



Yenda Producers  
Co-operative Society Ltd  
**Modern Slavery**  
**Statement 2021-22**

**YENDA PRODUCERS  
CO-OPERATIVE**  
*"Your Partners in Farming"®*

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# 1 Introduction

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*Modern slavery is the serious exploitation of people, including forced labour, debt bondage, human trafficking and slavery, which undermines or deprives them of their freedom. Modern slavery is a global problem that is estimated to violate the fundamental human rights of around 45 million men, women and children through situations of exploitation, threats, coercion and deception.*

Yenda Producers Co-operative Society Ltd (**Yenda Co-Operative**) is one of Australia's oldest and largest agricultural co-operatives. Our vision is to assist our members to continue the development of sustainable rural businesses within our communities.

At Yenda Co-Operative, we understand that modern slavery is a complex issue and acknowledge that the nature of our business means we are exposed to potential modern slavery risks across our operations and supply chain. We are committed to developing our understanding of the modern slavery risks in our business and taking action in responding to this problem by working with our business, subsidiaries, stakeholders, business partners and suppliers to limit modern slavery risks. This modern slavery statement details the steps we have taken to identify and address the risk of modern slavery in our operations and supply chain.

This statement is made pursuant to the *Modern Slavery Act 2018* (Cth). The reporting period for this Modern Slavery Statement is 1 July 2021 to 30 June 2022 (**Reporting Period**).

This modern slavery statement covers Yenda Co-Operative and each of our subsidiary entities, including Yenda Prods Grain Pty Ltd ABN 88 607 912 014, Spencer & Bennett – Yenda Prods Pty Ltd ABN 97 080 911 959 and Yenda Producers Distribution Pty Ltd ABN 63 064 495 558 (collectively referred to as "Yenda Co-operative", "we", "us" and "our").

We are proud to share with our stakeholders, our commitment to addressing modern slavery, but we also recognise that we will require a culture of continuous improvement over a number of years. We intend to work in partnership with our suppliers, members, business partners and other stakeholders to promote ethical practices to reduce the risks of modern slavery in our operations and supply chain.



## 2 Our structure, operations and supply chain

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### 2.1 Our structure

Yenda Co-Operative is an agricultural retailer operating as a co-operative in Australia. It was established in 1925 in the small town of Yenda in New South Wales.

Yenda Co-operative controls three entities, being Yenda Prods Grain Pty Ltd ACN 607 912 014 (which has a non-controlling stake in Origin Grain Pty Ltd ACN 091 047 406), Spencer & Bennett, Yenda Prods Pty Ltd ACN 080 911 959 (which includes the Breed and Hutchinson business), and Yenda Producers Distribution Pty Ltd ACN 064 495 558. Yenda Co-Operative also has a non-controlling stake in Yenda Prods – Irrigation Pty Ltd ACN 119 484 025. Yenda Prods – Irrigation Pty Ltd has a non-controlling stake in Revolution Pumps Pty Ltd (ABN 47 656 262 878), (the aforementioned entities collectively, the ‘Yenda Group’). The Yenda Group’s businesses share a common goal to provide quality goods and services to the rural sector in and around the Riverina and North-East Victoria.

Our mission is to promote a co-operative approach by providing specialised services and advice to our members and to deliver them in a safe and sustainable manner. We achieve this mission with approximately 145 employees across Australia.

Yenda Co-operative’s registered office address is 59-61 Mirrool Avenue, Yenda NSW 2681.

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## YENDA GROUP

YENDA PRODUCERS  
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### 2.2 Our operations

Yenda Co-operative’s main operations are in retail, including the provision of a range of professional services and agricultural supplies such as fertilisers, biologicals, chemicals, seeds and hardware. Yenda Co-operative’s operations also involve grain trading, grain storage, grain transportation, livestock, stock and station agency services, insurance broking and real estate. This requires procurement of various supplies and services which include truck/tractor and mechanical parts, grain fumigation chemicals, maintenance services, transport services, and associated professional services (e.g. legal, IT, human resources etc).

Yenda Co-operative conducts its business operations in Australia, focused primarily in New South Wales, and operates six branches across the Riverina and North East Victoria. In the Reporting Period, we engaged with approximately 635 suppliers, and approximately 250 suppliers are engaged on a regular and ongoing basis.

As a co-operative, we have a diverse membership base spanning from large corporate farming businesses to individual householders who shop at our retail stores. We are proud to have 2018 members as part of the co-operative as at 31 October 2022, which are comprised of irrigation farmers, dryland farmers, horticultural producers, businesses, residential town-based residents and small-scale hobby farmers.

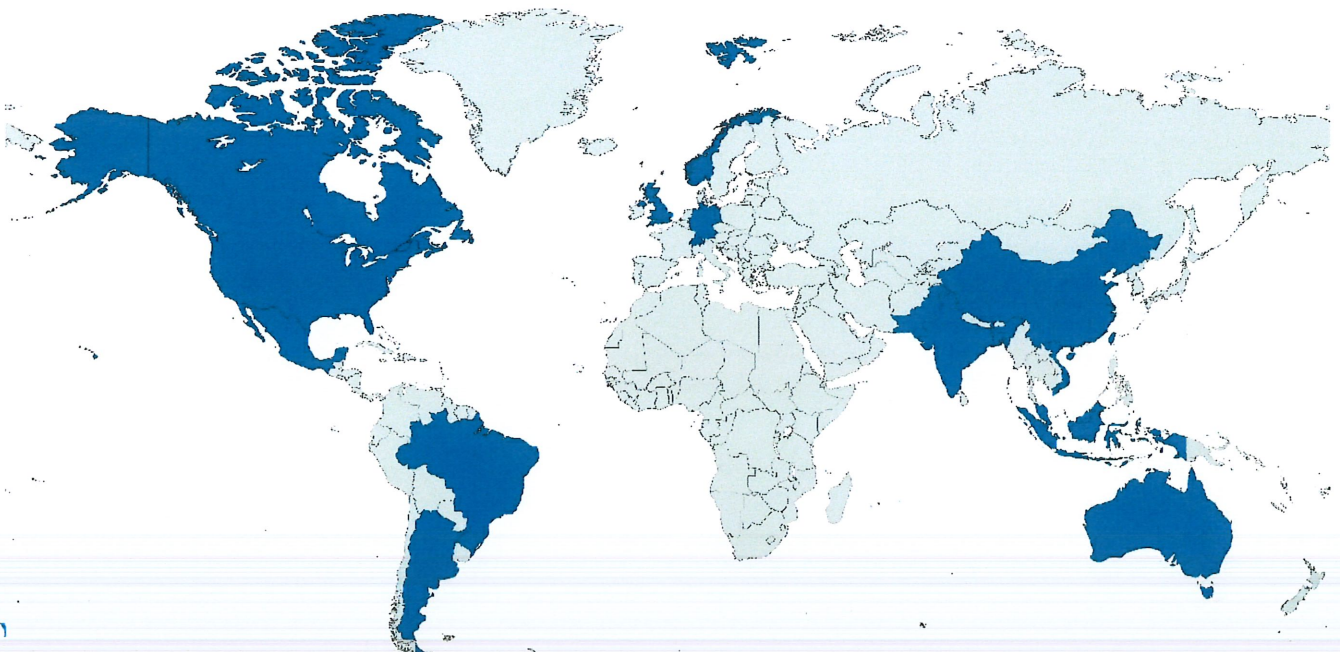
## 2.3 Our supply chain

Yenda Co-operative is supported by a diverse and extensive supply chain comprised of international manufacturers and suppliers as well as local Australian businesses. We procure a range of goods including fertiliser, fungicide, herbicide, pesticide, seed, steel, plastics, LPG, animal feed, chemicals, vitamins and minerals in animal health products, alcohols, wire, aerosols and grain.

We also source products which our businesses use internally. These goods include uniforms, fabric for uniforms and workwear, cars, vehicle parts (for cars, trucks and tractors) for staff use, stationary, computers, IT equipment and office supplies. Yenda Co-operative procures a number of services domestically, including cleaning, plumbing, electrical, maintenance services relating to branches/offices, IT, legal, marketing, human resources and workplace health and safety services.

Yenda Co-operative had in excess of 600 suppliers in the Reporting Period. Our main suppliers of goods operate and/or manufacture in the following countries:

|            |        |           |          |           |                |         |
|------------|--------|-----------|----------|-----------|----------------|---------|
| Argentina  | Brazil | Germany   | Malaysia | Pakistan  | Switzerland    | Vietnam |
| Australia  | Canada | India     | Mexico   | Taiwan    | United Kingdom |         |
| Bangladesh | China  | Indonesia | Norway   | Singapore | United States  |         |



## 3 Modern slavery risks in our operations and supply chains

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At Yenda Co-operative, we acknowledge that modern slavery risks can arise in our operations and supply chain due to country and industry specific modern slavery risk factors. To identify and address these risks, Yenda Co-operative has conducted a modern slavery risk assessment of our operations and supply chain.

### 3.1 Risks in our operations

We assessed the risk of modern slavery in our own operations to be low. We acknowledge that Yenda Co-operative operates in the agricultural industry, which is globally recognised as a high-risk industry, particularly for forced labour and child labour. However, our internal operations and employees are based in Australia, which is considered to be a low risk country for modern slavery according to The Global Slavery Index 2018.

Further, Yenda Co-operative mitigates the modern slavery risks in our operations by primarily conducting our own recruitment. In the Reporting Period, we did not use recruitment services. In circumstances where Yenda Co-operative uses third parties to identify appropriate recruits, we ensure prospective employees are not forced by third parties to reimburse recruiting payments.

All individuals who are directly employed with Yenda Co-operative have entered into individual employment contracts. These contracts stipulate the terms and conditions of employment, which are in line with Fair Work guidelines, labour legislation, awards or other binding agreements. All employees are provided with a Fair Work and Casual Information Statement upon employment and are informed of their rights under their employment contracts. Yenda Co-operative offers competitive remuneration to all employees and we periodically review our remuneration practices and conduct wage audits to ensure our employees are fairly compensated for their work.

### 3.2 Risks in our supply chain

In order to better understand the modern slavery risks in our supply chain, Yenda Co-operative distributed a Modern Slavery Questionnaire to our top 250 suppliers in the Reporting Period. Our questionnaire sought to undertake a risk assessment of our major suppliers to enable Yenda Co-operative to mitigate our exposure to modern slavery risks.

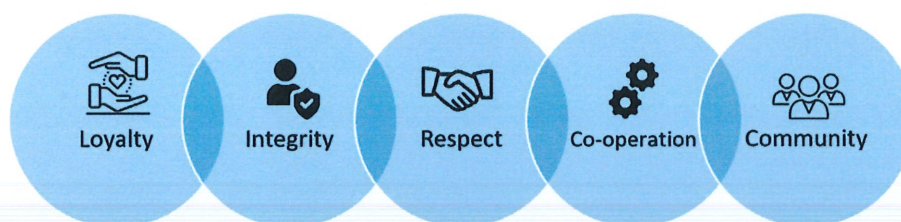
Most of our products are sourced directly from domestic suppliers, which poses a lower risk of modern slavery. However, we understand that our suppliers procure materials from a number of other countries which may increase the risk of modern slavery in our supply chain. These materials include fertiliser, chemicals, and seed, of which we have little to no visibility or influence over the supply chain and therefore of modern slavery risks. We recognise that this procurement may involve a higher risk of modern slavery. In the next reporting period, we intend to undertake a risk assessment of our main suppliers to identify and address high risk areas in our supply chain.

## 4 Assessing and addressing our modern slavery risks

Yenda Co-operative is committed to taking steps to assess and address the risks of modern slavery occurring in our operations and supply chains. We understand that this involves ongoing management efforts to identify, prevent and mitigate such risks through due diligence and remediation processes.

### 4.1 Policies, processes and procedures

|                               |  |
|-------------------------------|--|
| <i>Modern Slavery Policy</i>  | Yenda Co-operative has a Modern Slavery Policy which applies to all persons that work for, or on behalf of Yenda Co-operative.   |
| <i>Code of Conduct</i>        | <p>Our Code of Conduct applies to all employees, directors, agents and consultants of Yenda Co-operative and its controlled entities. The Code educates our people on what is acceptable behaviour and the responsibility of our people to adhere to these standards.</p> <p>In having this Code, we ensure that our people comply with our policies and procedures, in addition to relevant laws and regulations.</p> |
| <i>Health and safety</i>      | At Yenda Co-operative, we prioritise the health and safety of our personnel. Our Workplace Health and Safety Policy reflects our commitment to ensuring a safe environment and operations for all employees of Yenda Co-operative.   |
| <i>Recruitment policies</i>   | We did not use any recruitment services in the Reporting Period. Yenda Co-operative avoids deceptive recruiting issues through clear advertising and hiring processes, with employees signing position descriptions upon commencing employment to ensure they clearly understand their roles and scope of work.  |
| <i>Remuneration processes</i> | At Yenda Co-operative, we have processes in place to ensure employees are paid correctly and the hours worked by employees are monitored. We also undertake periodic wage audits to monitor the remuneration of personnel.   |
| <i>Our values</i>             | Our values underpin everything we do. Yenda Co-operative's values are loyalty, integrity, respect, co-operation and community. These are the values we expect our employees to display and they illustrate the way in which we conduct our business.   |



## 4.2 Due diligence and remediation

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*Whistleblower protection* Yenda Co-operative operates with a culture of ethical and appropriate corporate behaviour in all our business activities. This includes acting with integrity, honesty and in accordance with good corporate governance principles.

Our Whistleblower Policy encourages and facilitates disclosure and the reporting of actual or suspected misconduct, including illegal activity. The Policy applies to our employees, officers and their relatives and dependants, related bodies corporate, as well as our suppliers and their employees. This Policy, along with our other policies, are made available to all staff.

Our Whistleblower Policy was updated in the Reporting Period to ensure whistleblowers are encouraged to report suspected or actual instances of modern slavery occurring within our business activities.

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*Continuous monitoring* Yenda Co-operative will continue to monitor and assess modern slavery risks, and we will publicly communicate our actions taken to address these risks, by publishing a Modern Slavery Statement annually (as required).

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*Governance and training* At Yenda Co-operative, we recognise that promoting ethical and responsible behaviour starts at the top. We foster a culture of compliance, continuous improvement, integrity and honesty, which is reflected in the way we conduct our business.

Yenda Co-operative is committed to training staff on our policies upon commencing employment to inform them of their rights and the standards and behaviour that is expected of them. In addition, we have provided training to a select number of personnel. We intend on extending that training to more personnel in the next reporting period that have oversight of our supplier agreements, supply chains and third-party agreements identified as a modern slavery risk so that such personnel can identify risks and undertake appropriate action to address that risk.

We encourage our directors, members, secretaries, officers, secondees, suppliers, contractors and personnel to report any concerns or suspected breaches to our Modern Slavery Policy (which has been introduced in the next reporting period). Yenda Co-operative is establishing processes for incident reporting to ensure that appropriate measures and actions will be taken where such disclosures are made.

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# 5 Assessing the effectiveness of our actions

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Yenda Co-operative recognises the importance of continuous improvement by regularly assessing the effectiveness of our actions taken to address modern slavery risks. In doing this, we aim to build more transparent and open relationships with our suppliers in order to mitigate the risk of modern slavery in our operations and supply chain.

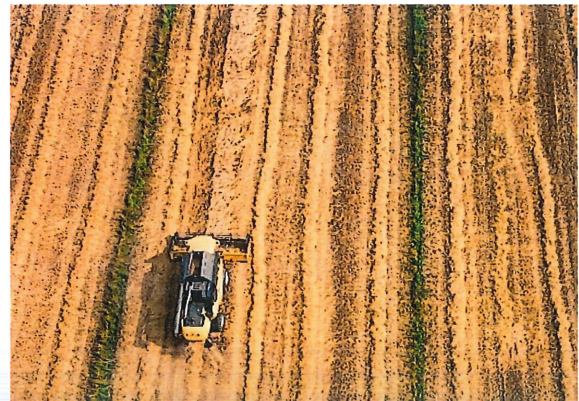
## 5.1 Progress on commitments

During the Reporting Period, we fulfilled the commitments set out in our 2020-2021 Modern Slavery Statement, which are briefly summarised below:

- we introduced a Modern Slavery Policy which applies to all persons that work for, or on behalf of Yenda Co-operative;
- we amended existing policies, including our Whistleblower Policy to ensure there is a mechanism for Yenda Co-operative personnel to report suspected or actual instances of modern slavery and encourage a culture of integrity and transparency;
- we introduced modern slavery training to key personnel;
- we updated our contractor induction checklist to include a requirement for contractors to sign a modern slavery compliance statement;
- we updated our standard supplier contracts to include clauses requiring counterparties to comply with modern slavery obligations, as well as sign a modern slavery compliance statement; and
- we introduced various due diligence procedures and distributed a Modern Slavery Questionnaire to our top 250 suppliers to track our supply chain and better understand modern slavery risks.

We will continue to assess our performance in relation to modern slavery in the upcoming reporting period in the following ways:

- ⊙ Regularly engaging with our stakeholders to understand the impact of our operations.
- ⊙ Preparing an annual Modern Slavery Statement and tracking the steps we have taken to address modern slavery risks in our supply chains and the effectiveness of our actions.
- ⊙ Consultation with external legal advisors on our modern slavery processes to address any gaps and to ensure best practice.



- ⊙ Distributing a Modern Slavery Questionnaire to our top 250 suppliers, as well as to any suppliers we consider are operating in high risk geographies to gain a better understanding and more visibility over the modern slavery risks in our supply chain.

While we have made progress in rolling out our modern slavery framework, we acknowledge that improvements can be made, particularly with our interactions with suppliers. As mentioned above, the engagement of our suppliers with our due diligence enquiries, was at times insufficient. In the next reporting period, we intend to leverage our relationship with suppliers so that they can understand the need to address modern slavery risks and have greater participation in addressing such risks.

To date, no instances of modern slavery have been identified in our supply chain. However, we understand there is more work to do. As such, we are committed to engaging regularly with our stakeholders and suppliers to ensure modern slavery risks are identified and addressed.



## 6 Consultation with our subsidiaries

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In preparing this joint statement, Yenda Co-operative consulted with key personnel within our controlled entities and provided them with an opportunity to review the statement. By doing this, we ensure our key personnel are aware of our commitment to identifying, assessing and addressing modern slavery risks in our supply chain and are conscious of the actions they need to take in accordance with this statement.

Yenda Co-operative and our controlled entities are unified in our approach to corporate governance. All policies and procedures that apply to Yenda Co-operative must be adhered to by our subsidiaries, including our policies in relation to modern slavery.



## 7 COVID-19 pandemic

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With the evolution of the COVID-19 pandemic, Yenda Co-operative has consistently complied with Australian government regulations and health advice to ensure the health and safety of our personnel. In the reporting period, Yenda Co-operative's supply chains were significantly impacted. This led to shipping and manufacturing issues and ultimately restricted Yenda Co-operative's range of and accessibility to suppliers. Surging energy costs and export restrictions have also created additional supply chain pressures.

In particular, over the past 12 months Yenda Co-operative's suppliers have expressed concern regarding various global supply chain issues including COVID-19 related impacts, political unrest and shipping and logistics challenges. On occasion, these supply chain issues have resulted in disruption to Yenda Co-operative's supply and our ability to rely on inputs being available in a timely manner. Given the dynamic nature of the global environment over the past 12 months, some suppliers have been more severely affected, which is mostly attributable to the origin of their products and ingredients. In particular, Yenda Co-operative has faced significant challenges in the Chinese and Russian regions, partly due to the evolving conflict between Ukraine and Russia which is impacting global economic markets and causing economic uncertainty and supply chain disruptions.

We understand that the impacts of COVID-19 can result in the increased vulnerability of workers in our global supply chains to modern slavery. As such, Yenda Co-operative has continued to prioritise stakeholder and supplier engagement to ensure modern slavery risks are identified, assessed and mitigated in light of the COVID-19 pandemic.

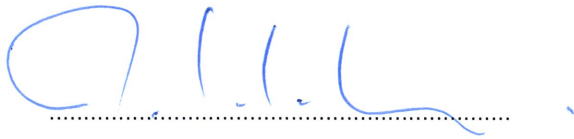
### Future actions

We are committed to further developing and continuously improving our processes as we progress our understanding about the modern slavery risks in our operations and supply chains and ways to mitigate them. Over the next year, we intend to:

- improve our due diligence processes and leverage our relationships with suppliers to encourage more robust responses to our Modern Slavery Questionnaire;
- refine our modern slavery training program and extend the rollout of our program to more of our personnel; and
- where possible, embed modern slavery clauses and compliance statements into existing supplier contracts.

### Statement approval

This Modern Slavery Statement has been reviewed and approved by Peter Calabria and endorsed by the Board of Yenda Co-operative.



Signature of Peter Calabria

PETER CALABRIA - MANAGING DIRECTOR

Print name of individual and position

16<sup>th</sup> DECEMBER 2022

Insert date

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