

MODERN SLAVERY STATEMENT 2022

Flavour Makers is committed to exercising ongoing due diligence to identify and address the risk of modern slavery practices across our business and supply chain.

[Flavourmakers.com.au](https://flavourmakers.com.au)

Create Amazing. Always.





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STATEMENT

This modern slavery statement, published in accordance with the Modern Slavery Act 2018 (Cth), sets out the steps taken by Flavour Makers Group to identify and address its modern slavery risk over the period 1 July 2021 - 30 June 2022 (FY22).

Reporting Entities

Flavour Makers Pty Ltd	ABN 65 005 953 168
Flavour Makers Australia Pty Ltd	ABN 61 145 820 220
Flavour Makers Equipment Pty Ltd	ABN 65 145 820 739
Flavour Makers HR Pty Ltd	ABN 89 145 821 209
Navati Pty Ltd	ABN 82 056 563 681
Flavour Makers IP Holdings UT	ABN 27 113 180 927
Culture of Things Pty Ltd	ABN 79 637 517 554
Passage Foods Unit Trust	ABN 67 518 795 244
Celebrate Health Unit Trust	ABN 78 595 400 153
AOFC Organic Pty Ltd	ABN 57 622 831 270
Cleanfit Unit Trust	ABN 79 161 854 072
Tricolore Imports Pty Ltd	ABN 29 162 732 578
Powered by Plants Pty Ltd.	ABN 63 605 242 573
*Grifm Culinary Pty Ltd	ABN 50 603 646 831

*Grifm JV is 50% owned and managed by Flavour Makers.

Consultation

Flavour Makers Group operates as an integrated group of companies with policies, systems and approaches that apply broadly across the group. To prepare this joint statement, Flavour Makers Group engaged with each of the reporting entities covered by this statement and together we consulted the entities we own or control. We gathered information about the supply chains and operations for each of the reporting entities and entities that we own or control and reviewed the processes that they have in place to monitor and address modern slavery risk.





INTRODUCTION & APPROVAL

Flavour Makers Group is a family-owned, food development and manufacturing business that is committed to conducting business in a sustainable, ethical and socially responsible manner. For Flavour Makers, the notion of family extends beyond our own business operations, to include our supply chain partners and our customers.

We are dedicated to creating amazing food and we genuinely believe in the role we play in providing better food, for a better future. A future where human rights and the environment are respected.

This is the third Modern Slavery Statement prepared by Flavour Makers. This statement has been prepared in accordance with the Modern Slavery Act 2018 (Cth) and sets out the steps we have taken during the year ending 30th June 2022 to assess and address the risks of modern slavery in our business and associated supply chains.

The purpose of this statement is to outline our approach to ensure processes are in place to minimise the risk of modern slavery in our business operations and supply chain. As this is an annual report, we will report on the progress of our action plan. We will also give consideration to any material changes to our operations that may impact the level of modern slavery risk.

We are fully committed to the highest ethical standards across our business and we will continue to train our employees and raise awareness of this important issue across our businesses. This training, irrespective of the job role or function helps our team to recognise and understand the potential modern slavery issues and take appropriate action.

This statement was approved by the Board of Flavour Makers Group.



Nick White
CEO



STRUCTURE & OPERATIONS

Flavour Makers was established in 1992 and is a food development and manufacturing business. The Flavour Makers Group provides a comprehensive end-to-end food development and manufacturing solution specifically designed to meet individual customer or brand requirements. We pride ourselves on innovation, agility and building partnerships to deliver food that tastes amazing.

Our capabilities include spice blends, seasonings, nutritional blends, plant based proteins, meal replacement shakes, batters and coatings, functional marinades, baby food, soups, sauces, condiments, shelf stable meals; right through to the manufacture for our brands such as Passage Foods Indian Simmer Sauces and Australian Organic Food Co Soups, Juice and Purees made from 100% Australian organic ingredients. Flavour Makers currently operates out of three main manufacturing plants and a warehouse, all based in the south east of Melbourne.

MISSION STATEMENT



Better Food



Better Future



Sustainable Planet



Social Responsibility

Improve Lives

Enhance nutritional credentials

Culinary expertise

Innovative manufacturing

Driven by strategic insights

Protect the Planet

Reduce carbon emissions

Solar rooftop installed 2021

Reduce water usage

Reduction in landfill waste

Sustainable Innovation

Australian organic supply chain

Sustainably clean food frontier

100% Recyclable or Compostable consumer packaging by 2025

Responsible Partnerships

Proudly supports charities

Workplace equality

Ethical sourcing

Recycling initiatives



STRUCTURE & OPERATIONS

Flavour Makers Group currently employs approximately 290 staff via individual employment agreements or via enterprise agreement (Flavour Makers Collective Enterprise Agreement). As a family-owned group, we have a strong commitment to employee welfare and comply with all relevant employment legislation. We believe in the fair and equitable treatment of all employees and we work hard every day to ensure that we provide a workplace that everyone is proud of and that the employment conditions and remuneration of each employee is in line with all employment legislation. We invest in the health and wellbeing of our employees through several programs and policies. We have proudly launched a Reward & Recognition Platform called Zest, which also serves as a communication platform and hosts our Employee Assistance program Benestar. We aim to reward, recognise and support our employees, and their families, acknowledging the impact of COVID-19 on our community. The importance of mental health and wellbeing of our people is paramount and we are proud of the positive role we can play.

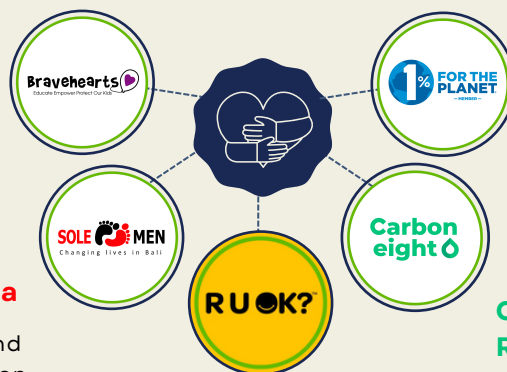
Flavour makers also has a strong community approach, a family business that gives back to people and the planet. **Charities that we proudly support:**

Bravehearts

Celebrate Health is committed to helping all Australians to lead healthier, more fulfilling lives, which is why we have partnered with Bravehearts to ensure Aussie kids get the best possible start in life.

Yayasan Solemen Indonesia

In light of the Covid-19 crisis and the adverse impact it's having on our Balinese neighbours, we have created the Passage Foods Balinese Curry which donates proceeds (25c per pack sold) to the Yayasan Solemen Indonesia Foundation for their efforts to supply basic food supplies to villages in need.



RUOK?

R U OK? is about connecting, listening, encouraging action and checking in. At Flavour Makers, we believe that a conversation can change a life.

1% For The Planet

Flavour Makers is proud to support 1% For The Planet through our Passage Foods Veg Curry Bowls. We donate 1% of all global sales of the range to non-profit partners dedicated to plastic recovery and education.

Carbon8 Regenerative Agriculture

Australian Organic Food Co has partnered with Carbon8 to encourage and support farmers to transition to regenerative agriculture by assisting them in rebuilding the carbon (organic matter) in their soil.



SUPPLY CHAIN

Flavour Makers has over 400 active supply partners, with the majority (250) being direct ingredient and packaging suppliers. Whilst Flavour Makers endeavours to source locally wherever possible, these are from 68 sourcing countries. Flavour Makers supply chain includes over 30 indirect suppliers supporting our operations including activities such as pest control, labour hire services, cleaning services, logistics services, maintenance and equipment services.

During the period of this report, there have been no material changes to our organisational structure, operations or supply chain that would impact the level of modern slavery risk.

Flavour Makers Supplier Approvals process is managed as a part of our Quality Management System that provides a method of evaluating and rating (approving) companies who supply or who wish to supply products and services to Flavour Makers to ensure they meet the necessary quality, food safety and ethical standards required by Flavour Makers. Supply chain monitoring is undertaken by our procurement professionals and our Quality departments.

Flavour Makers employs the Supplier Ethical Data Exchange (SEDEX) program to assess supplier adherence to these standards, to assess social and environmental aspects. To reaffirm our supplier's commitment to modern slavery, existing and new suppliers are required to review and sign our Ethical Trading Policy. This policy was developed in accordance with the internationally recognised Ethical Trading (ETI) Base Code codes of practice and has been completed for 100% of our suppliers.

Flavour Makers will continue to conduct assessment of risk to prioritise supplier engagement and modern slavery risk mitigation activities over the next financial year. Flavour Makers will continue to assess risk utilising:

- Sedex Data
- Flavour Makers Group Ethical Policy (in accordance with the internationally recognised Ethical Trading (ETI) Base Code codes of practice) or supplier equivalent
- Country of Manufacture
- Global Slavery Index

Flavour Makers Ethical Trading policies and Sedex numbers are recorded and reviewed for over 80% of our annual spend. These continue to be collected and reviewed as part of our compliance and supplier risk assessment for Modern Slavery Reporting.



RISK AND ACTION PLAN

We recognise that key risk indicators are commonly associated with the food and beverage industry, including:

- Prevalence of base-skilled workers, with a high population of migrant backgrounds;
- Common utilisation of third-party labour arrangements;
- High-risk product and service categories (eg raw material supply); and
- Operations within high-risk geographies

Our Operations

We consider our Australian direct workforce to be low risk to modern slavery, with policies, training and practices further mitigate this risk. We regard our greatest risk of modern slavery is through our supply chain.

Flavour Makers have established an Ethical Trading & Modern Slavery Working Group who have identified the following initiatives in order to identify and mitigate risk for the FY2022 reporting period. Implementation of our policies is monitored by our team of Human Resource professionals.

Our actions to address and mitigate Modern Slavery Risks include:

- Ethical Trading & Modern Slavery Working Group
- Sedex Membership as a Buyer/Supplier (AB)
- Development of Human Resources Platform (UKG)
- Launch Reward, Recognition & Communication Platform (Zest)
- Complete annual policy review
- Ethical Sourcing Policy
- Vendor assurance program
- Raw material and supplier risk assessment
- Horizon Scan database subscription
- Whistleblower Policy
- Employee Handbook
- Code of Conduct
- Environmental Policy
- Occupational Health & Safety Management System
- Action Plan Deployment
- Training & Awareness



RISK AND ACTION PLAN

A key highlight was the development of a training toolkit for addressing modern slavery in our supply chains and operations.

Ethical Training Completed

- Occupational Health and Safety
- Occupational Health and Safety (Managers)
- Anti-Bullying and Anti-Harassment
- Sexual Harassment
- Modern Slavery
- Anti-Competitive Conduct
- Consumer Protection and Unfair Business Practices
- Discrimination
- Diversity and Inclusion
- Bribery and Corruption
- Mental Health Obligations for Managers
- EEO (Equal Employment Opportunity) Managers
- Racial Discrimination





EFFECTIVENESS OF OUR PLANS

To ensure our actions are effectively reducing or preventing modern slavery practices we have set up a senior management group to review our response to modern slavery. The management group will integrate the findings of Flavour Makers Ethical Trading & Modern Slavery Working Group, and the results of our Supplier Approval Program, ongoing risk assessment and planned activities. The senior management annual review ensures programs and risk assessments are relevant and up to date. The results of our consultation and review will form the basis of our Modern Slavery Statements.

We monitor the effectiveness of our actions to remove the risk of modern slavery from our operations and supply chain by:

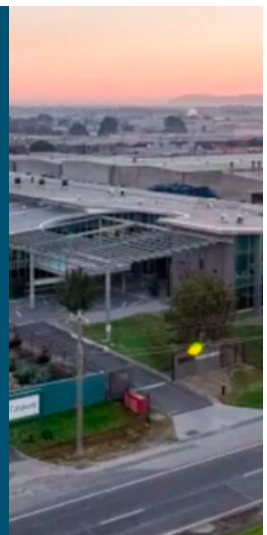
- Investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices;
- Flavour Makers Labour, Health & Safety, Environment and Business Ethics standards are assessed as low risk
- Engagement with stakeholders on modern slavery issues or concerns, including procurement team members, quality and regulatory;
- Annual risk assessment of our supplier base.

Flavour Makers remains committed to continuing awareness and capability for team members and business partners on modern slavery risks, issues and mitigation activities, in line with our sustainability objectives including building responsible partnerships. Always.

Looking Ahead

We remain committed to improving our programs to eliminate modern slavery from our operations and supply chain. Our main objectives for FY23 include:

- Further risk analysis and supply chain mapping including additional investigations of high risk suppliers and partners
- Mitigate future risk by continuing to build supplier capability, assisting to develop our suppliers and partners
- Conducting supplier audits for high risk suppliers, given easing of COVID restrictions
- Ongoing Industrial Relations and multi-stakeholder engagement





OVERVIEW

Modern Slavery Statement Overview of the mandatory criteria detailed in the Modern Slavery Act 2018 as follows:

Identification of the reporting entity

This is addressed on page 3

Description of the process of consultation with any entities the reporting entity owns or controls

This is addressed on page 3

Description of our structure, operations, and supply chain

This is addressed on pages 5-7

Description of the risks of modern slavery practices in our operations and supply chains and any entities we own or control

This is addressed on page 8

Description of the actions we have taken to assess and address these risks (including due diligence and remediation processes)

This is addressed on page 8-9

How we assess the effectiveness of our actions

This is addressed on page 9