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## MONTAGUE MODERN SLAVERY STATEMENT 2023

### MANDATORY CRITERION 1 REPORTING ENTITY

The Modern Slavery Statement (**Statement**) is made on behalf on Montague Bros Holding Pty Ltd (ACN 88 006 001 332) and includes all entities it owns and controls (collectively **Montague**), pursuant to the *Modern Slavery Act 2018* (Cth) (the **Act**).

The Montague entities covered by this Statement are as follows:

- Montague Bros (Holding) Pty Ltd
- Montague Bros Pty Ltd
- W.F. Montague Property Pty Ltd
- Montague Fresh (Aust) Pty Ltd
- Legana Orchards Pty Ltd
- Montague Cold Storage Pty Ltd
- Montague Fresh (Qld) Pty Ltd
- Pinelodge Lease Pty Ltd
- NWN Development Pty Ltd
- Shanghai Montague Trading Co Ltd

This Statement sets out the actions taken by Montague to identify, assess and address the modern slavery risks across our operations and our supply chain network in the last financial year, ending 31<sup>st</sup> March 2023.

### MANDATORY CRITERION 2 ABOUT MONTAGUE STRUCTURE

Montague was founded by William (Bill) Montague in 1948. Initially focusing on the provision of produce to hospitals in Melbourne, it grew on the back of a commitment to service. During the 1950s the business diversified into the production of apples. Starting with one orchard in Narre Warren, Victoria, the business expanded in the 1990s to over ten orchards in three states, and entry into the Queensland wholesale fruit and vegetable market. By the 2000s, Montague expanded into the production of stone fruit and entered into numerous licensing agreement with worldwide fruit breeders to develop new fruit varieties.

As of March 2023, Montague remains a 100% family-owned entity. With a turnover exceeding \$123 million, Montague manages over 22 varieties of apples and over 120 varieties of stone fruits. Servicing all sectors of the Australian domestic market and exporting to Asia, Europe the Middle East and North America Montague employs 180 employees located in regional and metropolitan locations in four Australian states.



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## **MONTAGUE OPERATIONS**

As at 31<sup>st</sup> March 2023, Montague's focus on providing exceptional delivery of products and services was achieved via seven distinctive business units:

### **1. Orchard Production**

Orchard production over seven sites across South Eastern Australia, covering over 500 hectares and over 720,000 trees and vines.

### **2. Fruit Packing**

Fruit packing takes place in two sites – Brisbane and the Narre Warren North facility in Melbourne which collectively process more than 22 million kgs of fruit annually. In addition, Montague works with third party packing services who collectively process over 17 million kilograms annually.

### **3. Logistics**

A logistics business providing warehousing and transport services to the fresh produce industry, moving approximately 20 million kilograms of raw product to our packing facilities, and undertaking over 40,000 movements of finished goods to our customers.

### **4. IP Management**

An intellectual property management business which commercialises new fruit varieties in partnership with local and Australian growers and fruit breeders around the world, in addition to managing the associated trademarks.

### **5. Wholesale Trading**

A wholesale trading business at the Brisbane fruit and vegetable market trading in fruit, vegetables, and exotics in conjunction with serving the independent retail sector.

### **6. Fruit Trading**

A fruit trading business which buys and sells product from more than 100 growers and services the Australian and export markets with fruit.

### **7. Montague Hospitality**

A restaurant and retail division which offers quality food products direct to consumers.

## **MONTAGUE SUPPLY CHAINS**

Montague has over 3,000 suppliers, ranging from family-owned, small to medium sized business and international operations. The bulk of our suppliers are fruit growers across Australia, with over 200 providing product to Montague during the reporting period.

Other key suppliers include the following:

- Those providing equipment and machinery for our production facilities and our orchards.
- Those servicing the equipment and machinery.
- Those providing products and services to the hospitality and retail division.
- Providers of materials used for the packing of product.
- Transport and logistics organisations responsible for the delivery and distribution of our products.
- Marketing and related corporate services required to support business operations.
- Providers of essential IT platforms and related services.
- Registered Casual labour hire companies.

## **MANDATORY CRITERION 3**

### **RISK OF EXPOSURE TO MODERN SLAVERY**

Using the Modern Slavery Risk Indicator Tool provided in the [Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities](#), we assessed the risk of exposure in both our Operations and our Supply Chain, during the reporting period.

The Modern Slavery Act outlines eight types of serious exploitation. It can be described as situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Montague identifies the below “Modern Slavery” as the highest risk within the industry in which we operate:

- Deceptive recruitment.
- Underpayment of wages and benefits.
- Exploitation of migrant workers.
- Forced labour.
- Bonded labour.
- Excessive work hours.

### **MONTAGUE OPERATIONS**

Our assessment of Montague Operations determined that we have a relatively low risk of modern slavery within our entities. And while Montague operates within the agriculture industry, a sector often associated with heightened modern slavery risks, all our direct employees are based in Australia. Additionally, all employees are covered under an individual employment contract or a registered enterprise agreement. In both cases we are committed to ensuring all terms and conditions comply with applicable National and State based labour laws, while also ensuring they are aligned with the appropriate Award.

Montague is also focused on the health and wellbeing of all employees and dedicates considerable time and resources to providing programs aimed at supporting both the physical and mental health of all our workforce.

### **MONTAGUE SUPPLY CHAINS**

As previously highlighted, agriculture is an industry that is recognised to have higher modern slavery risks due to the high reliance on human intervention, the remoteness of locations and the relatively tight delivery timeframes. Combine these factors with a heavy dependence upon the use of unskilled, temporary, or seasonal labour, foreign workers, and outsourcing, we recognise that there is a medium to high risk of modern slavery exposure within some sectors of our supplier network.

With respect to the use of seasonal workers in Montague Orchards, we predominantly engage with a reputable recruitment company Connect. They operate at the highest standards and provide a team of approximately 70 Nevans each year. This labour force are employed in accordance with relevant legislative requirements.

## **MANDATORY CRITERION 4**

### **ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES**

Montague is committed to working with all stakeholders, in both our operations and our supply chains, to assess and address the risk of modern slavery.

Our obsession with providing quality fresh products and delivering exceptional customer services extends beyond focusing on our food safety and quality management systems. We are equally serious about ensuring the welfare of all workers and are committed to providing employees with the support they need to uphold the highest levels of responsible, safe, and ethical practices within Montague.

This commitment extends to our grower/supplier network, with a focus on ensuring that they are aware of the relevant policies and have access to the necessary training and documentation to ensure compliance.

To that end we regularly review, up-date and communicate our policies and procedures to ensure relevance and compliance with the applicable legal requirements. More specifically the following policies are in place across the organisation:

### ***Business Ethics***

Montague is committed to undertaking all business and fiscal practices in an ethical manner relevant to local and national laws and legislative requirements. We are opposed to all forms of bribery, theft, fraud, corruption, or any type of fraudulent business practice.

### ***Code of Conduct***

Montague is committed to undertaking all business practices with integrity, complying with required ethical standards. The Company has implemented fair and reasonable policies, procedures and practices in accordance with legislative requirements. The Code of Conduct outlines the expectations and standards of behaviour required by all parties engaged by Montague.

### ***Counselling & Discipline Policy & Procedure***

The purpose of this policy and procedure is to outline responsibilities, rights and obligations in respect to dealing with performance issues arising within the workplace or at any work-related event.

### ***Discrimination, Harassment and Workplace Bullying Policy***

At Montague we value every employee's right to be treated with respect, dignity and courtesy. The Company recognises discrimination (in all forms), harassment, workplace bullying and victimisation all violate state and federal employment laws and will not be tolerated.

### ***Diversity & Equal Employment Opportunity Policy***

The purpose of this policy is to outline Montague's appreciation and commitment to valuing a diverse and inclusive workplace. Additionally, we are required to comply with legal obligations under relevant legislation. Montague are committed to creating and maintaining a diverse and inclusive organisation in everything we do – from the engagement of staff, to maintaining positive relationships with suppliers and stakeholders and the delivery of services to our communities and customers. We value the differences between people and the contribution these make to our business.

### ***Ending Employment Policy & Procedure***

The purpose of this policy and procedure is to ensure managers and employees are aware of their obligations when the employment relationship ceases.

### ***Grievance Resolution Policy & Procedure***

The purpose of this Policy and Procedure is to outline the guidelines and processes to be followed should a grievance be identified within the Company. The Company recognises that in any organisation, incidents giving rise to grievances amongst employees may occur from time to time. We recognise the need for employees to have confidence that grievances will be handled promptly, fairly and appropriately by Montague.

### ***Health, Safety & Wellbeing Policy***

Montague strives to achieve exceptional health and safety performance through its commitment to providing workplaces that are healthy and safe. The policy outlines the health and safety objectives in place.

### ***Human Rights, Ethical Sourcing and Social Responsibility Policy***

This is based primarily on the Ethical Trade Initiative (ETI) and International Labour Organisation (ILO) Conventions. This policy seeks to reinforce Montague's commitment to sourcing products in an ethical and responsible manner, and considering the welfare of workers, health and safety and potential environmental impacts.

### ***Learning & Development Policy***

Montague supports employee learning and development and acknowledges it plays an integral part in the achievement of our business objectives. We recognise the critical importance of investing in our employees.

### ***Recruitment & Employment Variation Policy & Procedure***

Achieving a competitive edge in business would be impossible without a skilled workforce. Montague seeks to attract and recruit highly skilled and qualified people to work for us to gain a competitive edge. The purpose of this policy is to outline the principles to be followed when a position becomes vacant or when a new position is created or when an existing position is to be varied.

### ***Sexual Harassment Policy and Procedure***

Montague acknowledges that sexual harassment and sexual assault are unlawful. Montague is committed to creating a work environment which is free of sexual harassment for all members of the Montague community. Federal and state legislation requires Montague to take all reasonable steps to prevent and eliminate sexual harassment, and to protect those who complain of victimisation. Montague will take all reasonable steps to ensure that no member of the community subjects another person to or is subjected to sexual harassment whilst in the course of any Montague activity.

### ***Sustainability Policy***

Montague is committed to improving, where possible, compatibility between the economic development of the business whilst operating with socially responsible practices and championing the wise use of our natural resources.

### ***Whistleblower Policy***

The purpose of this Policy is to reiterate Montague's commitment to upholding the highest standards of conduct and ethical behaviour in all our business activities, and to promote and support a culture of honest and ethical behaviour, corporate compliance, and good corporate governance.

### ***AFPA Membership***

In addition to the Policies listed above, Montague is a member of AFPA (Australia Fresh Produce Alliance). As part of AFPA's charter they are committed to improving the agriculture sector's employment practices and reputation, including proactively meeting all health and safety, employment, and duty of care requirements and obligations. As a member of AFPA, Montague has access to up-to-date information regarding best-in-class ethical business practices within the industry. Additionally, we have the opportunity to network with senior leaders within similar organisations to share learnings in regard to mitigating the risk of modern slavery, both internally and within the supply chain.

## **MANDATORY CRITERION 5**

### **ASSESSING EFFECTIVENESS OF MODERN SLAVERY RISK MANAGEMENT**

#### ***SEDEX and SMETA***

As part of Montague's commitment to assessing and addressing modern slavery risks, the organisation undertakes an annual SMETA (SEDEX Members Ethical Trade Audit) This audit is a procedure created by the SEDEX (Supplier Ethical Data Exchange) not-for-profit, membership organisation, that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains. SMETA is based on the conventions of the International Labour Organisation (ILO) and provides a globally recognised framework for evaluating responsible supply chain activities by employing best ethical audit techniques.

During the reporting period Montague complied with all SMETA standards and continues to invest in educating our workers and suppliers to ensure ethical compliance is maintained.


**MANDATORY CRITERION 6**  
**CONSULTATION ON PREPARING A JOINT STATEMENT**

In the process of developing this Statement, Montague consulted with the relevant entities that it owns and controls. The Statement was approved by the Managing Director and endorsed by the Board of Montague.



Scott Montague  
Managing Director  
Montague Bros (Holding) Pty Ltd

Date approved: 23/11/23



Michael Naphtali  
Chairman  
Montague Bros (Holding) Pty Ltd

Date approved: 23/11/23