



H.A. Bennett & Sons Pty. Limited

Modern Slavery Statement

This Modern Slavery Statement is made pursuant to the Australian Modern Slavery Act 2018 and outlines the actions taken by H.A Bennett & Sons Pty. Limited, ABN 70 007 450 811 to assess and address the risks of Modern Slavery in our operations and supply chains for the financial year ended 30th June 2025.

H.A Bennett & Sons Pty. Limited recognise the significant responsibility we hold in identifying and addressing risks of Modern Slavery and human trafficking within our business and supply chains and are committed to respecting and promoting human rights and will not tolerate any form of Modern Slavery, including forced labour, human trafficking, debt bondage, or child labour, in any part of our operations.

Our Business and Supply Chains

This Statement is made on behalf of H.A Bennett & Sons Pty. Limited, which is the reporting entity under the Modern Slavery Act 2018.

H.A Bennett & Sons Pty. Limited is a private family owned company, bringing tea and coffee to the Australian market since 1918. Headquartered in Melbourne, Victoria, our core operations are based in the Australian coffee industry with relationships extending to global producing countries. Our business activities include the sourcing and importation of quality raw ingredients through brokers, exporters, cooperatives and directly from producers.

We source products and services from a diverse range of suppliers across several equatorial producing countries. We understand that certain sectors and regions may pose a higher risk of Modern Slavery, and we are committed to addressing these vulnerabilities proactively.

Risk Assessment and Due Diligence

We employ a range of internal and external systems and control measures that help mitigate and prevent the risk of Modern Slavery including:

- Certification in both Fairtrade and Rainforest Alliance Certified organisations.
- Certification in ISO 22000 standard which supports ethical sourcing policies by ensuring traceability, accountability, and oversight of our supply chain.
- Perform Approved Supplier Assessments, incorporating labour practices, Corporate Social Responsibility and Certifications prior to engaging new supply relationships.
- Engage third-party experts to assess supply chain vulnerabilities.
- Company board to review and approve all new suppliers.
- Code of Conduct (Employment Manual) which incorporates corporate social responsibility policies including discrimination, fraud, corruption and whistleblowing.
- Employment contracts including employment terms in line with The Fair Work Act 2009 and the National Employment Standards (NES).

Training and Awareness

Our Modern Slavery education and strategy continues to be developed through the 25/26 financial year. We have invested in business strategy policy development and company-wide communication days to increase awareness of Modern Slavery risks including:

- Leadership education in Modern Slavery risks.
- Business risk analysis to identify the risk, prevention and mitigation of Modern Slavery and Human Rights.
- The upholding of strong core company values of:
 - RESPECT
 - EDUCATION
 - INNOVATION
 - EXCELLENCE
 - INTEGRITY

Future Commitments

Over time, we aim to strengthen our metrics and tools to better evaluate the impact of our due diligence efforts. To ensure the effectiveness of our processes, we aim to establish key performance indicators (KPIs), including:

- Percentage of suppliers assessed for compliance with Modern Slavery standards.
- Number of reported concerns and actions taken to address them.
- Percentage of employees trained on Modern Slavery awareness.
- Expanding our supplier assessments to include 'supplier engagement' and 'training' per the Australian Government Supplier Questionnaire.
- Maintain annual business risk review of Modern Slavery.

Measuring Effectiveness

The absence of any reported incidents of Modern Slavery is a key indicator of the effectiveness of our current measures. We are committed to continuous improvement based on findings and lessons learned through reviewing the outcomes of new supplier assessments. The effectiveness of our training programs is gauged through leadership engagement, employee awareness, and annual business risk analysis that help identify areas for improvement.

This statement was approved by the Board of H.A Bennett & Sons Pty. Limited on the 1st of December 2025

Signed,
Scott D. Bennett
Managing Director

