

2024 Modern Slavery Statement

This statement is made on behalf of Viridis Pty Limited (ACN 623 149 217), trading as Viridis Ag, headquartered at Suite 3, Level 3, 429 Swift Street, Albury, New South Wales. It is published in accordance with the Modern Slavery Act 2018 (Cth) and outlines the actions taken by Viridis Ag during the 2024 reporting period.

Viridis Ag owns Viridis Ag Services Pty Limited (ACN 617 025 573), which acts as its employing entity. For the purposes of this statement, both entities are collectively referred to as Viridis Ag.

Our Commitment

At Viridis Ag, we respect the human rights of our people and those we do business with. We aim to avoid causing harm through our own actions and work to reduce any risks linked to our operations or supply chain. If issues do arise, we are committed to addressing them swiftly and transparently.

In 2024, Viridis Ag did not identify any cases of modern slavery or human trafficking in our operations or supply chain, nor did we receive any reports or concerns from staff, contractors, or suppliers.

Our Business

Viridis Ag is a privately owned Australian company, wholly owned by investors in the Macquarie Agriculture Cropping Fund Australia (MAFCA). We produce grains, oilseeds, cotton and legumes across 11 broadacre farms: 3 in New South Wales, 2 in South Australia, and 6 in Western Australia. Our head office is based in Albury, New South Wales.

We employ approximately 100 permanent staff and engage a seasonal workforce of around 50 during key periods such as seeding and harvest. Our business model is focused on long-term sustainability — investing in our people, paddocks and systems to produce low carbon food and fibre for local and global markets.

Our Governance Framework

Viridis Ag maintains a governance framework that supports compliance with the *Modern Slavery Act* and broader legal and ethical obligations. The Board is responsible for overseeing governance and risk management, including risks related to modern slavery and human rights.

Operational leadership is led by the CEO and General Managers, with day-to-day responsibility for modern slavery risk management coordinated by the General Manager – Human Resources.

Our People

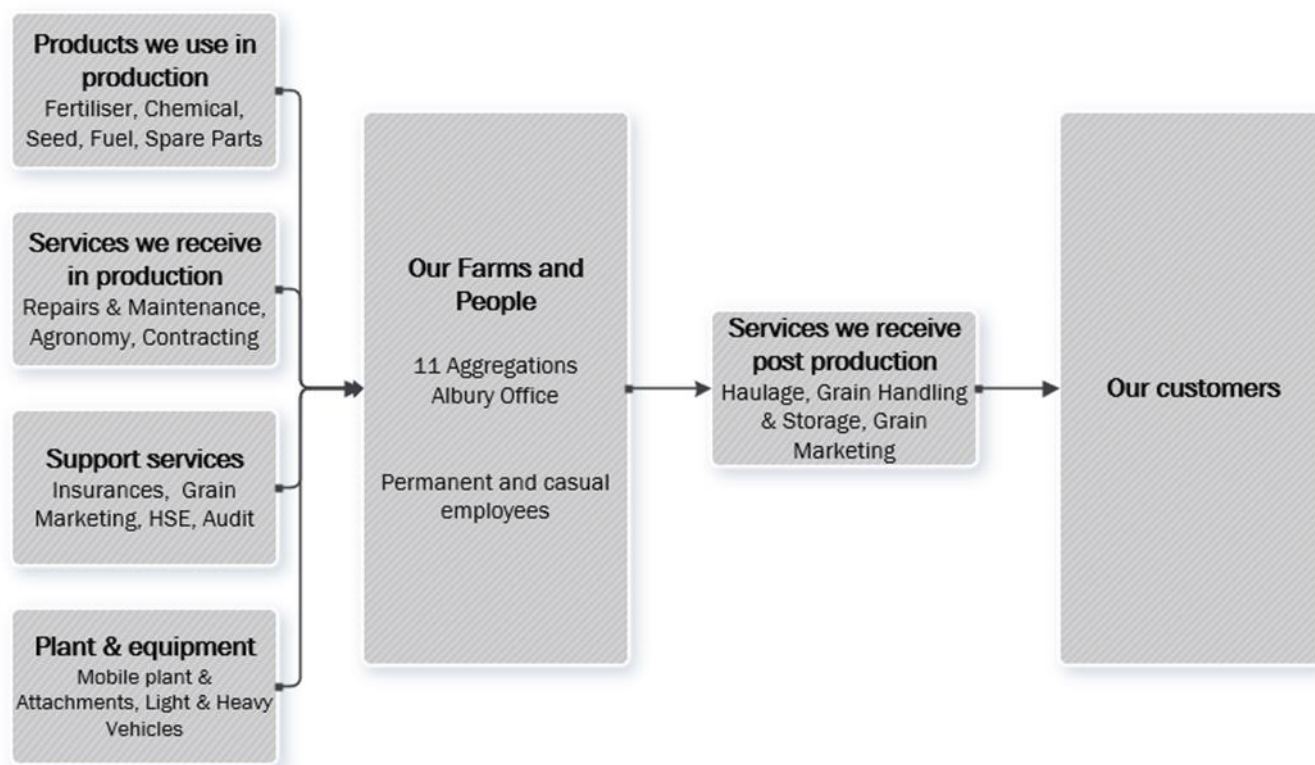
All Viridis Ag employees and labour hire staff are engaged under Australian employment laws and relevant industrial instruments, including the *Fair Work Act 2009*, modern awards, WHS legislation and anti-discrimination laws. We ensure all staff receive their correct entitlements, including wages, leave and superannuation, and are provided with safe, fair, and respectful working conditions.

We regularly review HR processes and labour hire arrangements to confirm compliance. We are confident that our employment practices do not present any risk of modern slavery.

Our Supply Chain

Viridis Ag works with a range of suppliers and service providers, primarily based in Australia. We aim to partner with organisations that reflect our values and demonstrate responsible, ethical, and sustainable business practices.

Our supply chain includes providers of agricultural inputs, equipment, logistics, fuel, and professional services. These relationships play a critical role in our operational success and reputation.



Risk Management Activities in 2024

To better understand our modern slavery risks, we undertook a structured review of both our operations and supply chain. This included:

- Mapping our supply chain to identify key relationships;
- Reviewing our internal employment practices;
- Distributing a modern slavery risk questionnaire to our top 20 suppliers; and
- Conducting a desktop risk assessment using industry and government tools.

The findings indicate a low level of risk in both our direct operations and Tier 1 supplier group. Most suppliers are well-established Australian businesses operating in highly regulated industries with internal compliance programs of their own.

Risks in Our Operations

All staff — including casual and seasonal workers — are employed within Australia under transparent, lawful arrangements. We maintain oversight of labour hire providers to ensure their practices meet the same high standards.

Given Australia's strong industrial framework and our internal controls, we consider the risk of modern slavery in our direct operations to be very low.

Risks in Our Supply Chain

Our top 20 suppliers represent the majority of our procurement spend and span core categories such as inputs, equipment, fuel, and logistics. Each was engaged through a questionnaire to understand their approach to identifying and managing modern slavery risks.

Based on their responses, regulatory context, and business profiles, we assess the risk of modern slavery in this group as low. These suppliers operate within Australia's legal framework and many are also reporting entities under the Act.

While upstream risks (e.g. in offshore manufacturing of inputs or machinery) cannot be ruled out, our direct exposure is limited. We will continue to monitor these relationships and seek greater transparency where necessary.

Assessing Effectiveness

To assess the effectiveness of our actions, we have:

- Tracked supplier questionnaire completion and quality of responses;
- Reviewed employment and labour hire practices;
- Monitored for complaints, grievances or incidents related to workplace conditions;
- Maintained open communication with suppliers; and
- Continued internal governance and oversight.

No modern slavery concerns were identified during the period. We believe these practical measures are proportionate to our business size and risk profile. Over time, we will build on this baseline by refining our tools, setting clearer targets, and enhancing supplier engagement.

We also maintain a Whistleblower Policy to provide employees and contractors with a confidential channel for raising concerns, including those related to human rights or modern slavery.

This Modern Slavery Statement was approved by the Board of Viridis Ag on 17 June 2024 in accordance with section 13 of the *Modern Slavery Act 2018 (Cth)*.

Michael Carroll

Chair
Viridis Ag
17 June 2025