

MODERN SLAVERY STATEMENT 2019

Modern slavery as defined in the Modern Slavery Act 2018, is unacceptable within our business.

Fruitlink Pty Ltd T/as Gourmet Link is a wholesaler based out of the Brisbane Markets. We supply a variety of customers including (but not limited to) independent grocers and gourmet food markets with top quality fresh fruit and vegetables and gourmet food products. Based in the Brisbane Produce Market, Fruitlink supply the freshest produce sourced directly from other market agents and approved suppliers.

Fruitlink are members of Brismark who represent wholesalers in the central fruit market. Brismark are represented by the national industry body Fresh Markets Australia (FMA). Fruitlink are committed to working with Brismark and FMA to ensure ethical commitments to fight modern slavery are being adhered to.

Fruitlink have six defined core values:

- Loyalty and Commitment
- Honesty and Integrity
- Trust and Respect
- Customer Focus
- Accountability and Responsibility
- Quality Focus

In these values, our organisation prides itself on its professionalism and aims to exceed customer expectations, and as such actively reduces the risk of modern slavery exposure in our operation and supply chains.

Risk Assessment

In the 2019 financial year, a risk assessment was undertaken on the Fruitlink supply chain to identify potential exposure to modern slavery. The following direct and indirect risks to modern slavery exposure were identified.

Fruitlink recognises there is risk of modern slavery in the industry (indirect) due to:

- Migrant labour
- Refugees
- Child labour
- Contract labour hire
- Lack of Human Resource
- Purchase of consumables including tea and coffee
- Purchase of corporate clothing and stationery

We recognise the exposure to modern slavery to the Fruitlink from:

- Cleaning and Maintenance services contracted by Fruitlink
- Labour Hire agency employees working at Fruitlink

Actions to Mitigate Exposure to Modern Slavery

The Industry has undertaken several measures to combat Modern Slavery. Wholesalers and growers who supply to major retailers are required to be audited annually to ensure compliance to workplace laws and human rights. Compliance to ethical sourcing standards SEDEX or Fair Farms Australia are also required to source to major retailers.

Exposure to Modern Slavery to the Fruitlink site is managed by purchasing consumables and services from suppliers with demonstrated environmental and social responsibility statements and/or UTZ and Rainforest alliance certification.

Fruitlink have long serving and committed staff yet due to seasonal changes, casual/labour hire staff may be employed. To combat risk of modern slavery in these service providers, labour hire agencies are to be selected from a Queensland licenced labour hire business. Queensland licenced labour hire agencies are bound to the Queensland Labour Hire Licensing Act (2017) to ensure workers are protected from exploitation by labour hire agencies.

Assessment of Effectiveness of Modern Slavery Controls

In order to determine effectiveness of the controls to mitigate exposure to modern slavery, Fruitlink Pty Ltd conduct an annual supplier review and determine supplier eligibility based on performance criteria including compliance, quality, reliability and social and ethical responsibility. Suppliers who are found to be lacking in these criteria will be removed as an approved supplier.

Signed

A handwritten signature in blue ink, appearing to read "Adam Dilworth".

Adam Dilworth
Director

A handwritten signature in blue ink, appearing to read "Doug Rylance".

Doug Rylance
Director