



Modern Slavery Statement – 2024

Purpose and Commitment

This statement outlines our commitment and actions to eliminate the risk of modern slavery, as well as the expectations we have for our suppliers and contractors within our supply chain.

At Select Harvests, we strive to engage in ethical and sustainable relationships with all individuals, whether they are our direct employees or part of our supply chain, including suppliers, third-party labor hire providers, labor hire workers, contractors, customers, the community, and stakeholders.

Values

Our values and behaviors are critical to our culture in delivering our key strategic priorities.

Select Harvests recognises that by living our values and treating each other with trust and respect, we contribute to the long-term success of the business and the safety of our people. Ethical sourcing is a visible commitment across the business, driving trust and delivering effective and commercially sustainable outcomes.



What this Report Covers:

In line with the Modern Slavery Act 2018 (Cth) this report identifies the actions Select Harvests Limited ABN 87 000 721 380 and its controlled entities took to identify, mitigate and assess modern slavery risks within its operations. This report covers:

- Identification of the reporting entity
- Description of the reporting entity's structure, operations, and supply chains
- Description of the risks of modern slavery practices in the entity's operations and supply chain, and any entities owned or controlled by the reporting entity
- Actions taken to assess and address modern slavery risks, including due diligence and remediation processes
- Assessment of the effectiveness of these actions
- Consultation process with entities owned or controlled by the reporting entity
- Any other relevant information

Select Harvests Limited Modern Slavery Report**1. Reporting Entity:**

Select Harvests Limited (ASX: SHV)
ABN 87 000 721 380

Select Harvests is Australia's largest vertically integrated almond food company with core capabilities across: Horticulture, Orchard Management, Processing, Sales, Marketing and Distribution. These capabilities enable us to benefit throughout the value chain.

We are one of Australia's largest almond growers and the country's leading manufacturer, processor, and marketer of almond products to the Australian retail and industrial markets, in addition to exporting almonds globally.

2. Entity Structure, Operations and Supply Chain:**Structure:**

Select Harvests Limited is an Australian public company listed on the Australian Stock Exchange (ASX: SHV). The company's registered office is located at Building 7, Level 3, Botanicca Corporate Park 570-588 Swan Street Richmond Vic 3121.

Operations Description:

Select Harvests is structured with 15 farms (Almond Producing) throughout Victoria, South Australia, and New South Wales and 1 Almond processing site located in Carina West in Northwest Victoria. Select Harvests head office is in Richmond Victoria.

Supply Chain:

Almonds are predominately sourced from Select Harvests farms, external processing from other Australian almond farms, other ingredients, and packaging are sourced from a combination of suppliers both domestically and internationally.

3. Risks of modern slavery practices in the entity's operations and supply chain and any entities owned or controlled by the reporting entity:

As a large employer in the agricultural sector Select Harvests acknowledges that the horticultural sector has a high reliance on migrant workers, many of whom may have limited understanding of English and who may be less aware of their human and labour rights.

Select Harvests is heavily reliant on these workers for our harvesting and processing season and employ approximately an additional 300 workers during this time. Select Harvests either employs the team member directly or via an approved employment agency. No matter how the team member is engaged with Select Harvests, the company will:

- Remunerated in line with appropriate seasonal harvests or contractor rates:
- Provide training in a combination of languages including pictures:
- Provide access to the companies' support programs.

Select Harvests grows, harvests and processes all our products in Australia and then ships the products either domestically or internationally to a combination of locations/countries. We pride ourselves on our working conditions across our operations. Select Harvests aims to provide a quality product to its customers and operate as a responsible business.

As a result and based on our recruitment process of either recruiting the team member directly or via an approved employment agency, the risk of Modern Slavery occurring is mitigated and supported by a review and audit process.

4. Actions taken to assess and address modern slavery risks:

Policies for At-Risk Workers:

New team members undergo an induction process that includes safety training, job training, and an introduction to available support actions. Key documents and policies provided include:

- Work Health and Safety (WH&S) Handbook
- Code of Conduct
- Equal Employment Opportunity and Anti-Discrimination, Harassment, and Bullying Policy
- Risk Management Policy
- Fatigue Policy
- Whistle-blower Policy
- Select Harvests regularly reviews its policies and operational documents.

Suppliers:

- Issued the Ethical Sourcing policy to all existing and new suppliers

- Tracks supplier compliance with the Ethical Sourcing policy in the main financial system
- Monitors supplier quality qualifications or ratings as part of the quality process

Labor Providers:

- Issued the Ethical Sourcing policy to all labor providers
- Conducted external audits on key labor hire providers to identify and mitigate modern slavery risks
- Select Harvests maintains strong relationships with labor providers and reserves the right to conduct supplier audits to ensure compliance with the Modern Slavery Act

5. How the entity assesses the effectiveness of its actions:

Select Harvests reviews the effectiveness of its actions based on:

- Board and Executive overview
- The Modern Slavery statement and the Select Harvests Ethical Sourcing policy is reviewed and approved by the Sustainability Committee
- Internal audits
- All suppliers have received a copy of the Select Harvests Ethical Sourcing policy
- Training
- Induction process
- Labour provider audits.

6. The process of consultation with entities owned and and/ or controlled by the entity:

Select Harvests is committed to a companywide approach to mitigating the risks of modern slavery. Importantly all entities are managed directly by the parent and align back to the senior management team/board and align with the company wide policies, procedures, and operational standards.

7. Any other information considered relevant:

Select Harvests has also:

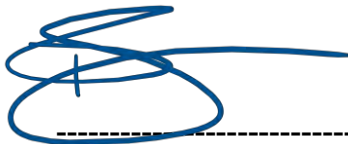
- Enhanced the main operating system to track supplier receipt of the ethical sourcing policy and manage compliance accordingly.
- Continued to maintain a dedicated email address for Ethical Sourcing/Modern Slavery queries and concerns, monitored from 8:30 am to 5:00 pm, Monday to Friday.
- Categorised all suppliers (e.g., Labor, Freight, R&D) to facilitate reviews by category, spend, and risk.
- Conducted multiple spot audits of labour hire providers on payment terms, working visa and contracts to ensure workers are remunerated at appropriate harvest contract rates.

Select Harvests is also in the process of implementing:

- Enhanced training programs for all staff to recognise and respond to signs of modern slavery.
- Following the audit conducted last year, Select Harvests has scheduled an additional internal audit to ensure labor providers adhere to our policies.
- Ongoing spot audits throughout the year to monitor payment terms for our labor hire staff and suppliers.

8. Sign off any approval of this statement:

This statement was authorised to be published by the Chair of the Sustainability Committee. This statement is authorised to be lodged by David Surveyor, Managing Director of Select Harvests Limited.



David Surveyor
February 2025