

MODERN SLAVERY STATEMENT 2020



Introduction

This is the first Modern Slavery Statement (“Statement”) for Oz Group Coop Ltd (“Oz Group”) and is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth).

The purpose of this statement is to outline the approach that Oz Group has taken to create frameworks and processes to reduce the risk of modern slavery in both the business operations and our supply chain.

At Oz Group we recognise that slavery and human trafficking can occur in many forms, this can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

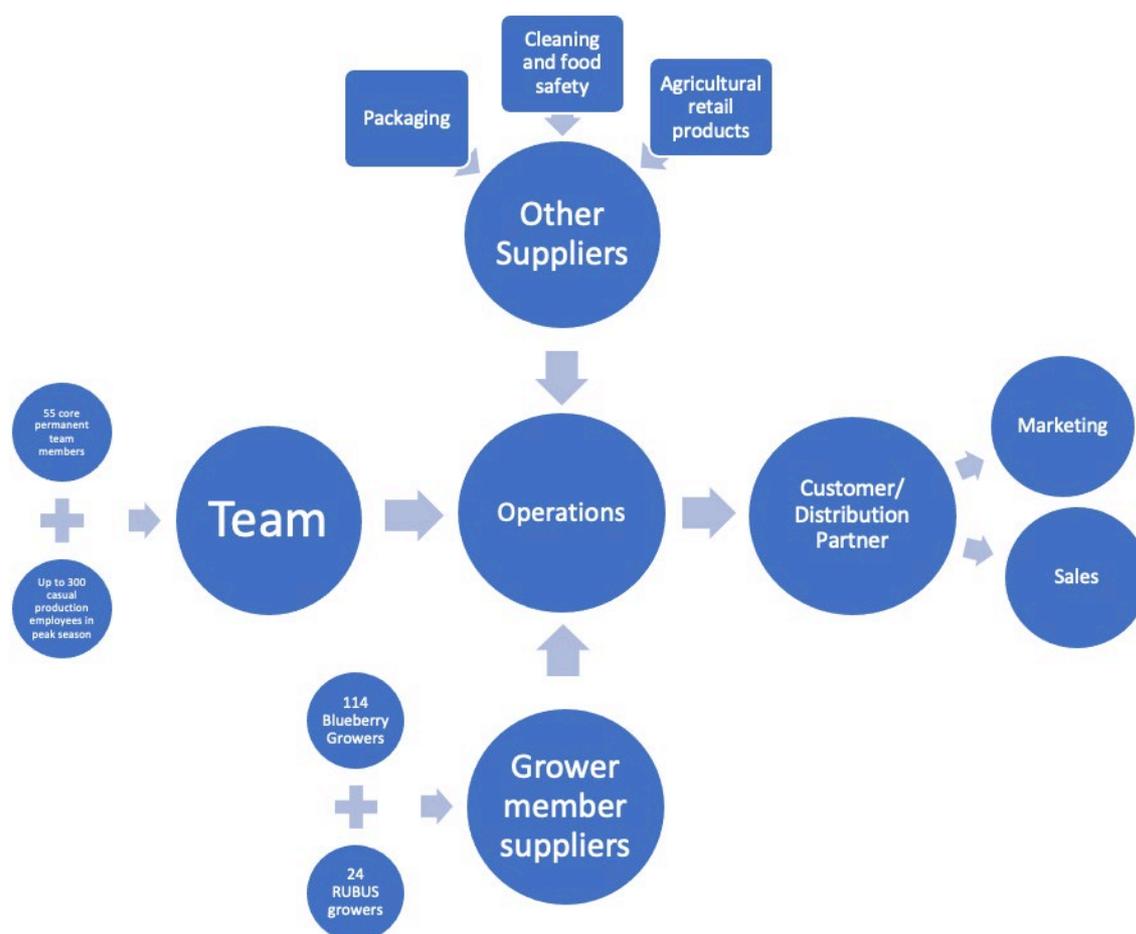
Oz Group is fully committed to operating responsibly and establishing and adhering to the highest ethical standards. We aim to identify and eradicate any forms of slavery or human trafficking in our business.

Our Business

Oz Group is a 100% Australian Farmer Owned Cooperative. Oz Group works with our members to process and distribute the finest quality berries and berry products for our consumers. We are passionate about providing the community with the freshest berries through sustainable and best farming practices. The group commenced in 2001 with the partnership of 4 grower families under the banner Oz Berries. In 2013 Oz Group Cooperative formed, allowing growers to focus on farming and professionals to take over production, accounts, marketing and distribution.

Our Structure, Operations and Supply Chain

This statement covers the operations of Oz Group Cooperative Limited, which is a registered co-operative. A Board of Directors oversee the business and set the strategic direction for the senior management team to deliver.



Key facts

<i>Item</i>	<i>Detail</i>
Legal form of the entity	Co-operative
Employees	55 permanent, up to 300 casuals in peak season – direct employment Some contract work used for projects and specialist advice
Processing and production	Transport of fruit from receival points Packaging of fresh berries to purchase ready punnet Transfer of product to distribution partner
Provision of products	Retail store sells agricultural products to members and general public
Research and development	Agronomy team runs trials of improved farming practices

Our approach

Our approach is underpinned by two of our core values: Respect and Safety.

Respect - Our Team values respect. Respect for each other, respect for property and respect for the co-op's goals.

Safety - Our Team is focused on safety. This means we prioritise our safety, and the safety of others.

Oz Group does not accept any form of slavery-like practises within the co-operative or throughout it's supply chain. We have put in place policies and processes to promote ethical and legally compliant behaviour, including our Code of Conduct and Whistleblower Policy.

Due Diligence and Identifying Risk

Within Oz Group Cooperative Ltd a due diligence process focussed on the risk of modern slavery practices to people linked to our business through operations and the supply chain. This process showed little to no risk within the internal operations of the business as appropriate policies, procedures and checks are in place.

Agriculture is identified globally as an industry with a high risk of modern slavery practices.

However, within the supply chain and in particular with our member grower suppliers, we identified the possibility of risk of modern slavery practices due to the high number of small businesses, the high level of use of labour hire contractors and the lack of regulation around labour hire contracting in New South Wales. We used this information to prioritise our focus on education, skills development and auditing of our grower suppliers and their labour supply chain.

Supply Chain

<i>Key Suppliers</i>	<i>Risk</i>
Grower member (blueberries and RUBUS)	Small business with lack of expertise in labour laws Use of labour hire contractors – control over treatment of workers Foreign workers often employed with lack of understanding of labour laws
Punnets	Production in factory in China resulting in risk of modern slavery
Cardboard packaging	Items produced locally, lower risk of being linked to modern slavery
Food safety items	Items produced overseas may have a risk of being linked to modern slavery
Retail products	Items produced overseas may have a risk of being linked to modern slavery

Addressing the Risk of Modern Slavery

Oz Group's approach to addressing the risks of modern slavery within the supply chain include the following measures:



Compliance Officers - employed to provide education, support and auditing of supplier systems and processes



Contractor obligations - asking labour hire contractors to provide evidence of their compliance with the law



Ethical sourcing certification - participating in third party audit and certification processes

Further, Oz Group has:

- Developed a plan to introduce a policy for suppliers around their modern slavery obligations including participating in ethical sourcing accreditation and certification.
- Introduced a Whistleblower Policy.
- Reviewed and improved existing policies.
- Introduced an Employee Handbook to provide a simpler way for employees to understand the key policies and processes.
- Included discussion about modern slavery and appropriate practices in management and Board meetings.
- Provided checklists and data to suppliers to help them reduce their risks of modern slavery and improve their practices.

Assessing Our Actions

Oz Group Cooperative is committed to ensuring that the steps taken to address modern slavery in the operations and supply chain are effective. To do this, we will:

- Establish an annual review of actions by the senior management team and Board of Directors.
- Establish an annual process of feedback from employees within the operations and those of the grower member suppliers.
- Track our progress toward ethical sourcing certification.
- Conduct internal audits to review the progress against our goals.
- Track supplier progress in meeting the requirements set by Oz Group.

Future Commitments

Over the next 12 months our focus areas include:

- Providing further education and training to our grower member base
- Improve awareness with internal employees through increased training and improved induction
- Having transparency of all labour hire contractors supplying labour to our member base
- Auditing labour hire contractors to ensure they meet the standards required in the provision of labour
- Registration and initial assessment for all growers with an ethical sourcing certification system – SEDEX or Fair Farms
- Internal audit of a selection of growers against the ethical sourcing framework
- Continuous improvement in internal policies and practises as measured by the ethical sourcing certification system
- Mapping supply chains to ensure a full understanding of risk
- Release to all other suppliers our expectations around their compliance with modern slavery legislation

This statement was approved by the Board of Oz Group Cooperative Ltd.



Stephen Thandi
Chairman