



Cotton Seed Distributors

Modern Slavery Statement for FY23



Reporting Entity Identification

This is the inaugural Modern Slavery Statement for Cotton Seed Distributors (CSD) (ABN 84 000 568 730) during the reporting period 1st April 2023 to 31st March 2024. This document serves as a collective Modern Slavery Statement in accordance with section 14 of the Modern Slavery Act 2018 and encompasses Cotton Seed Distributors' associated entities as outlined in the company's structure.

Reporting Entity Structure, Operations, and Supply Chains

Our operations encompass administrative, laboratory, processing, extension and farm facilities at Wee Waa NSW, as well as an operational facility at Dalby QLD. The CSD corporate structure includes the following entities:

Legal Name	Location	Type
Cotton Seed Distributors Limited	Australia	Public Company
Cotton Seed International Pty Limited	Australia	Private Company
CSD Holdings Pty Ltd As Trustee For The CSD Property Trust	Australia	Fixed Unit Trust

CSD is currently Australia's sole supplier of elite cotton varieties. Proudly industry controlled, CSD provides the Australian cotton industry with the best seed, germplasm, seed treatments and biotechnology traits to deliver world leading yield and quality. Our workforce consists of approximately 70-100 employees including casual employees, collectively contributing to our vision of excellence.

Risks of Modern Slavery Practices

CSD is committed to mitigating modern slavery risks. Operational risk is minimal, with 100% of permanent employees directly engaged and seasonal labour is sourced through an Australian agribusiness labour hire company with a proven track record. Within our supply chain, 99.33% of suppliers are located within Australia. Our overseas supplier spend was \$23M with suppliers from the USA and Northern and Central Europe.

Actions Taken for Risk Assessment and Addressing

While our local procurement is robust, we've identified labour hire as a potential modern slavery risk as per the 2018 Modern Slavery Act. This prompted us to scrutinise the wider upstream supply chain activities for enhanced transparency. During this reporting period, CSD has reviewed all Tier 1 suppliers with a spend greater than \$1M and developed a supplier Modern Slavery Questionnaire for all suppliers not self-identifying as compliant to their applicable National Modern Slavery Regulations, as well as a Supplier Code of Conduct to outline ongoing supplier expectations, emphasising modern slavery assessment and mitigation. Ethical procurement enquiries will be integrated into the supplier onboarding process. Our internal Procurement Standard was reviewed to enhance ethical practices, applicable to all corporate entities.

By collaborating with at-risk suppliers, we will gain deeper insights into their upstream supply chains. Our commitment to address risks remains steadfast. We will enhance visibility across supplier tiers to monitor modern slavery risk and heighten

awareness among management and staff involved in procurement activities.

Effectiveness Assessment of Actions

CSD will assess action effectiveness by increasing spend under contract, with measures for enhanced supplier engagement and transparency. We will be transparent in the implementation of ethical procurement enquiries and the integration of modern slavery assessment into supplier relationships. The reduction in modern slavery risks serves as a key indicator of our progress.

Consultation on Statement Development

All controlling entities share a uniform corporate governance framework and group policies, ensuring comprehensive coverage. The process of developing this statement also includes all entities covered by the statement, reinforcing our commitment to transparency and collaboration.

Board Approval

This statement has been reviewed and approved by the Board of

Cotton Seed Distributors Limited.

Signed:

A handwritten signature in black ink, appearing to read 'Tony Quigley', written in a cursive style.

Tony Quigley
Chair

Date: 7 September 2023

