

Initial Modern Slavery Statement

This statement is published on behalf of Viridis Pty Limited, ABN 566 231 49 217 of Suite 3 Level 3 429 Swift Street, Albury, New South Wales (Viridis Ag). This statement is made by Viridis Ag as a reporting entity pursuant the Modern Slavery Act 2018 (Cth) as an initial report. Viridis Ag does not own or control any other entities.

Viridis Ag has not identified any instances of modern slavery or human trafficking associated with its own operations or through its supply chain. In addition, Viridis Ag has not received any concerns from its staff or contractors regarding modern slavery or human trafficking.

Viridis Ag's Business

Viridis Ag is committed to being a consistent and reliable supplier of quality produce from its cropping enterprises and operating a sustainable business that targets long term returns whilst effectively managing short term risks. Viridis Ag owns 12 cropping enterprises; 3 located in New South Wales, 2 in South Australia and 7 in Western Australian. These businesses are supported by an office in Albury New South Wales. Viridis Ag employs approximately 100 employees.

Our Supply Chain

Viridis Ag seeks suppliers of both products and services with similar values, ethics, and sustainable business practices, including those relating to human rights. Viridis Ag acknowledges and recognises that the conduct of its suppliers can have a significant impact on Viridis Ag's performance and reputation within the communities that it operates.

Viridis Ag is implementing due diligence requirements for suppliers which highlights the need for suppliers to take steps to avoid or eliminate slavery and human trafficking from their supply chain.

A significant number of our suppliers' operations are based in Australia. We believe these suppliers have a lower risk of modern slavery occurring in their supply chains as their operations are Australian based and they are required to comply with the Modern Slavery Act within their own supply chains.

However, our procurement activities do include purchasing goods and services from suppliers who provide products with overseas components, such as chemicals and equipment.

Risks of Modern Slavery

To better understand the initial baseline of modern slavery risks, Viridis Ag intends to profile our key suppliers and service providers. This will enable us to undertake a risk assessment of any modern slavery risks, or potential risks, within our supplier's operations and supply chains. This in turn will allow the identification of high-risk suppliers who are either located in or source their goods from high-risk countries, for example, the procurement of machinery from suppliers who have manufacturing plants overseas. High risk suppliers will be requested to complete a Modern Slavery Supplier Questionnaire and allow us to ascertain whether they have implemented adequate steps to mitigate modern slavery risks and whether their supply chains follow an ethical sourcing policy.

Viridis Ag understands that the environmental, social and governance risks relating to suppliers varies depending on their geographic location and size. The processes and systems that will be implemented will reflect proportional risks.

Viridis Ag intends to publish this statement on its website and make available to relevant contractors during their induction processes.

Our People

Viridis Ag will ensure all relevant staff who manage supply relationships understand Viridis Ag's zero tolerance on slavery and human trafficking. This will include providing these employees with a copy of this statement and training as required.

As part of our human resources policies and procedures, Viridis Ag seeks to ensure compliance with all relevant local laws and regulations. Viridis Ag has in place procedures to manage employee welfare and endeavour to ensure all employees and contractors are paid at least the minimum entitlements applicable and regularly reviews those procedures.

Viridis Ag's Policy & Procedures

Viridis Ag strives to achieve the highest standards of ethical behaviour in the conduct of its business activities. It supports and respects the protection of internationally proclaimed human rights. Viridis Ag endeavours to avoid being complicit in human rights abuses and will not tolerate slavery, human trafficking, abusive or unfair treatment in its business or supply chain.

Viridis Ag will take steps to ensure that slavery and human trafficking play no part in its business or supply chains by developing applicable policies and practices in relation to corporate responsibility, procurement, and human resources.

Viridis Ag's Grievance & Feedback Mechanism

Viridis Ag has a Whistleblower policy which provide employees and contractors an avenue to raise concerns in a confidential manner, including any modern slavery concerns.

Governance Framework

Viridis Ag is committed to employing corporate governance practices that support our compliance with applicable standards and legislative instruments and align with community expectations.

The Viridis Ag Board plays the principal role in the direction of corporate governance. The Board's responsibilities include governing and guiding Viridis Ag towards the satisfaction of company purpose and mission whilst protecting the interests of our employees, investors and the community.

The Board is accountable for ensuring the appropriate management of modern slavery risk, by providing appropriate governance and direction to operational leadership.

The operational leadership is represented by the Chief Executive Officer (CEO), Chief Financial Officer (CFO) and General Managers. The General Manager Supply Chain is responsible for the facilitation of operational risk management as it pertains to modern slavery within our supply chain.

This modern slavery statement was approved by the Viridis Ag Board on 16 May 2024, pursuant to s 13 of the Modern Slavery Act 2018 (Cth).



Michael Carrol (Chair)

Viridis Ag

16 May 2024