



## Marquis Marketing Pty Ltd

### Modern Slavery Statement

#### *Introduction*

This Modern Slavery Statement (**Statement**) is made pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (the **Act**). This Statement is provided by Marquis Marketing Pty Ltd (**Marquis Marketing**) and addresses its operations and supply chains.

Previously, Marquis Marketing has provided a joint Modern Slavery Statement with Marquis Macadamias Ltd (**Marquis Macadamias**), due to the companies' close connection and both forming part of the macadamia business carried out by the "Marquis Group". It has been determined by the respective entities' Boards of Directors in FY21 that each company should continue to make a separate Modern Slavery Statement.

In accordance with the Act, this Statement sets out the steps Marquis Marketing has taken from 1 April 2022 through 31 March 2023 (FY23) to identify and assess the risks of modern slavery in our business and supply chains.

Marquis Marketing is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. We will not tolerate any forms of slavery or human trafficking in our business

#### ***About Marquis Marketing Pty Ltd – Structure, Operations, and Supply Chains***

Marquis Marketing was established in 2011 as the marketing arm for Marquis Macadamias' Australian operations. Marquis Marketing started procuring macadamia products from processors in South Africa and Kenya and quickly established itself as the market leader in macadamia quality and reliability.

Marquis Marketing was a wholly owned subsidiary of Marquis Macadamias prior to FY21. In the current reporting period, the shareholders of Marquis Marketing remain Marquis Macadamias Ltd and Global Macadamias Marketing Pty Ltd, each company holding 50% of the total shares in Marquis Marketing.

Marquis Marketing sells macadamias to 23 countries from Australia, South Africa, and Kenya. Marquis Marketing Pty Ltd (South Africa) is a wholly owned subsidiary of Marquis Marketing. It is domiciled in South Africa and carries out sales and marketing functions in South Africa.

Marquis Marketing had revenue of \$214 million as at financial year end of March 2023.



The Marquis Marketing supply chain is not extensive but relatively complex. The most significant direct suppliers are Marquis Macadamias (Australia) and Marquis Macadamias (Pty) Ltd (South Africa), through which companies Marquis Marketing is supplied all of the macadamia nut-in-shell and macadamia products it markets and sells around the world.

The raw nuts and macadamia products supplied through these companies come from over 400 growers across Australia and South Africa, and further growers in Kenya, Mozambique and Zimbabwe. A significant number of those growers are also shareholders in the companies that process their raw macadamias (Marquis Macadamias and Marquis Macadamias (Pty) Ltd).

While most suppliers to Marquis Marketing are based in Australia and South Africa, within the supply chain there are a number of suppliers located in the US, China, South Korea, Singapore, and Indonesia. These suppliers support the two processing companies and their processing sites at Lismore and Bundaberg in Australia, and at Alkmaar and Lows Creek in South Africa. This supply includes processing equipment and materials, cleaning, packaging, transport and logistics. The remaining suppliers are located in Australia but may source materials from overseas.

Agriculture is an industry well known to have a high risk of modern slavery in Australia and elsewhere. This risk is heightened where there is reliance on seasonal workers, often recruited through labour hire companies, and workers arriving in Australia from overseas. While Marquis Marketing employs permanent corporate services staff, the processing companies supplying Marquis Marketing do employ temporary staff for seasonal work. Marquis Marketing is committed to focusing its efforts to address modern slavery in the seasonal workforce in its supply chain and assisting the processing companies and the businesses of their farmer-owners and suppliers to do the same.

### ***Governance of Modern Slavery Risk Management***

The Board of Marquis Marketing has ultimate responsibility for the oversight of compliance with Marquis Marketing's modern slavery obligations. In order to strengthen this oversight and implementation of effective policies and procedures, the Board ensures that its key management personnel have the authority to oversee and report to the Board on Marquis Marketing's approach to managing modern slavery risk in the workplace.

While Marquis Marketing is continuing its journey of modern slavery supply chain risk transparency, Marquis's processing companies have a long-standing commitment to human rights and the prevention of forced labour. The processing companies' Boards are progressing with their creation and implementation of employment Codes of Conduct and other labour related policies incorporating commitments by the business to respect human rights, to ensure workers have the right to freedom of association and collective bargaining, and to prohibit forced, bonded, indentured or child labour.

The Board is committed to building effective risk management tools, and part of this process involves the establishment of systems where workers are able to lodge complaints and where necessary disciplinary action can be taken, whether relating to direct employees or contractors to the businesses.

Marquis Marketing assesses and audits its suppliers, including its processing companies, with a Supplier Questionnaire. Marquis Marketing ensures that the processing companies confirm that their own suppliers (including macadamia growers) have completed the questionnaire and have been audited before receipt of any goods. The questionnaire also includes questions relating to food safety issues, quality management systems and the general nature of the suppliers' businesses.

While Marquis Marketing has identified its commitments to respecting human rights, its continuous improvement over the next 2 years will focus on an explicit condemnation of modern slavery, and the monitoring and further implementation of rigorous processes to address the risks of modern slavery in our supply chain and operations.

### ***Assessing the Effectiveness of Marquis Marketing's Actions***

Since the last reporting period, Marquis Marketing has continued to undertake the following actions:

1. review of existing policies for compliance with its modern slavery obligations.
2. continued supplier engagement.
3. preparation of materials to better engage with suppliers on identified risk areas.
4. engagement with employees and stakeholders on the identified risk areas and responsibility for monitoring these risk areas.
5. building awareness of modern slavery risks within the supply chain (both internally and externally to Marquis Marketing).

Marquis Marketing remains committed to collaboration and stakeholder engagement as critical components to eliminate modern slavery. The Board will continue to review, assess, and address the objectives of its Modern Slavery policy annually or more frequently as required. Marquis Marketing will also evaluate a range of considerations to address the risks of modern slavery in the company's operations and supply chain including:

1. active training of employees;
2. anonymous employee and stakeholder surveys;
3. regular review of labour legislation and applicable awards;
4. assessment and monitoring of training for suppliers of Marquis Marketing;

5. review and updating of supplier questionnaires annually; and
6. regular supplier audits and spot checks.

### ***Consultation and Approval***

In the process of developing this Statement, Marquis Marketing has collated information relating to its operations and supply chains and those of its suppliers in order to accurately prepare this statement. The Statement has been circulated for review and comment by the Board of Marquis Marketing and was approved by the Board on xx December 2023.

*Shane Hartman*

---

Shane Hartman  
Chairperson

Marquis Marketing Pty Ltd  
ACN 147 689 987