



QUALITY INGREDIENTS TO THE FOOD INDUSTRY
Frutex Australia Pty Ltd | www.frutex.com.au | ph (612) 95026500 | fx (612) 95026511
ABN 35 050 854 034 | Locked Bag 5100 | 18 St Albans Rd | Kingsgrove NSW 2208 Australia



Frutex Australia Modern Slavery Act Annual Statement 2020 Modern Slavery Act 2018 (Cth)

Introduction

This is Frutex Australia's (ABN 35 050 854 034) (Frutex) Modern Slavery Statement provided under the Modern Slavery Act (Cth) 2018 (the Act). It represents Frutex' reporting obligations for the financial year ending 30 June 2021.

Frutex continues in its commitment to establish a framework and process to reduce the risk of modern slavery in its global supply chain. The purpose of this statement is to build on the initiatives commenced in 2020.

Modern Slavery is a global human rights issue requiring an aligned global approach by industry, civil society and Government to effectively abolish such practices. Occurring in various forms it includes (but is not limited to) forced labour, child labour, debt bondage, domestic servitude and human trafficking.

Frutex remains committed to continuous ongoing improvement in the identification and mitigation of risks in its supply chain. Still in the infancy stage of compliance in modern slavery minimisation, Frutex continues its initiatives to improve on its efforts year on year.

Overview and structure

Frutex is a privately owned business that commenced operations in 1968. Frutex is a food ingredient company supplying a diverse range of food ingredients to a cross section of manufacturers and food service businesses in Australia. Operations include:

1. Sourcing
2. Processing
3. Steam sterilisation
4. Spice seasonings
5. Manufacturing fruit blends
6. Bread improvers, vitamins and minerals premixes

Area of Operations and Supply Chains

Frutex head office which includes its warehousing, distribution, manufacturing facilities located in Sydney, Australia. www.frutex.com.au.

Frutex imports raw materials from over 62 countries supplying the Australian market nationally. It exports to about approximately 10 countries globally. Frutex has approximately 185 workers operating from its Kingsgrove head office in its operational sourcing and supply of raw materials, both domestically and globally with an annual turnover in excess of AUD\$100m.

Frutex operational supply chain as a food supplier carries inherent characteristics of risk exposing it to the potential risk of modern slavery. An assessment has been completed and will be refined to identify and prioritise risk mitigation imperatives.



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Modern Slavery Risks to be Actioned

Frutex' ongoing commitment to modern slavery journey consists of its Modern Slavery Policy which supplements its human resources employment and work health policies and procedures and continual ongoing training and improvement. The Ethical Sourcing and Supply Code of Conduct and Modern Slavery Declaration continue to be submitted to suppliers with the expectation, that such policies will be adhered to, as a pre-cursor to the suppliers' continuing business relationship. Last year's rolling out of the documentation has been extended to its existing and all new suppliers as they are onboarded.

Frutex has continued to invest in additional training and consultation, to ensure that it stays abreast of ongoing developments in this constantly evolving area and continues to build on all initiatives outlined in the its 2020 Statement.

The impact and effect of Covid19 on the Frutex Supply Chain

The impact of Covid19 on the supply chain has had its challenges over the last 12 months. Raw materials are currently in short supply in many areas of the manufacturing industry, with the global food ingredient industry also feeling the impact. There are multiple reasons for this, partially a direct consequence of the pandemic: a lack of harvest workers in the countries of origin, an overall slowdown in production and port closures due to lockdowns globally.

As the food manufacturing industry is particularly dependent on imports, distortions in freight and logistics have had a direct impact on the ingredient sector. The consequences, such as the lack of availability of shipping containers, are omnipresent and another example of the challenges faced as result of the pandemic.

The seasoned leadership of its Executive team has ensured that Frutex established supply relationships endured the challenges of the last 12 months. Foresight in continuing to forward plan and increase its stockholdings has facilitated ongoing supply. As such, Frutex has demonstrated its continued capacity to meet its supply obligations. Additionally, Frutex continued to:

- Increase its orders and stockholding
- source from alternate countries
- create multiple source points

Continuous Improvement and Assessing Ongoing Effectiveness

Frutex has over the last twelve months concentrated its efforts on the domestic front. It has consulted with Be Slavery Free in relation to its anti-modern slavery initiatives. It has also undertaken an extensive review of its entire workforce, through the briefing of external legal team.

In addition, Frutex has subscribed membership of the following initiatives:

1. UTZ Cocoa Program by the Rainforest Alliance – Licenced
2. SPO (Roundtable Sustainable Palm Oil) – Associate

Going forward

Frutex will continue to build on its existing initiatives including but not limited to the finalisation of the Sedex Global SAQ. It will also expand its management team to extend to a Human Resources Manager. It will continue to make improvements and implement any recommendations as directed by its Ethical Compliance Officer according to appropriate timelines.



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This Statement is made pursuant to section 14(1) of the Act and approved by Panagiotis Magiros as owner, CEO and Sole Director of Frutex Australia Pty Ltd ATF The Frutex Australia Trust (ABN 3505085403)

A large, handwritten signature in black ink, appearing to read "Magiros".

Panagiotis Magiros CEO
Frutex Australia Pty Ltd
30 December 2021