK RISKS AT THE CORE OF MODERN SLAVERY

Our Modern Slavery and ethical sourcing program is reviewed quarterly by our General Manager Operations, our Company Director and our Quality Assurance Manager.

When reviewing our company's exposure to modern slavery we have addressed the follow areas:

- Sector and industry risks
- Product and services risks
- Organisational risks
- Geographic risks
- Hidden risks

**Sector and industry risks** – including countries with vulnerable populations, suppliers with poor business models and sustainability practices, or high-risk work practices and susceptibility to corruption.

**Product and services risks** - we look at product production timeframes, products sources from high-risk countries and products that change frequently with seasonal trends or come from multi sites.

**Organisational risks** - we review suppliers annually and assess those with poor governance structure or a poor track record of human rights violations. We review and act if our suppliers and service providers have poorly managed procurement or auditing processes within their businesses.

**Geographic risks** - Geographic risks include countries with poor governance or conflict present particularly in relation to inadequate laws protecting workers' rights.

**Hidden risks** - We focus on areas with little visibility in a supplier organisation such as new sub-contractor management or new manufacturing sites, assessing their modern slavery and ethical sourcing risk and practises and how they address modern slavery risks with their personnel.

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## OUR SUPPLY CHAIN REVIEW & MAPPING

Our due diligence relating to modern slavery is front and centre when we assess our suppliers and their products.

During our annual review we undertake a risk assessment process covering risks to people in our own operations, our supply chain and our service providers.

We identify and assess high risk suppliers, direct and indirect products, farms/sites and countries in relation to modern slavery.

Juremont sources products and services from the following high-risk sectors (Reference: Responsible Sourcing Tool <https://www.responsiblesourcingtool.org/identify/> & Walk free Global Slavery Index 2023 <https://www.walkfree.org/>):

- **Agriculture/ Fishing / Aquaculture** – including risk of vulnerable labour in agriculture, wild caught fishing, farm fishing and fish processing, meat production and processing. We consider where the raw materials are from, high risk work practices and risk associated with a low skill work force or migrant workers and their work conditions.
- **Transport & Warehousing** – including supply chain logistics associated with shipping, transport service workers and warehousing services and third-party arrangements.
- **Office based services** – including how we as a business and our suppliers and services providers conduct themselves in relation to their office employment practices.

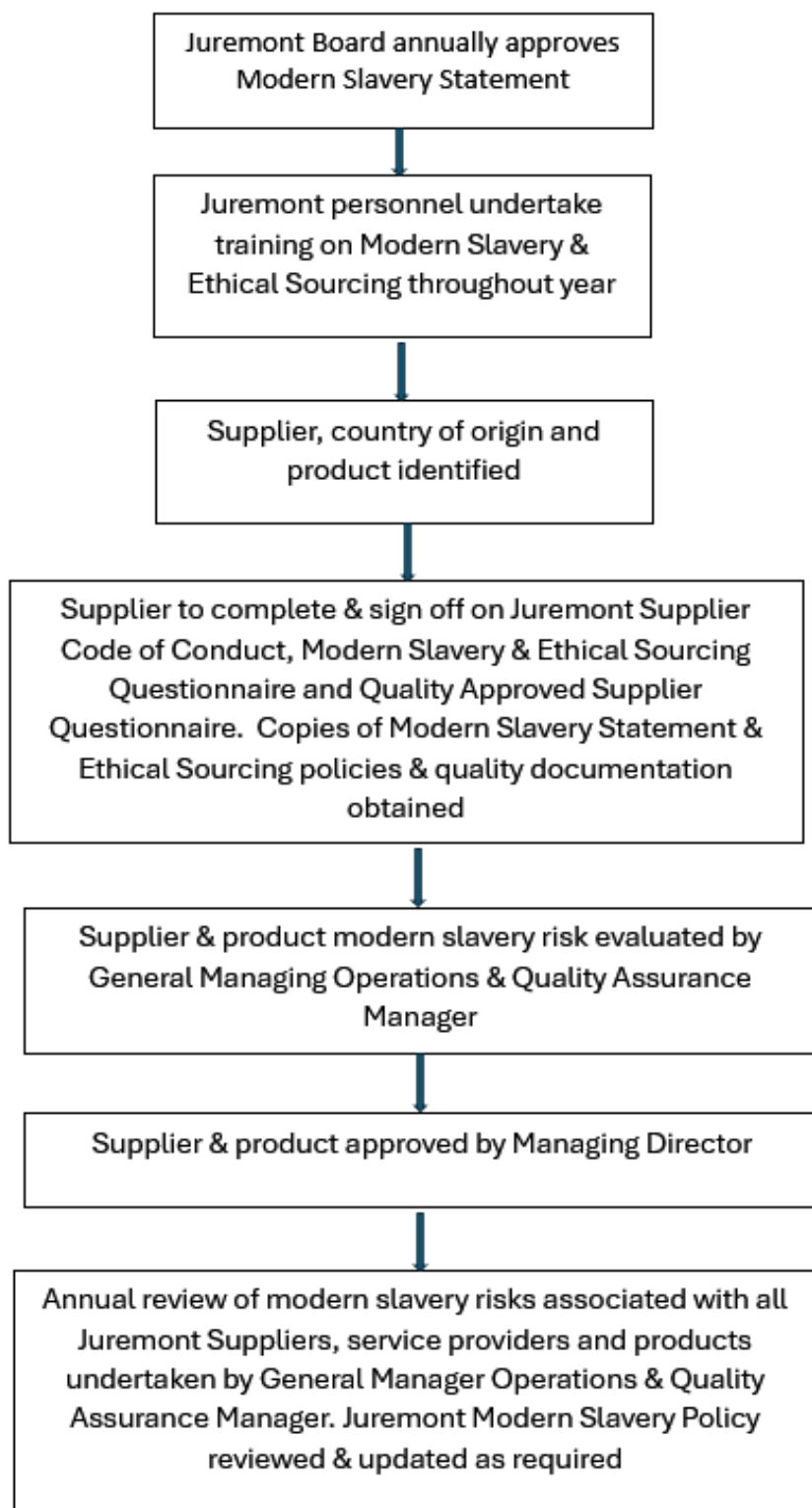
Through our Supplier Modern Slavery & Ethical Sourcing Questionnaire and our Quality Management Approved Supplier Program, we determine our exposure to high-risk products coming from regions with documented risk of modern slavery offences including child and forced labour:

Ingredient Categories/Services	Source Origin Country	High Risk Source Country for Child or Forced Labour or Transportation
Cocoa	Indonesia, Malaysia, USA, Ivory Coast, USA, Singapore	Indonesia, Ivory Coast, Malaysia
Collagen	Brazil, Norway	Brazil
Gelatine	Brazil	Brazil
Pineapple	Thailand, Philippines	Thailand
Tomato	China	China
Beverage Whiteners	China	China
Fruit & Veg inc. Concentrates & Purees	China, Argentina, Turkey,	China, Argentina, Turkey
Palm Oil	Malaysia	Malaysia
Flavours	Australia, France, Thailand	Thailand
Coconut	Indonesia	Indonesia
Warehousing	Australia	
Transport	Australia	

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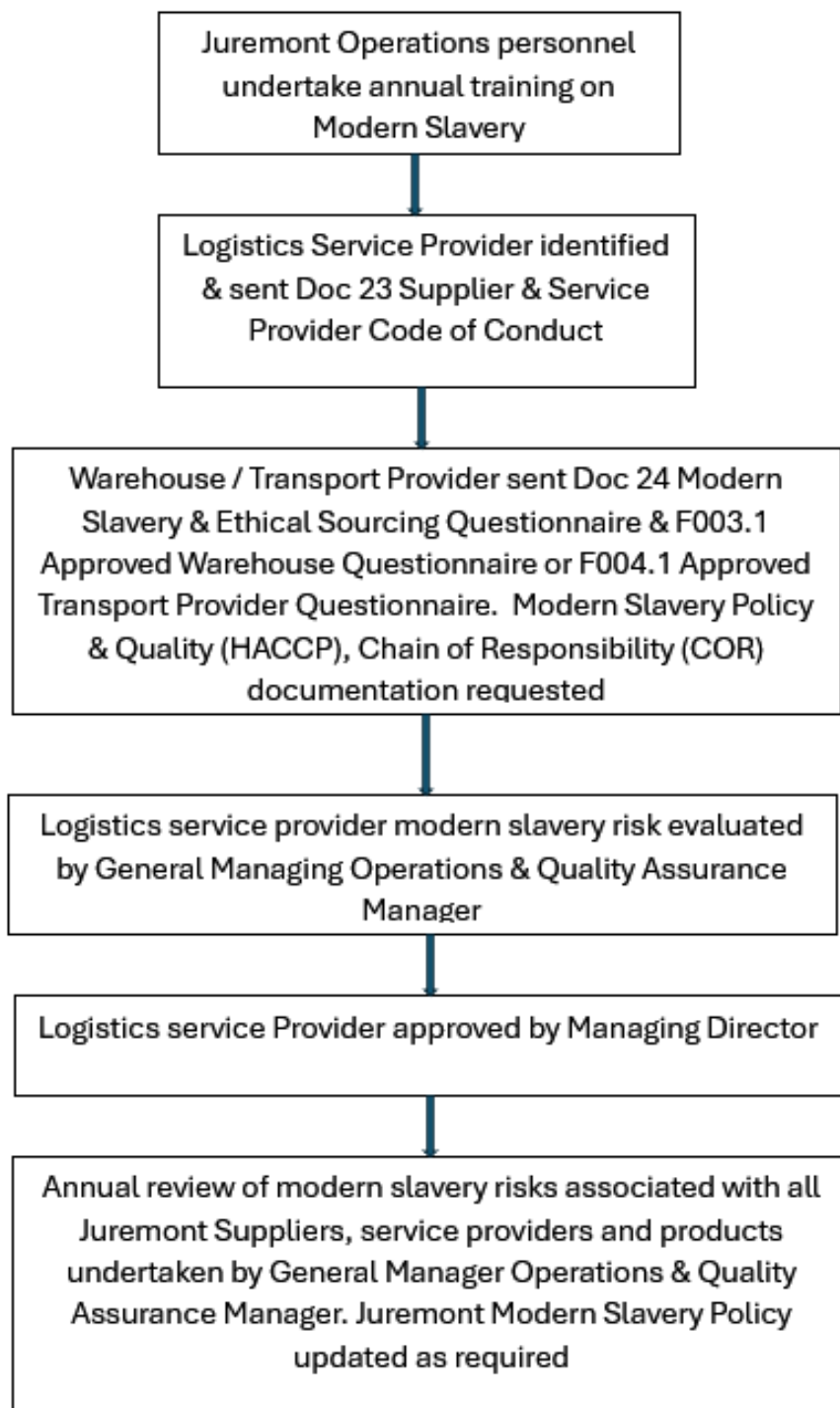
Juremont's Supply Chain Process Flow Chart for procurement risk and assessment:



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Juremont's Supply Chain Process Flow Chart for Operations Logistics risk and assessment:



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### BEST PRACTICE & CONTINUAL IMPROVEMENT

Juremont continues to research global risk areas associated with modern slavery and ethical sourcing and takes this data into consideration, particularly for agencies and factories we intend to engage.

We have a robust modern slavery and ethical sourcing risk review process activated.

We value and treat our personnel with respect with individual employment contracts in place. We expect the same standards of our suppliers and service providers.

Human rights, fairness and fair play go to the core of Juremont's culture, and we will continue to recognise and develop our commitment to eliminating modern slavery for the complex supply chains we operate in.

This statement constitutes Juremont's Modern Slavery Statement for from January to December 2024. This statement has been reviewed and approved by the Juremont Board and signed off by our Managing Director.

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Andrew Rolle



Managing Director

Date: 17.01.25

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