



2021/22

MODERN SLAVERY STATEMENT



“Working together is essential to help improve the lives of all in our global community.”

Simplot Australia Pty Ltd, ACN 070 579 609 (“Simplot Australia”) is the applicable reporting entity pursuant to the Modern Slavery Act 2018 (Cth). Simplot Australia is a wholly-owned subsidiary of J.R. Simplot Company, a company registered and headquartered in Boise, Idaho, USA. Simplot Australia has its head office and registered address in Melbourne at 2 Chifley Drive Mentone, Victoria 3194.

In this Modern Slavery Statement, the terms “Simplot”, the “Company”, “our business”, “organisation”, “we”, “us”, and “our” refer to Simplot Australia, except where the context otherwise requires.

Simplot Australia’s Modern Slavery Statement is intended to meet the current and future disclosure requirements of the Modern Slavery Act 2018 (Cth).

This Modern Slavery Statement is made according to the Modern Slavery Act 2018 (Cth) and constitutes the Modern Slavery Statement for Simplot Australia for the foreseeable future, and covers the period 1 September 2021 to 31 August 2022 (“the reporting period”). Each Simplot entity is covered by Simplot policies, procedures and systems, including those relating to supply chain management, contracting, purchasing and human resources.

Simplot Australia acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures and to Elders, past, present and emerging.

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A MESSAGE FROM SIMPLOT AUSTRALIA AND NEW ZEALAND’S VICE PRESIDENT

I am pleased to share Simplot Australia’s third Modern Slavery Statement, which outlines the actions that we have progressed this year to identify and mitigate the risks of modern slavery in our supply chain and operations.

At Simplot Australia, we believe we can make a significant difference in addressing the global issue of modern slavery not only through the direct actions and processes we implement but also through working in collaboration with our industry partners.

We are committed to acting with integrity and conducting our business in accordance with our Code of Conduct and core values. Since commencing reporting in 2021, we have recorded no incidences of modern slavery, and we continue to identify and mitigate the risks of modern slavery in our supply chain and operations.

I am pleased that since the release of our second Statement in 2022, we have made significant progress in identifying and managing the risks of modern slavery. We have successfully embedded our Modern Slavery Program into our standard ways of operating and strengthened the governance framework that supports this Program through the establishment of our Modern Slavery Governance Group. Our business has also developed a training program and commenced education sessions to ensure

key roles are aware and know how to manage risks and escalate issues that may arise.

We pride ourselves on being a business that is built on relationships, and we value the diversity of thought and experience that comes from collaborating across our industry. The discussions and transparency in sharing approaches advances us all. By working together, we believe we can influence actions that we hope will ultimately lead to the eradication of modern slavery in all supply chains.

This Statement was approved by the board of Simplot Australia on 24th March 2023



Darren Tendler
Vice President Australia & New Zealand
24th March 2023

KEY HIGHLIGHTS FOR CURRENT REPORTING PERIOD

Developed modern slavery training program and commenced education sessions with team members in key Program operational roles

Strengthened our Modern Slavery Governance Framework by embedding a new dedicated Governance Group

Increased collaboration with key customers and industry bodies

Significantly progressed risk assessments with our agricultural suppliers in our supply chain



OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Our Company Structure

Simplot Australia is an agricultural and food manufacturing business that creates food Australians and New Zealanders love by maximising value from the best Australian grown produce and global seafood.

We are home to some of Australia's most loved and trusted retail food brands – Birds Eye, Edgell, John West, Leggo's, Raguletto, Five Brothers, I&J, Chicken Tonight, Harvest, Seakist, Ally and Chiko. We are also one of Australia's largest suppliers of foodservice products, and we supply quick service restaurants, cafes, restaurants, stadiums, hospitals, aged care facilities and many other venues. These range from balanced meals, convenient frozen vegetables, tasty pasta sauces, and nutritious seafood to snack foods.

As a business, we pride ourselves on building long term partnerships with Australian farmers and our supply chain, investing in our people, and building mutually beneficial relationships with our customers.

At the end of 2022, Simplot Australia began the process of amalgamating its food business with the Simplot Food Group, and will become a merged Global Food business throughout the next reporting period. Simplot Australia's head office is located in Mentone, Victoria, and it is part of the privately-owned J.R. Simplot Company based in Boise, Idaho in the United States.

Our Operations

Simplot Australia directly employs about 2,000 people in Australia and New Zealand and many of these work at one of our five manufacturing facilities. Our facilities are located in Echuca, Victoria, Bathurst and Kelso in New South Wales and Devonport and Ulverstone in Tasmania. Additionally, we have two Agricultural Services facilities located to support our New South Wales and Tasmanian vegetable processing operations. We are also proud to work with over 300 Australian growers who supply about 400,000 tonnes of Australian vegetables to our operations each year.

The broader Australian manufacturing and agricultural industry is also supported through our operations, including transportation, distribution, cold store providers, ingredient and packaging suppliers. We work closely with approximately 2,340 suppliers, of which 2,160 (92%) are based in Australia.

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Our Supply Chain

Simplot Australia's supply chain is a complex mix of local and overseas suppliers covering numerous product and service categories. In the reporting period, our supplier base consisted of 2,340 suppliers, of which 582 are in scope of our Modern Slavery Program. Through an evaluation process we determine if suppliers should be assessed under our Program. This evaluation takes into consideration factors such as minimum spend and volume threshold, level of risk, visibility of supply chain, and consistency of supply. Applying these criteria allows us to focus our efforts on where we believe we can make the biggest difference.

The following identifies the categories and numbers of suppliers in scope of Simplot Australia's Modern Slavery Program.

Number of Suppliers in scope of Simplot Australia's Modern Slavery Program

DIRECT SUPPLIERS

Direct Suppliers provide us with goods such as ingredients, packaging and raw materials that form a part of our finished product for consumers. For example, the tuna for our John West tuna range.



INDIRECT SUPPLIERS

Indirect Suppliers provide us with goods and services that do not directly form part of our finished goods for consumers. This includes the stationery we use at our offices, or the internet data plans used across our sites.



LOGISTICS SUPPLIERS

Logistics Suppliers provide us with transport modes to move our product around Australia and internationally. This includes trucks, rail and sea freight. For example, sea freight used to transport our products from Tasmania to the Australian mainland.



AGRICULTURAL SUPPLIERS

Agricultural Suppliers provide the agricultural inputs to our manufacturing facilities that become finished goods. For example, the potatoes grown that become our Birds Eye frozen chips.



IDENTIFYING MODERN SLAVERY RISKS

As a large agricultural and food manufacturing business, our operations and supply chain are diverse and complex. We conduct various activities that help us evaluate the areas of greatest risk so we can focus our efforts on identifying and mitigating modern slavery risk. Our risk assessment process includes utilising data from Sedex radar reports, insights from discussions with our community partners, scanning global sources of information such as the Withhold Release Orders and Findings List and frequent industry collaboration with our major customers.

Simplot Australia acknowledges that modern slavery can take many forms including trafficking in persons, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services. The following four types of modern slavery are the most relevant to the categories within the food industry in which we operate:

FORCED LABOUR: Where the victim is either not free to stop working or not free to leave their place of work.

DEBT BONDAGE: Where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

WORST FORMS OF CHILD LABOUR: Where children are either exploited through slavery or similar practices, including for sexual exploitation, or engaged in hazardous work that may harm their health, safety or morals, or used to produce or traffic drugs.

DECEPTIVE RECRUITING FOR LABOUR OR SERVICES: Situations where the victim is deceived about whether they will be exploited through a type of modern slavery.



OUR ICONIC BRANDS





Identifying Risks Within Our Operations

We assess the risk of modern slavery within our own operating locations to be low due to our full operational oversight. This is supported by the majority of our team members being covered by enterprise agreements and employment contracts. The mechanisms for verifying and managing this risk is further detailed on page 12.

Identifying Risks Within Our Supply Chain

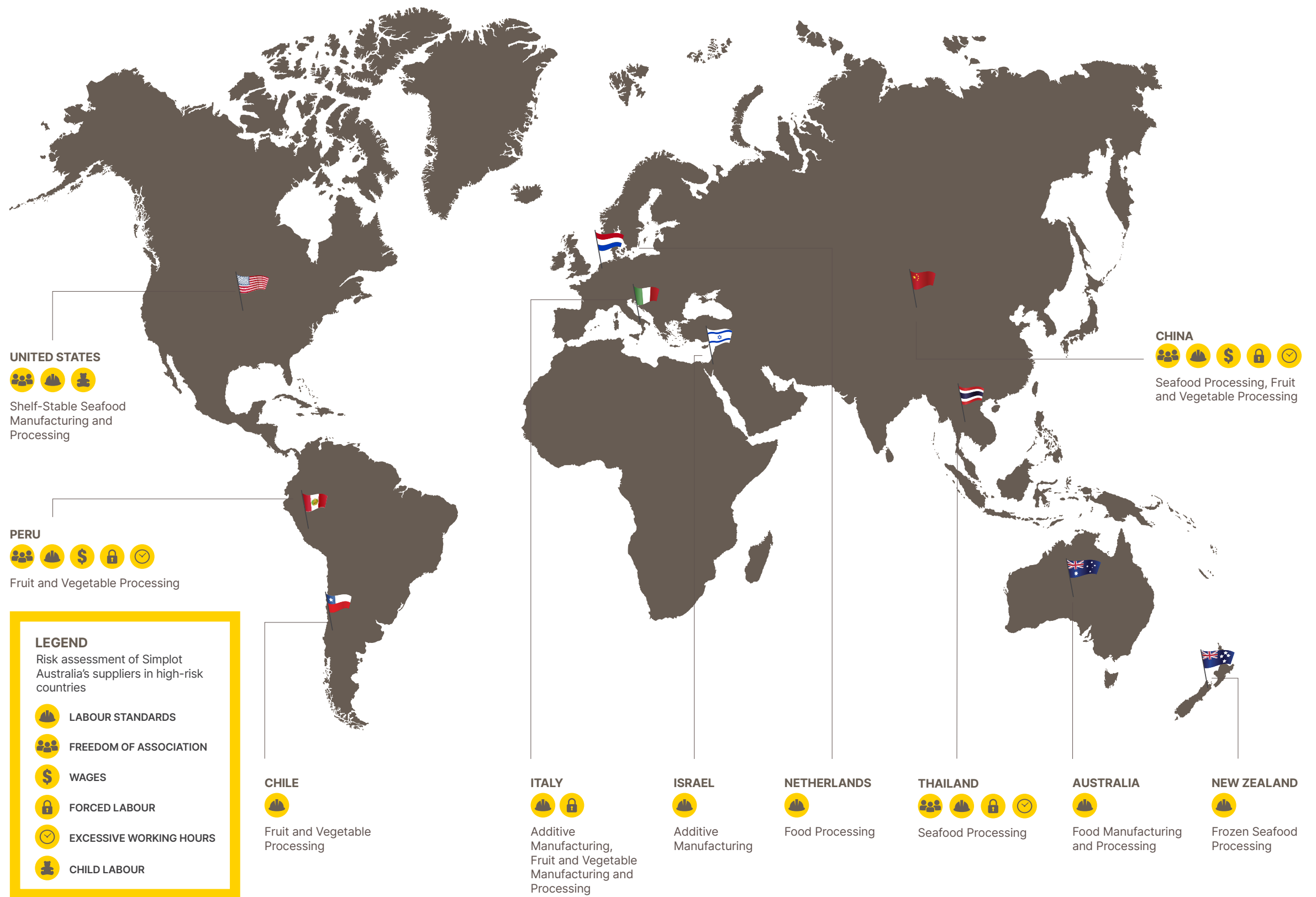
We believe the best process for identifying and mitigating modern slavery risk involves collaboration and partnerships with our suppliers, partners, and growers.

AGRICULTURAL SUPPLIERS

We work closely with our 300+ agricultural suppliers. Our employees collaborate with farmers, frequently visiting farms, and this provides greater visibility of any modern slavery risks that may exist. During the reporting period, we commenced the roll out of a modern slavery risk assessment tool with our agricultural suppliers. The purpose of the tool was to identify any indicators of modern slavery present in our agricultural supplier operations and covers areas such as health and safety standards, employment arrangements and methods of pay, and working conditions. The risk assessment is conducted by our Field Services Officers, and 73% of our agricultural suppliers have been assessed to date with the aim to have 100% completed by the end of August 2023. To date there have been no instances of modern slavery identified as part of the tool.

SUPPLIERS

We continually assess the modern slavery risks within our supply chain by using information from the Sedex platform to identify the countries, sectors and suppliers that represent greatest risk. This year we have streamlined our efforts for Indirect Suppliers to focus on industry sectors that have an increased risk of modern slavery. This includes areas such as facilities management, security services, uniform manufacturers and labour hire agencies. The Sedex platform helped inform our focus areas and where we can have the most impact. The risks by country are highlighted in the following map:



PARTNERSHIPS AND INDUSTRY COLLABORATION



CASE STUDY: Partnership with Pacifical to Help Prevent Modern Slavery in our Supply Chain



Simplot Australia partners and collaborates throughout our industry with major customers and several non-government organisations. We contribute to programs that strengthen human rights in the local and global communities in which we operate. These partnerships and industry collaborations are important to help us share learnings and communicate ideas to help prevent modern slavery.

PARTNERSHIP



PACIFICAL
We have a long-established partnership with Pacifical, who are the Pacific Region leaders in promoting sustainably and socially responsibly caught skipjack and yellowfin tuna. Our partnership

provides Simplot Australia with assurance that the vessels catching John West tuna meet our sustainability and human rights standards. To learn more about our partnership with Pacifical, please read the case study on page 9.

INDUSTRY COLLABORATION



SEDEX
Sedex is a supply chain sustainability services provider and data platform, whose mission is to supply data-driven insight through the most accessible tools and services, to support companies improve their environmental, social and governance (ESG) outcomes. Simplot Australia maintains an active membership and all five of our manufacturing sites have completed the Self-Assessment Questionnaire, which is reviewed and updated on an annual basis.

CUSTOMER COLLABORATION
We frequently collaborate with key customers to share emerging insights, the areas of focus for our respective businesses and understand what areas we could work on together to mitigate modern slavery in our mutual supply chains. This customer collaboration is invaluable in advancing our Program.

INDUSTRY NETWORKING
We play an active role in collaborating with like-minded businesses in our network to learn, collaborate and understand best practice in the design and implementation of our Modern Slavery Program.



AUSTRALIAN FOOD AND GROCERY COUNCIL (AFGC)
Simplot Australia is represented on various groups and committees within the AFGC, allowing us to stay abreast of, collaborate on, and contribute to issues facing the food and grocery industry in Australia, including topics such as Modern Slavery. In 2022, through our role on the AFGC, we contributed to the industry response for the statutory review of the Modern Slavery Act 2018 (Cth).

Pacifical provides verified assurance that Simplot Australia's John West tuna is sustainably caught, responsibly produced and certified. Pacifical's goal is to use every single tool available to increase awareness, catch, production, distribution and trade of sustainably and socially responsibly caught skipjack and yellowfin tuna from the Western Central Pacific, which is used in John West products.

Through their extensive industry know-how, Pacifical assists fishing companies operating within the Western and Central Pacific waters, tuna brands, distributors, retailers, food service providers and food processors worldwide, to catch, produce and source from an at-sea verified sustainable, socially responsible and traceable tuna supply chain. They help create efficient, fully traceable supply chain models using innovative technology, and create awareness of the key role that Western Central Pacific Island communities play in providing sustainable, and socially responsibly caught tuna to consumers around the world.

Pacifical only works with suppliers who share their commitment to MSC standards for sustainable wild fishing and that follow Pacifical's **Social Accountability Guidelines**. These Guidelines outline minimum requirements related to the employment, social protection, health and safety, food, accommodation, and medical care of fishers at sea. The provisions of these Guidelines are consistent with relevant international labour standards such as the ILO Convention concerning work in the fishing sector (C188) and FAO Code of Conduct for Responsible Fisheries.

Before a fishing trip even commences, an onshore Placement Officer ensures the vessel complies with the required regional terms and conditions. This includes working conditions such as ensuring suitable accommodation is provided for the crew and the Observer, who is an independent person on board trained to the Pacific Island Regional Observer Program to monitor the trip.

During the fishing trip, the working and living conditions of the crew are recorded by the independent Observer to ensure the required standards are upheld. Onboard Observers work with officials using advanced vessel satellite-monitoring and sophisticated database systems, to register, monitor and manage vessels fishing within the waters of the eight island nations of the Parties to the Nauru Agreement. The vessel and its catch are tracked by satellite as they travel to a carrier vessel and then onto the final port where the catch is unloaded and discharged under supervision, and from there transported to cold storage. If any infringements are identified, they are escalated for further investigation and potential corrective action.

Put simply, vessels catching tuna for Pacifical do not use forced labour or child labour, and must provide good living conditions for crew on board as well as decent employment with fair remuneration and benefits.

Simplot Australia is proud to partner with Pacifical who are advancing the industry and ensuring human rights are upheld.



ACTIONS TO MITIGATE AND ADDRESS MODERN SLAVERY RISKS

At Simplot Australia, we have an established governance framework that manages our modern slavery risks across our operations and supply chain. This includes our policies, contracts, monitoring activities and engagement with our team members and suppliers.

GOVERNANCE STRUCTURE

We are committed to upholding human rights and taking the necessary steps and actions to ensure that we identify, manage, and mitigate risks of modern slavery. Our Global Sustainability Leadership Board sets the strategy for our global sustainability approach and provides support as required. The accountability and ultimate responsibility for managing human rights risks, including modern slavery for Simplot Australia, resides with our Vice President and the broader Australian and New Zealand Leadership Team. Our Sustainability Steering Committee, Modern Slavery Governance Group and the operational teams action the Modern Slavery Program on a day-to-day basis.

During the reporting period, we revised our governance structure and established the Modern Slavery Governance Group which meets regularly and replaced the Sustainability Working Group. The Group comprises of members from our Sustainability, Procurement, Agricultural Services, Legal and Human Resources teams. The Modern Slavery Governance Group strives to advance our Modern Slavery Program. Activity throughout the reporting period included aligning communication with our suppliers on compliance requirements, developing and reviewing training and education material, and determining escalation points for any areas of concern identified. The avenue for escalating concerns related to modern slavery is at our regular Australia and New Zealand Risk and Governance forum. Similarly, if any concerns are raised through our Whistleblower grievance channel the Australia and New Zealand Leadership Team will be informed.

SIMPLOT AUSTRALIA'S GOVERNANCE STRUCTURE



GOVERNANCE FRAMEWORK

We have a comprehensive set of policies, standards and practices that outline our values and ways of working. Our policies detail the standards and principles that we expect our customers, contractors, suppliers and their suppliers to adhere to when conducting their business and business with us. As applicable to our suppliers, the standards and principles from the [J.R. Simplot Company Code of Conduct](#) have been incorporated into [Simplot Australia's Partner Code of Conduct](#).

In addition to our policies, this year we established a Modern Slavery Governance Framework for the purpose of streamlining and describing the internal process for the management of our Modern Slavery Program within our operations and supply chain. It documents our operational team's responsibilities within the Program, how we assess and manage our modern slavery risks, procedures for escalation and emphasises our commitment to continuous improvement. Simplot Australia will not knowingly conduct business with suppliers who violate laws relating to employment, the environment or safety, or engage in any other unethical employment practice.



POLICIES AND PROCEDURES IN OUR OPERATIONS



THE J.R. SIMPLOT COMPANY CODE OF CONDUCT:

Defines the global behavioural expectations for our team members with respect to other Simplot team members, suppliers, customers and members of the community.



WHISTLEBLOWER POLICY:

Provides a framework and encourages the reporting of instances of suspected unethical, illegal, fraudulent or undesirable conduct involving Simplot Australia. We respect the rights of individuals who defend human rights, and do not tolerate threats, intimidation or attacks against any individuals who raise concerns. To date, there have been no concerns raised through our Whistleblower mechanisms regarding modern slavery violations.



SIMPLOT AUSTRALIA'S PROCUREMENT POLICY:

Outlines the process for procuring goods and services and requires activities to be conducted in an honest, competitive, fair and transparent manner.

MONITORING OUR OPERATIONS

We use a combination of mechanisms to monitor modern slavery risks in our operations. These methods include verification through internally initiated reviews, Sedex self-assessment questionnaires and customer-initiated reviews. Our five manufacturing sites are currently all rated as low risk using the Sedex self-assessment questionnaire.

In addition to these reviews, audits and assessments, we employ best practice methods during the recruitment process for prospective candidates to ensure that we hire employees in accordance with applicable laws. These checks include confirmation of a candidate's age to ensure they meet the minimum age requirements and a right to work check, such as a birth certificate, passport or visa, to ensure they have the right to work in Australia.

All team members receive employee contracts and are covered by either an Enterprise Agreement, National Collective Agreement or the Fair Work Modern Award depending on their role and place of work. Any overtime hours worked must be voluntarily and mutually agreed to by the employee and their manager.

Any work outside of usual hours, such as in the evening, overnight or weekend, are paid in accordance with the applicable penalty rates. Similarly, all employees are paid their wages via an electronic transaction and receive a payslip. It is through a combination of these methods that we have assessed our operational risk of modern slavery as low.

POLICIES AND PROCEDURES FOR OUR SUPPLY CHAIN



PARTNER CODE OF CONDUCT: Simplot Australia expects suppliers to adhere to all applicable laws and regulations and to use their best endeavours to comply with the principles of our Partner

Code of Conduct. It includes clauses prohibiting the practice of forced labour, bonded labour, human trafficking, and child labour, as well as ensuring that workers work reasonable hours, receive fair wages, and are provided safe and healthy working conditions and the right to freedom of association and collective bargaining. Currently, there are 247 suppliers who have signed our Partner Code of Conduct.



AGRICULTURAL SUPPLIER CONTRACTS: Agricultural Supplier contracts include clauses that prohibit all forms of modern slavery and outline the process to be followed if any breaches are identified.



SUPPLIER ONBOARDING PROCESS: Simplot Australia screens new suppliers during the scoping process to understand if there are any potential modern slavery risks. When a new supplier is then selected and onboarded, they are required to sign up to Sedex and sign our Partner Code of Conduct.



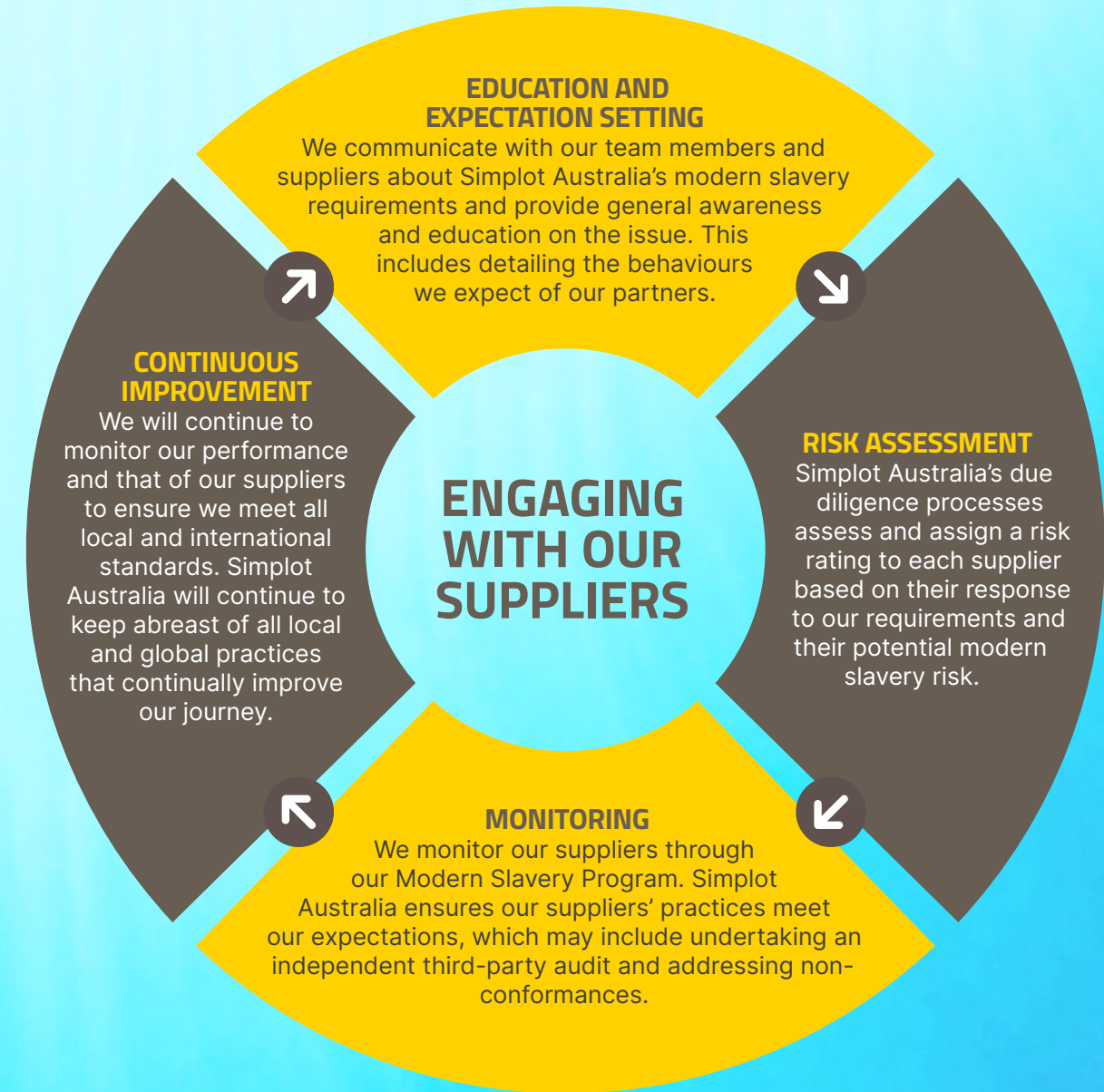
SEDEX MEMBERSHIP AND AUDITS: Simplot Australia accepts Sedex membership or equivalent risk assessments. At Simplot Australia's request, suppliers may be required to undertake a third-party social compliance audit.



SUPPLIER FOOD SAFETY AND QUALITY AUDIT PROGRAM: Simplot's Quality team manages a vendor assurance program that includes a supplier audit schedule based on key risk criteria in areas of food safety and quality. Quality audits provide an opportunity to visit a supplier's site and the Quality team are trained to look out for any modern slavery risk indicators and how to communicate these concerns with our Modern Slavery Governance Group.

ENGAGING WITH OUR SUPPLIERS

Simplot works closely with our suppliers to develop relationships that support mutually beneficial outcomes and strengthen our combined approach to human rights. These relationships are fundamental to identifying and mitigating modern slavery risks and our approach is underpinned by the following elements:



MONITORING OUR SUPPLY CHAIN

Our due diligence process for suppliers is governed by our Modern Slavery Program framework, where we have embedded monitoring supplier compliance into our day-to-day operations. We identify any areas of potential risk through insights from scanning global sources of information such as the Withhold Release Orders and Findings List, discussions with our major customers, self-assessment questionnaires and third-party social audits accessed through the Sedex platform. This year we have commenced sourcing goods or services with 13 new suppliers who have been onboarded as part of our Modern Slavery Program. The diagram below outlines the framework for supplier engagement.



SELF-ASSESSMENT QUESTIONNAIRE (SAQ)

Once suppliers are linked with Simplot on Sedex, they are required to complete the SAQ on the platform. The questionnaire covers questions on social compliance management systems, including how they identify and address potential modern slavery indicators in their operations. A risk rating is then determined by Sedex and we use this as an indicator for identifying modern slavery risks. We request that suppliers review their SAQ every 12 months to ensure any changes to business operations are captured and the risk rating adjusted as required.

THIRD PARTY SOCIAL COMPLIANCE AUDITS

During the reporting period we initiated a pilot social compliance audit process with key suppliers. The purpose was to understand and monitor high-risk areas identified within our supply chain with key suppliers. The activity provided an opportunity for Simplot Australia and our suppliers to work together and learn from the experience. We used the pilot and audit outcomes to test and inform our Modern Slavery Governance Framework. This included how to best account for mutual recognition of audit formats and how to effectively manage practices that are deemed acceptable in one industry or country due to seasonality or local standards but would not typically meet third party audit standards. No instances of human rights violations were identified from the audits conducted.

Similarly, we review suppliers' most recent social compliance audits that are visible on the Sedex platform. We use this to identify any areas that indicate human rights violations and may prompt further investigation and escalation within our business. There were 33 audits undertaken by our suppliers in the current reporting period in mutually recognised audit formats and a total of 152 audits since our Program monitoring began in 2019.

We will continue to request third party social compliance audits from suppliers where required. Our main area of focus in the next reporting period will be in the seafood industry where we have identified the potential for elevated risks for modern slavery.

TEAM MEMBER EDUCATION AND LEARNING

In the 2020/21 reporting period, we identified the need to develop a modern slavery education program for our team members to help increase awareness and knowledge of modern slavery in key Program operational roles. During the reporting period, we began implementation of the education sessions, starting with our procurement category managers of direct materials. The purpose was to refresh their understanding of what constitutes modern slavery and any potential risks to consider when choosing a new supplier to source goods or services. Topics covered included:

- Where and why does modern slavery occur
- Which industries modern slavery is most prevalent
- The different types of modern slavery - Worst Forms of Child Labour, Forced Labour, Debt Bondage
- Indicators a supplier could be high risk such as risks due to the supplier's sector, industry, geography, business structure, etc.

This type of training is invaluable to our team members as it builds knowledge and capability with our employees on how to identify and prevent potential instances of modern slavery throughout our supply chain. We will continue to roll out our education sessions with team members in operational roles of our Program throughout the next reporting period.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS



Simplot Australia is continuing to assess the effectiveness of our activities and identify any areas of improvement in our efforts to minimise the risk of modern slavery in our operations and supply chain. Since the beginning of our Modern Slavery Program, we have improved our understanding of the risks in our supply chain through increased supplier Sedex SAQ completion and visibility of our suppliers' audits. We continually review our Program structure and governance framework to ensure that our efforts and focus to mitigate the risks of modern slavery are aligned with industry best practice.

We will continue to assess the effectiveness of our actions by partnering with our suppliers, recording actions and outcomes and working with external industry groups.

As outlined in Simplot Australia's previous Modern Slavery Statements, we assessed the risks of modern slavery in our operations to be low based on various internal and external verification methods, such as the SMETA 4 Pillar Social Compliance Audit conducted at our Ulverstone site in 2021. Additionally, this year we streamlined the way in which we assess and address our operational risks across our business and all our manufacturing sites continue to maintain a low-risk rating on the Sedex platform. This reinforced to us that the actions we have taken to raise awareness, educate and make improvements within our business regarding modern slavery have been effective. To date, no instances of modern slavery have been identified in Simplot Australia's operations or supply chain.

“ Simplot Australia is continuing to assess the effectiveness of our activities and identify any areas of improvement. ”

AREAS OF FUTURE FOCUS

We are committed to continuous improvement of our Program to identify and remedy any modern slavery risks in our operations and supply chain. We will continue to work closely with our team members, suppliers and customers to further embed our policies, practices and standards across our business. Through these actions, we believe we will help raise awareness of modern slavery and the actions required to implement change. As we continue to build on our activities, we will focus on the following action over the next reporting period.



PROGRAM DEVELOPMENT

- Focus on areas of heightened modern slavery risks in our supply chain, particularly in the seafood industry.
- Complete our risk assessment process for our agricultural suppliers and develop the next phase of our Program for them.
- Strengthen supplier contracts to include clauses on modern slavery compliance.



EDUCATION AND LEARNING

- Continue implementation of team member training on modern slavery awareness.
- Develop a supplier education program on human rights.



INDUSTRY PARTNERSHIPS

- Continue to collaborate in industry forums and networking to share learnings.
- Continue to work closely with our customers to identify and manage human rights risks and optimise processes to address them.
 - Continue to work together with the industry to streamline and standardise the overall industry approach to improve compliance with the Modern Slavery Act.
 - Investigate how we can best include human rights measures in responsible seafood sourcing when working with our partners across the industry.

PROCESS OF CONSULTATION WITH RELEVANT ENTITIES

Simplot Australia is licensed by its parent company J.R Simplot Company to manufacture and sell the consumer brands that relate to this Statement. All our brands are overseen by the Australia & New Zealand Leadership Team and are governed by the same Modern Slavery Program. Simplot Australia does not own or control any other operating entities, and therefore this criteria is not applicable and consultation with relevant subsidiaries is not required.