



# Australian Grain Export Pty. Ltd.

ABN 92 073 563 185

FIRST FLOOR, 67 SOUTH TERRACE ADELAIDE SA 5000

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## Modern Slavery Statement 2021

This is a modern slavery statement, issued pursuant to the *Australian Modern Slavery Act 2018 (Cth)*, by Australian Grain Export Pty Ltd ABN 92 073 563 185 (**AGE**) for the financial year ended 30 June 2020 (the "Reporting Period").

### AGE's structure, operations and supply chain

AGE is a privately-owned Australian business with its head office in Adelaide and grain storage, handling and packing sites in Dublin (South Australia) and Rupanyup (Victoria). AGE is primarily a grain marketing company that was founded in 1996 in Maitland, in the mid-north of South Australia.

AGE's mission is to be an exporter of choice for growers and supplier for domestic and overseas end users and consumers.

AGE's core strength is in managing the supply chain from the grower to the consumer in the most efficient and cost-effective supply chain possible which results in competitive pricing for both the grower and global consumer.

AGE buys directly from growers across Australia and predominantly trades in cereals and pulses for sale into domestic and export markets.

AGE's supply chain predominantly consists of:

- Australian growers
- Storage, handling and packing sites (including company-owned and 3<sup>rd</sup> party operated sites)
- Logistics providers (truck, rail, port handling and ocean freight)

### Risk identification, mitigation and remediation

#### **Due Diligence**

AGE conducted a risk assessment of its operations and supply chain, which included a review of suppliers to identify and analyse those deemed to pose higher modern slavery risks. This process was, and continues to be, undertaken by a team with direct Board oversight.

Following an assessment of our operations and supply chains we consider that there is a greater risk of contributing or being linked with an incident of modern slavery, rather than directly causing an incident within our own operations.



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We view the following as potential risk areas for modern slavery practices in AGE's operations and supply chain:

- Sourcing goods or services from countries whose political and economic systems differ materially from those we are accustomed to in Australia; and
- Cost pressures or delivery timeframes could have unintended consequences of influencing suppliers to reduce labour conditions. A particular area identified as higher risk includes international logistics where labour conditions are not necessarily governed by the laws of Australia.

Ongoing due diligence remains part of AGE's mitigation strategy, outlined below.

## Governance, code of conduct and supplier policies

AGE is committed to limiting the risk of modern slavery occurring within its own business and its supply chain. AGE maintains and continually reviews and updates policies that apply to employees and suppliers with a view to reducing the risk of modern slavery and setting standards and expectations for those within and working in partnership with AGE. This includes:

- AGE's employee handbook, which includes the Company's Code of Conduct which sets out expectations on management and employees.
- AGE's chain of responsibility and WHS policies which apply to service providers. These policies set out AGE's expectations and minimum requirements – for example, driver fatigue, vehicle maintenance and training requirements for transport providers.

In line with our commitment to continuous improvement, our policies evolve to reflect changes in legislative and regulatory requirements and recent development in best practices. This includes policies to help reduce the risk of modern slavery.

## Remediation

During the Reporting Period, we did not identify any risks requiring additional remediation steps beyond the detailed risk assessment already described. Our conversations internally and with suppliers remain ongoing as we continually monitor risks.

Breaches of conduct standards or company policies as they relate to Modern Slavery are taken seriously and investigated by senior management. For an employee this may result in disciplinary action and/or termination of employment and in the case of a third party contractor – discontinuance of services.



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## Further Steps

AGE intend to take the following steps:

- To continue to improve reporting mechanisms to assist people with identifying and raising risks of modern slavery in AGE's operations or supply chain.
- Review policies as they apply to third parties and monitoring compliance to ensure that all partners are held to AGE's standards.
- Reserve the right to terminate any contractual arrangement if there is breach of AGE's policies.

This statement is approved by the Board of AGE.

A handwritten signature in black ink, appearing to read "Tim Martin", is written over a horizontal line.

Tim Martin  
Managing Director  
Australian Grain Export Pty Ltd