

## MODERN SLAVERY STATEMENT

This is the second Modern Slavery Statement for Louis Dreyfus Company Melbourne Holdings Pty Ltd ACN 161 877 185 (**LDC**) during the financial periods commencing 1 January 2022 and ending 31 December 2023 (**Reporting Period**).

LDC has prepared its first Modern Slavery Statement and in accordance with sections 14 and 16 of the Act, this Statement reports on the operations and supply chains of the Louis Dreyfus Company Group. The legal entity issuing this statement is Louis Dreyfus Company Melbourne Holdings Pty Ltd.

### OUR BUSINESS OPERATIONS, ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

#### Structure:

LDC has approximately 207 permanent employees in its Australian operations. Casual employees range from between approximately 50 up to 260 during peak harvest period in the period between October to January.

**Operations within Australia:** LDC is a merchant and processor of commodities in Queensland, New South Wales, Victoria and Western Australia with its registered office in Newstead, Queensland.

LDC accumulates and then trades the following commodities in Australia:

- Grains & Oilseeds;
- Soybean Meal;
- Wheat and Barley; and
- Cotton.

**Supply Chains:** Our major areas of spend fall within:

- Raw produce – grains & oilseeds and cotton,
- Facilities management - site receipt, port and administrative facilities, and
- Transportation.

The goods that we procure are sourced predominantly from:

- Growers (raw produce i.e. grain and cotton), and
- Locally sourced site-running supplies (tarps, bunker consumables, equipment and parts).

LDC procures services from:

- Transportation companies (intrasite, road, rail and ocean freight), and
- Technical and professional services (repairs, engineering, quality)

### THE PART OF OUR BUSINESS OPERATIONS AND SUPPLY CHAINS WITH A RISK OF MODERN SLAVERY PRACTICES

While the risks for LDC to directly cause or contribute to adverse human rights impacts is negligible, LDC recognises that there are parts of our business operations and supply chains which may be directly linked to modern slavery through the goods and/or services procured, be it high risk industries, high risk goods or containing components that are high risk goods, or the manufacturing of these goods or procurement of services taking place in high risk countries:

- **High Risk Countries** - LDC recognises that while procuring ocean freight services, our ocean freight broker may utilise services that are domiciled in high risk countries.
- **High Risk Industry** – for example, Agriculture (growers), and transportation and Warehousing, and Electronics and Electrical Products Manufacturing, and
- **High Risk Goods** – for example, Cereal grains and Computer equipment (Laptops, Mobile phones).

## OUR POLICIES

LDC believes in respecting human rights in everything we do. Accordingly, we are committed to addressing any form of modern slavery and human trafficking.

LDC has put in place a Supplier Code of Conduct that sets out what LDC expects from its Suppliers in respect of Labour and Human Rights. The Supplier Code of Conduct is available on LDC's website and supports Suppliers' continuous improvement. It also provides public channels for stakeholders to report potential non-compliance with the Supplier Code of Conduct and grievances related to Labour and Human Rights violations. LDC also has an Australian Modern Slavery Policy which sets out the following: Due diligence requirements, LDC's response plan, Reporting and Modern Slavery Statement, and Continuous improvement activities.

### ACTIONS TAKEN DURING THE REPORTING PERIOD

During the Reporting Period LDC continued its commitment to ethical business practices and its work on a Modern Slavery framework geared toward zero tolerance for all forms of modern slavery, specifically human trafficking, forced labour and child labour. Our focus was to gain a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains. At this early stage, we are unable to adequately assess the effectiveness of measures we have undertaken. However, we have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

In the fourth quarter of 2023, LDC released its [Human & Labour Rights Policy](#) and [Supplier Code of Conduct](#), which defines LDC's commitments to upholding human rights. During this Reporting Period, LDC initiated a corporate & global human rights risk assessment, which includes Modern Slavery risks, in order to further systematically identify any human rights hotspots in LDC's operations and supply chains globally. Based on the results, LDC will develop structured human rights due diligence and develop mitigation strategies for any identified hotspot areas and issues.

LDC also has updated its internal and external grievance Reporting Platform – [EthicsPoint](#), to now include a category of reporting to allow both internal and external parties to report grievances related to any social or environmental grievances or complaints related to LDC supply chains, as well as any violations of child labour laws, collective bargaining or labour union issues, forced labour or other matters related to worker's rights.

## PLAN FOR REMEDIATION

Remediation processes will be further considered in the next reporting period when LDC has confirmed whether it has caused or contributed to modern slavery in its business operations or supply chains. In the meantime, our website is linked to our whistleblower service provider, which offers 24/7 access to safely report issues of concern or otherwise can be directed to [sgp-legal@ldc.com](mailto:sgp-legal@ldc.com).

## CONSULTATION PROCESS

LDC has consulted with its controlled entities during this Reporting Period by reviewing a broad range of transactions from all entities, as well as continuing to educate both Directors and employees about Modern Slavery risks and giving them an opportunity to participate in this process.

This Modern Slavery Statement has been approved by the LDC Board of Directors on 16 April 2024.



Tony Geitz –Director  
17 April 2024