



Modern Slavery Statement

1. Introduction

The Muir Group (TMG) and all entities within the group are committed to complying with the applicable legal obligations including and without limitation, the Modern Slavery Act 2018 (Aust) (the Act). TMG is committed to ensuring ethical business practices throughout its businesses and this commitment is evident in our company policies which are inclusive of:

- Code of Ethics & Conduct;
- Equity, Workplace Harassment & Bullying; and
- Whistleblowing policies.

References within the statement to modern slavery mean any conduct which is an offence under the Act including slavery, servitude, any type of forced or compulsory labour and human trafficking for the purposes of exploitation.

2. Business Structure, Operations & Supply Chain

Structure

TMG is a group of privately owned Australian companies with a national footprint servicing, in the main, the agricultural industry.

Operation

TMG has multiple branches in each state of Australia and one branch in New Zealand. The business has a focus on providing superior services and products to a wide range of rural enterprises that concentrate on high value production agriculture.

Supply Chain

TMG offers both international and local manufacturers of farm inputs (fertiliser, crop protection, and seed) with a specialised route to the farm gate. TMG also offers clients professional consulting services by employees with certified agronomic qualifications.

3. Supply Chain Risks

TMG has a Supplier Code of Conduct which requires suppliers to acknowledge that they comply with the terms of the Act. TMG has a zero tolerance for all forms of modern slavery and this is communicated to all suppliers, contractors and business partners at the outset of the business relationship.

TMG has identified there may be potential risk of modern slavery practices by overseas suppliers with third party supplier factories in geographical locations which focus on minimising production costs.

4. Risk Management and Due Diligence

TMG considers the risk of modern slavery within its direct entities to be extremely low. Where a potential risk is identified within the supply chain area TMG will make the supplier aware of the group's zero tolerance and going forward where possible, and where relevant, all new and renewed contracts will include specific clauses regarding compliance with the Act.

TMG's Whistleblowing Policy allows employees to raise any concerns of modern slavery and human trafficking within the group and from the supply chain.

TMG will not conduct business with any supply chain with known modern slavery operations.

5. Effectiveness

Building on long-term supplier relationships will assist over time to work with our suppliers to safeguard human rights which in turn should lead to an improved understanding of ethical sourcing and human rights.

6. Consultation

TMG will continue to consult with employees and supply chains to review policies, processes and supplier contracts going forward to ensure the measures in place support and further TMG's commitment to combatting the risks of modern slavery in our business and our supply chains.

7. Other

TMG will endeavour to collaborate with industry wide initiatives as TMG continues to comply, manage and maintain all areas of Modern Slavery

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Managing Director
October 2020