



MODERN SLAVERY STATEMENT

This statement has been prepared by Lindsay Australia Limited ACN 061 642 733 in response to the requirements of the *Modern Slavery Act 2018* (Cth), (hereafter referred to as “the Act”) which requires certain companies to prepare an annual Modern Slavery Statement setting out their actions to assess and address modern slavery risks in their operations and supply chains.

LAL recognises the potential for the existence of modern slavery in its supply chains. LAL is committed to the objectives and principles of the Act and to engaging with our supply partners in preventing and mitigating instances of modern slavery in our supply chain operations.

The LAL Group has a strong commitment to governance processes, risk management, corporate culture, safety and compliance. These underpin the LAL’s Groups commitment to a strong ethical and socially responsible approach to the conduct of our business operations.

Lindsay Australia Limited

Lindsay Australia Limited (LAL) has produced this Modern Slavery Statement in accordance with Section 16 of the Act for the financial year ended 30 June 2020.

Lindsay Australia Limited’s head office is located at 152 Postle Street, Acacia Ridge, QLD 4110.

This is an inaugural joint statement made by Lindsay Australia Limited for itself, as parent company of the LAL Group of companies and on behalf of the other reporting entities within the LAL Group. These include the wholly owned or other subsidiaries of LAL including Lindsay Transport Pty Ltd ACN 055 792 919 , Lindsay Rural Pty Ltd ACN 090 821 300 and Lindsay Fresh Logistics Pty Ltd ACN 600 103 142 although not all of the entities comprising the LAL Group are specifically subject to the requirements of the Act.

This statement describes the steps taken by the LAL Group to assess and address LAL’s modern slavery risks and report these steps in accordance with the mandatory reporting criteria under the Act.

This statement may be read in conjunction with LAL’s other periodic and continuous announcements to the Australian Securities Exchange including but not limited to its annually prepared and lodged Corporate Governance Statement and Annual Financial Report.

Our structure, operations, and supply chain

LAL is a company limited by shares and listed on the Australian Securities Exchange (ASX: LAU). LAL operates wholly within Australia across 37 sites with approximately 1300 employees. LAL does not have direct operations outside Australia. LAL sources some administrative support from an offshore service provider.



LAL's key operating divisions are Lindsay Transport, Lindsay Rural and Lindsay Fresh Logistics.

Our principle activities include:

- Road and Rail Transportation
- Warehousing
- Fumigation and Ripening / Export related Services
- Rural Supplies

We work with contractors and suppliers to provide our customers with the best possible service.

Our direct employees perform a range of functions including administration, finance, customer services, business support, scheduling, driving and repairs and maintenance.

The contractors that we work with primarily provide transport services.

The suppliers we work with provide materials, equipment, vehicles and inventory necessary for us to carry out our business.

Our transport customers include horticulture and agricultural supplies of fresh food and food related products.

LAL leases and owner occupies sites across Australia's eastern seaboard through to Adelaide and Perth. LAL frequently upgrades and develops these properties in order to meet business requirements.

LAL operates a number of IT systems to support its business operations and logistics tasks.

Business Unit	Key Operations	Key Supply Chains
Lindsay Transport	Transport, logistics, warehousing, cold chain	<ul style="list-style-type: none">• Fresh food, horticulture/agricultural food stuffs• Prime movers, vehicles, utes, rail containers, forklifts• Road transport subcontracting• Tyres• Fuel and lubricants• Labour Hire• Equipment maintenance, spare parts and servicing• Decals/logos
Lindsay Rural	Rural supplies	<ul style="list-style-type: none">• Chemicals• Fertiliser• Cartons• Agriculture Equipment



Lindsay Fresh Logistics	Import and export related services	<ul style="list-style-type: none">• Fumigation and ripening input products
Head Office/operations	<ul style="list-style-type: none">• IT services• Property development initiatives• Property maintenance	<ul style="list-style-type: none">• Property development for Warehouse services, Cold rooms and transport operations• IT software and hardware• General office supplies• Telecommunications and security equipment supplies• Uniforms and personal protective equipment supplies• Professional services such as legal and accounting• Cleaning services

Risks of modern slavery in our operations and supply chain

As LAL is an Australian based company with employees located in Australia, we consider ourselves to be at low risk of direct involvement in modern slavery. All LAL employees are subject to relevant awards or industrial instruments and subject to the National Employment standards under the Fair Work Act 2009 (Cth). Wages and benefits meet or exceed all legal requirements.

We recognise that as a responsible company we must regularly assess our processes and identify any potential risk areas.

With that in mind, we have identified the following potential risks in our operations and supply chain:

- LAL may be at risk of involvement in modern slavery because some work may be performed remotely,
- Contractors or customers may use uneducated or foreign workers, (example cleaners and farm hands),
- Suppliers who supply and or manufacture products from offshore locations where LAL has limited direct visibility as to operational standards. LAL identifies that its supply chain risk extends from Australia to Asia, Europe and the Americas.
- LAL has purely commercial relationships with its suppliers including those located offshore. This means that suppliers may be engaged in modern slavery practice and LAL is not reasonably aware of that fact.



Actions taken to assess and address the risks of modern slavery practices

LAL complies with its obligations under Australian laws, including employment and work health and safety laws and promotes adherence to these laws and the ethical and socially responsible operations of its suppliers and contractors.

LAL undertakes periodic reviews of suppliers and contractors to obtain various assurances from suppliers and contractors including their employment practices.

LAL will not support suppliers or contractors where we become aware, or where we have reasonable grounds to believe that slavery or human trafficking are taking place in their organisation or their supply chain.

How the effectiveness of our actions is assessed

We assess the effectiveness of our actions on an ongoing basis by engaging and empowering our employees to identify and raise potential risks as and when they arise.

The matter of modern slavery risk is now included as an action item under ethics and conduct in the LAL board meeting papers. It is visible to both the board of directors and the Occupational Health and Safety committee.

Any modern slavery related issues reported under the Whistleblower Policy are reported to the board under the requirements of that policy, this is identified under the action item of ethics and conduct in the LAL board papers.

The audit and risk committee assesses risks to the LAL Group under its periodic due diligence reviews, inclusive of ethical issues, workplace health and safety and sustainability of groups products and services.

The LAL Group maintains the ISO 9001 Quality Management system accreditation, this supports the provision of products and services whilst meeting customer and regulatory requirements.

Other relevant information and Planned Actions

LAL maintains a Code of Conduct which sets out certain standards of conduct to aid its directors, officer, employees, and contractors in making proper ethical and legal decision when conducting business for us and performing their day to day duties.

Our Code is provided to all employees upon commencement of employment and is provided to each staff member and accompanies the employment contract. All employees are required to acknowledge that they understand and will comply with the Code and are reminded about the requirements under the Code annually, during a review.

The Code outlines expectations regarding Human Rights and LAL's commitment to uphold conditions that respect individuals' rights and dignity. Through the Code, and our other policies, we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations in every aspect of our business.



Under LAL's Whistleblower policy and reporting processes, persons may disclose unethical or illegal activities supporting LAL's commitment to identifying and mitigating modern slavery in our operations and supply chains.

We recognise and understand the importance of the *Modern Slavery Act 2018* (Cth) and we are committed to reviewing and assessing the risk in our supply chain.

Over the next reporting period the LAL Group will further review our practices with a commitment to:

- (a) Develop and approve further policies and procedures that strengthen our commitment to mitigating modern slavery in our supply chains.
- (b) Continue our due diligence to identify material modern slavery risks in our operations and supply chains.
- (c) Where possible extend our Code of Conduct and Whistleblower policies as components of our supplier, contractor engagement processes.
- (d) Where possible integrate modern slavery requirements (such as specific reviews, evaluations, questionnaires) into procurement and review processes for suppliers and contractors.
- (e) Developing training portals for engagement of all staff on the issue of Modern Slavery.

Consultation and Approval

The boards of directors of LAL and all the reporting entities comprise a small number of common officeholders. The executive team/senior management comprise officeholders and General Managers or heads of business divisions and key functional groups.

All reporting entities within the corporate group are closely related and effectively operate as one related business entity.

This Statement was developed and reviewed by executive/senior management group comprising representatives of finance, Human Resources and legal who formed the LAL modern slavery working group. This group engaged internally on the requirements of the Act, the formulation of the ongoing initiatives and preparation of this Statement.

The Statement was tabled at a meeting of the LAL board on 25th March 2021 and was approved by the Board accordingly.

KIM LINDSAY
CEO/Managing Director