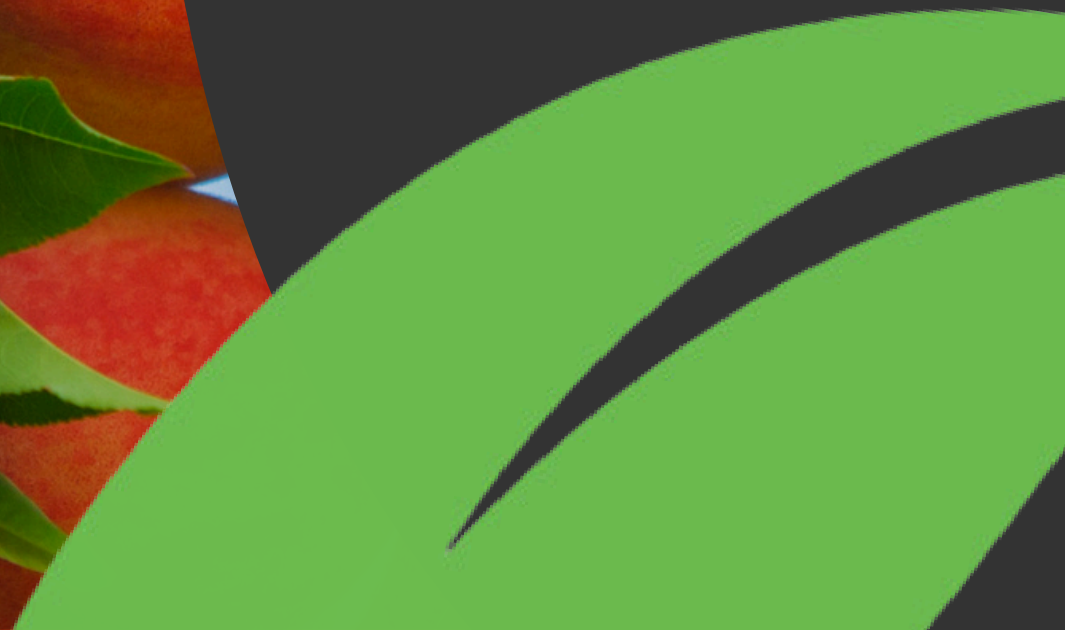




**SUSTAINABILITY
REPORT
2024**



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A MESSAGE FROM THE GROUP CEO

Welcome to the 2024 Freshmax Sustainability Report

Since our inception in 1995, Freshmax has been guided by our deep care and respect for the land, businesses and communities that surround us. Standing now as the Freshmax Group, we have grown to become one of the largest fresh produce marketing and distribution operations in the Southern Hemisphere. However our driving principles remain the same. Sustainability is fundamental to our organisation, and we are excited to showcase this in our 2024 Sustainability Report.

Freshmax's sustainability strategy is guided by three pillars: Environment, People and Governance. These pillars ensure accountability and drive our commitment to creating a lasting impact on the planet, society and the economy.

Whilst we are proud of our sustainability journey, our focus turns to the future as we challenge ourselves and the industry to make meaningful change for the betterment of our planet.

Sincerely,

Murray McCallum

Group CEO, Freshmax Pty Ltd



INTRODUCTION

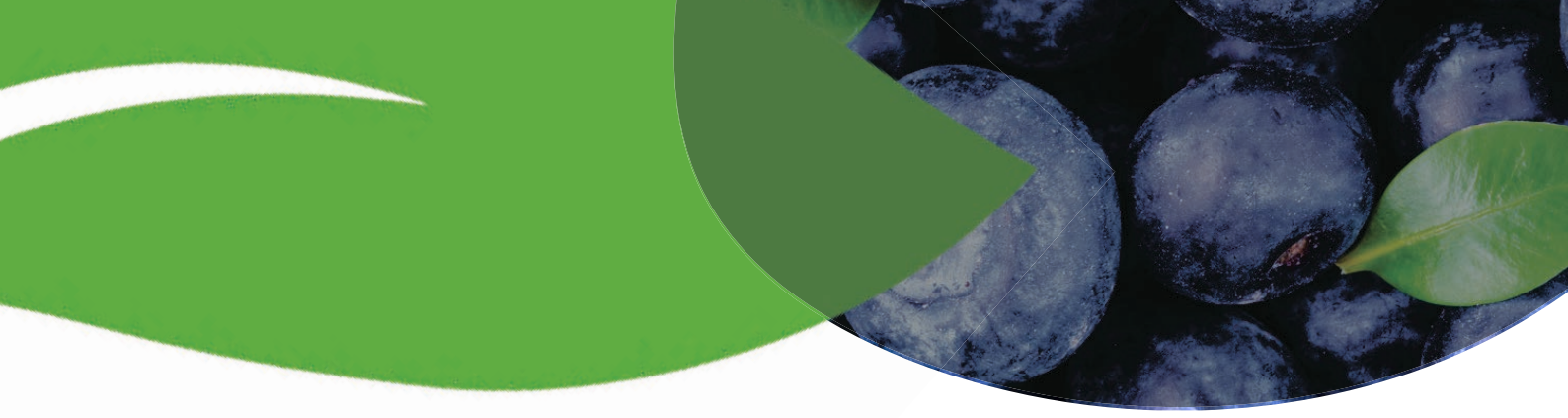
At Freshmax, our sustainability strategy is guided by three core pillars: Environment, People, and Governance. Aligned with 10 United Nations Sustainable Development Goals (SDGs), these pillars steer our efforts to safeguard the environment, support our workforce, and uphold transparent governance practices, underlining our commitment to creating positive and lasting impacts on the planet, society, and economy.



This report is structured according to the Global Reporting Initiative (GRI) Standards 2020. Founded by the UN, the framework enables organisations to assess and communicate their impact across their relevant SDGs. Our commitment to transparency and accountability drives us to adopt reporting practices that reflect these objectives.

While this report adheres to the GRI standards as a guiding framework, it should be noted that it does not meet the requirements for complete formal accreditation.



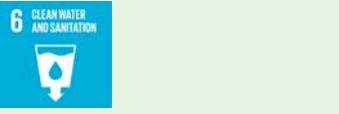


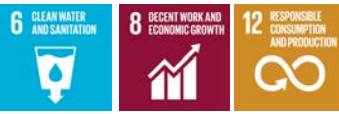





Freshmax has reported the information cited in this GRI content index for the period 01/2023 - 12/2023 with reference to the GRI Standards. The below table details the index to each reporting requirement we have addressed, alongside the relevant SDG's.

| UNIVERSAL | |
|-----------|--|
| 102-2 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the organization’s activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets |
| 102-4 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report. |
| 102-6 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Markets served, including: <ul style="list-style-type: none"> i. geographic locations where products and services are offered; ii. sectors served. |
| 102-9 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the organization’s supply chain, including its main elements as they relate to the organization’s activities, primary brands, products, and services. |
| 102-14 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability. |
| 102-16 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of the organization’s values, principles, standards, and norms of behavior. |
| 102-17 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of internal and external mechanisms for: <ul style="list-style-type: none"> i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity |

ENVIRONMENTAL

| | | |
|-------|---|---|
| 301-1 | <p>Total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period, by:</p> <ul style="list-style-type: none"> a. non-renewable materials used; b. renewable materials used |  |
| 302-1 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. In joules, watt-hours or multiples, the total electricity consumption c. Standards, methodologies, assumptions, and/or calculation tools used. d. Source of the conversion factors used |  |
| 303-5 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total water consumption from all areas in megalitres. |  |
| 305-1 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Standards, methodologies, assumptions, and/or calculation tools used |  |
| 305-2 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. Standards, methodologies, assumptions, and/or calculation tools used |  |
| 306-2 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Actions, including circularity measures, taken to prevent waste generation in the organization’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data |  |
| 306-3 | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled |  |



- The reporting organization shall report the following information:
- a. A statement of whether an occupational health and safety management system has been implemented, including whether:
 - 403-1 ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines.
 - b. A description of the scope of workers, activities, and workplaces covered.

- The reporting organization shall report the following information:
- a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:
 - 403-2 i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;
 - b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.
 - c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.
 - d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system



- The reporting organization shall report the following information for employees:
- 403-3 a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them



- The reporting organization shall report the following information for employees:
- 403-6 a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.



- The reporting organization shall report the following information:
- 403-7 a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks



SOCIAL

- 404-2 The reporting organization shall report the following information:
- a. Type and scope of programs implemented and assistance provided to upgrade employee skills.
 - b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment



- 408-1 The reporting organization shall report the following information:
- a. Operations and suppliers considered to have significant risk for incidents of:
 - i. child labor;
 - ii. young workers exposed to hazardous work.
 - b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:
 - i. type of operation (such as manufacturing plant) and supplier;
 - ii. countries or geographic areas with operations and suppliers considered at risk.
 - c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor



- 409-1 The reporting organization shall report the following information:
- a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:
 - i. type of operation (such as manufacturing plant) and supplier;
 - ii. countries or geographic areas with operations and suppliers considered at risk.
 - b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor





Celebrating the launch of Freshmax's Core Values at our Derrimut Site.

Pictured below Simon (CEO Freshmax National) with Gorica (Machine Operator/Packer).



FRESHMAX AT A GLANCE

Freshmax is an international fresh produce specialist based in the Southern Hemisphere and focused on procurement and distribution throughout the burgeoning Pacific Rim – a region which holds a number of the world’s primary horticultural production zones as well as key emerging markets in Asia.

Freshmax operates via two key geographic segments:

- **International** - specialist international fresh produce trading and supply chain services platform with operations in Australia, New Zealand, California, Chile, Peru and SE Asia coupled with a leading intellectual property (‘IP’) business focused on commercialisation of new genetics across the Asia-Pacific region
- **Domestic Australia** - full-service platform focused on the Australian domestic market and providing a full suite of fresh produce supply chain services to suppliers and customers including ripening, pre-packing, cool-chain management, logistics and marketing

A GLOBAL PLATFORM

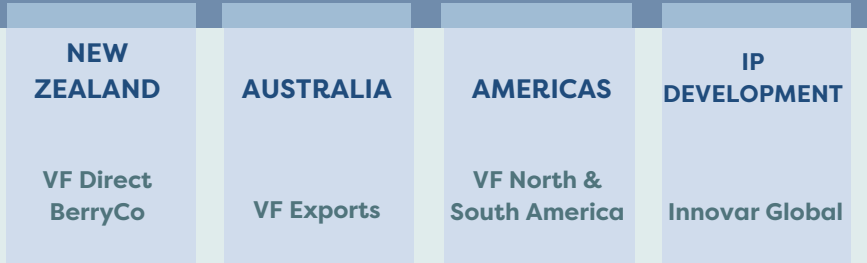
Freshmax operates in four of the five key Southern Hemisphere temperate production zones: Australia, New Zealand, Chile and Peru



OUR OPERATING STRUCTURE



INTERNATIONAL



New Zealand-based export sales businesses focused on marketing berryfruit, cherries, apples, avocados, and kiwifruit to blue-chip customers in Asia

Australia-based exporter of Australian citrus, table grapes, pipfruit, stonefruit and tropicals into markets though out Asia and North America.

North and South American export sales and distribution business with operations in the US, Chile and Peru; focused on exports to blue chip customers in Asia and Australia

Owens and controls a leading intellectual property portfolio that underpins Freshmax secured supply in core categories and licenses key partners in markets around the Pacific Rim

AUSTRALIA



Australian sales platform focused on imported fruit from the USA and New Zealand, and locally grown IP pipfruit and citrus, serving the major retailers. Significant warehouses in Sydney and Melbourne offering ripening, prepack, and logistics services.

A significant Melbourne-based services business that provides 3rd party supply chain services including warehousing, fumigation, ripening, import clearance and export consolidation.

Specialist banana and avocado ripening and sales business based in Queensland. Boasts state-of-the-art warehousing, ripening and pre-packing assets supporting end-to-end distribution



OUR VALUES



We Love what we do

We are passionate about working with growers to source the best fresh produce and managing our supply chains, storage and packaging to ensure we supply our customers with quality fresh food.

We build lasting relationships with our suppliers, our customers, and our team.

Our relationships are built on trust, respect and shared common purpose.

We embrace and encourage change.

We strive to be the best and achieve excellence in every aspect. We seek feedback and commit to improving both ourselves and our performance.

Our passion creates positive energy and drive which lifts and motivates everyone who works with us.



We are One

We know and understand that, as a team united, we are greater than the sum of our individual skills and abilities.

We are all contributors, we all add value, we are all unique and our perspectives are celebrated and valued.

We willingly share our knowledge and skills with others.

We value and strive for true transparency and traceability in our work.

We understand that to be successful, we all need to succeed.

We will support, mentor and help each other and will not leave anyone behind.

We are accountable for our own successes and failures and are also accountable for those of our team.

OUR VALUES



We Care

We care about the health, safety and wellbeing of ourselves, our suppliers, our customers and the people we work with.

We care for and about our natural world, our lands, rivers, and oceans and all they support and contain. We acknowledge and pay our respects to the Traditional Custodians of our land, both past and emerging.

We care for and about each other with interest, compassion and respect.

We care about our suppliers and take care of the produce they grow.

We care about and take care to understand and provide for our customers needs.

We care about honest and ethical behavior and take care to earn and maintain trust.



We create Value

We know integrity is fundamental and do the right thing even when no-one is looking.

We understand all resources are finite and strive to do more with less.

We know that innovation is essential to manage change and we use this opportunity to create value.

We manage our resources in the best interests of Freshmax and we understand the risk and reward of our expenditure.

We expend our energy to create value for Freshmax, our suppliers and customers and ourselves as individuals.

DBM employee Michael (left) and Food for the Homeless employee Cath (right).

100kg of bananas per week on average is donated by DBM to Food for the Homeless.



GREENHOUSE GAS EMISSIONS

Freshmax is continually looking for ways to grow our business sustainably. Anthropogenic Greenhouse Gas (GHG) emissions are damaging to the climate, and the horticultural industry bears responsibility to minimise our environmental impact.

The National Greenhouse and Energy Reporting (NGER) scheme, established by the National Greenhouse and Energy Reporting Act 2007 (Australia), is a national framework for businesses to report their environmental impact in a consistent and accurate manner.

Scope 1 emissions are emissions released into the atmosphere as a direct result of the activities at our facility.

Scope 2 emissions are those released to the atmosphere from the indirect consumption of an energy commodity, for example the use of electricity in one of our facilities.

Scope 3 relates to indirect emissions outside of Scope 2, however is not calculated in this report.

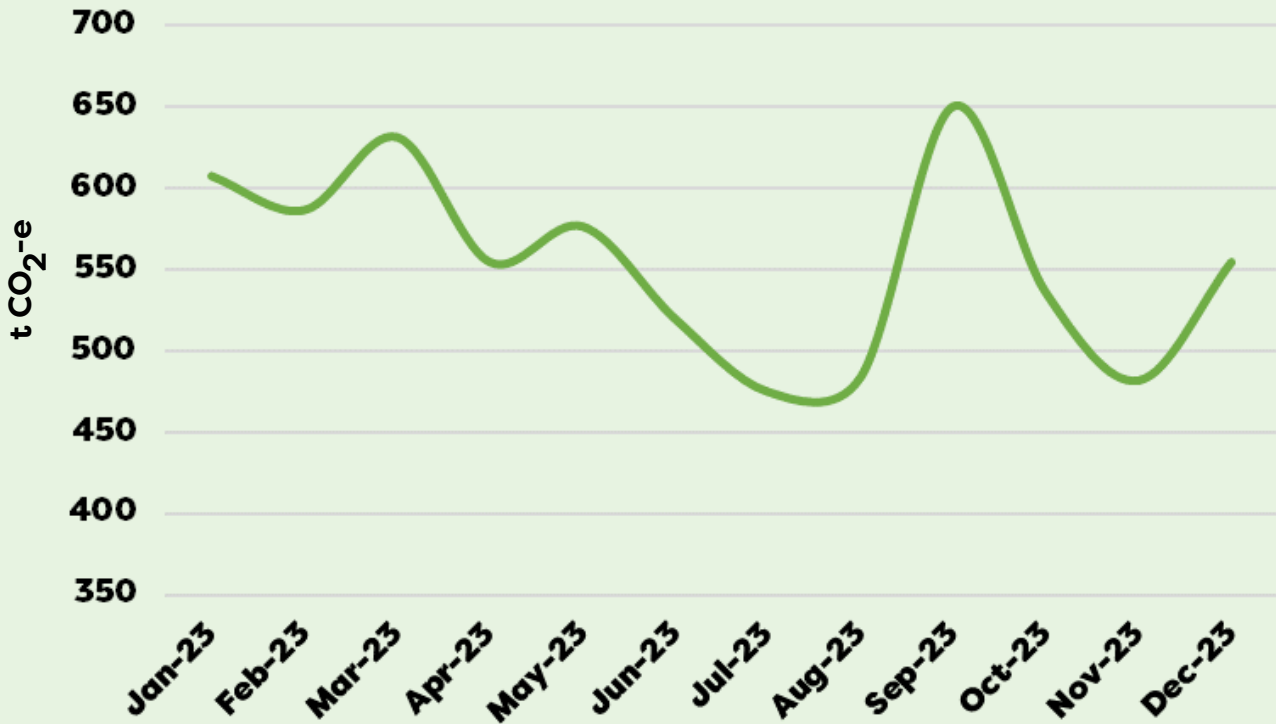
Because Freshmax does not have any Scope 1 emissions, and do not own or operate transport services, our emissions are entirely Scope 2 based. Our CO₂-e emissions were calculated in this report using the NGER Emissions and Energy Threshold Calculator.



ENVIRONMENT

The below figures show Freshmax's total GHG output from January 2023 to December 2023.

Group GHG Emissions per month



Our Marsden Park roof-mounted solar system generated over 10MW of power over 2023.

We are also exploring options to implement a similar system at our Victorian and Queensland sites.



PACKAGING AND WATER

Plastic Pallet Wrap

On a Group-wide basis, we used 1,861.5 kilometres of plastic for pallet wrapping in 2023. We are exploring solutions such as alternative pallet wrapping options in order to reduce our plastic consumption and wastage.

| WAREHOUSE & OFFICE | DAILY USAGE (km) | ANNUAL USAGE (km) |
|--------------------|------------------|-------------------|
| Derrimut (VIC) | 0.6 | 219.0 |
| Epping (VIC) | 1.4 | 511.0 |
| Marsden Park (NSW) | 1.0 | 365.0 |
| Rocklea (QLD) | 2.1 | 766.5 |
| Total | 5.1 | 1,861.5 |

Water Consumption

In 2023, the Freshmax Group consumed 1.67 Megalitres of water (excludes Rocklea, QLD due to absent data). Whilst water is a crucial component of a business, we must aim to do more with less.

Potential strategies to reduce our water consumption include increasing our usage of recycled water where permitted, as well as finding alternative sustainable resources that can substitute for portions of our water demands.



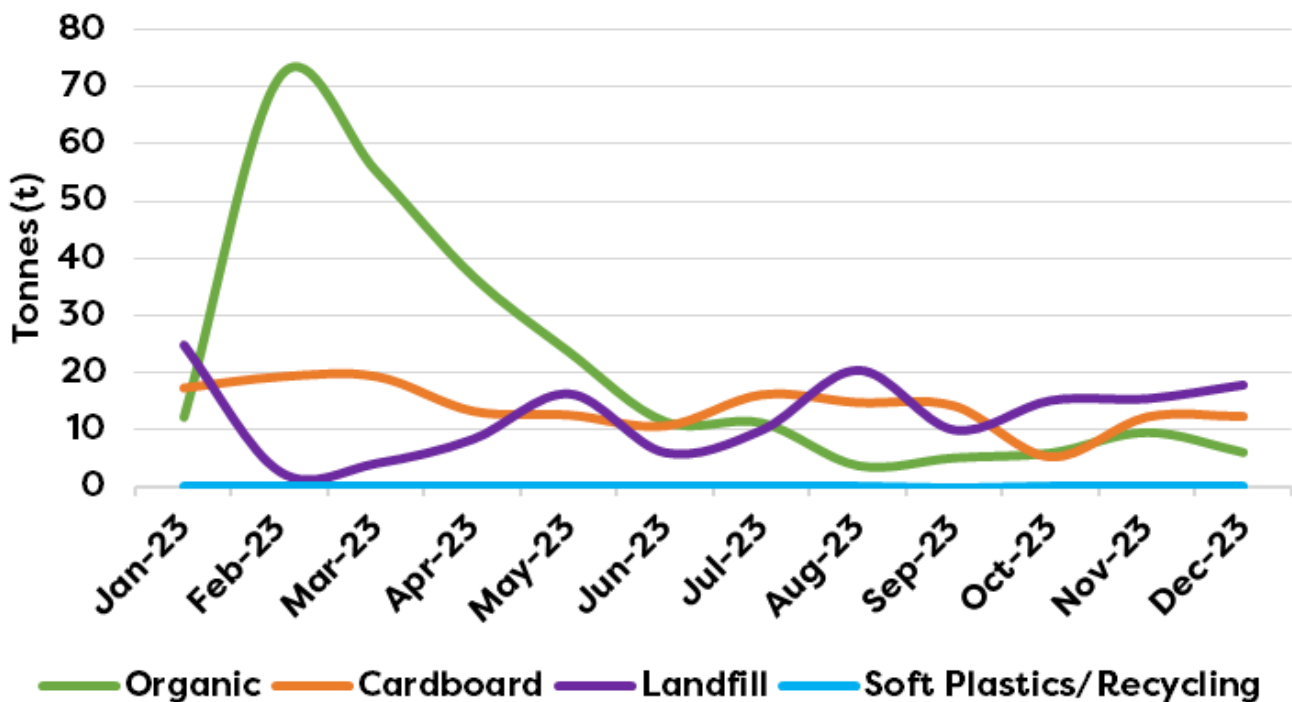
WASTE

Freshmax recognizes that the Horticulture Industry is particularly exposed to generating large volumes of waste across plastic, food waste and recycling streams. In order to minimize our waste impact, we first needed to quantify our waste levels across the Group.

Throughout the past few years, we focused on increasing the frequency and accuracy with which each type of waste was recorded. Over the course of 2020 to 2023 we also made a group-wide push to minimise general waste via alternative disposal options and waste management strategies.

The total waste generated by the Group can be seen in the below figure.

2023 Total Group Waste



*Note: Organic waste is reused as animal feed, whilst Cardboard & Soft Plastics are recycled.

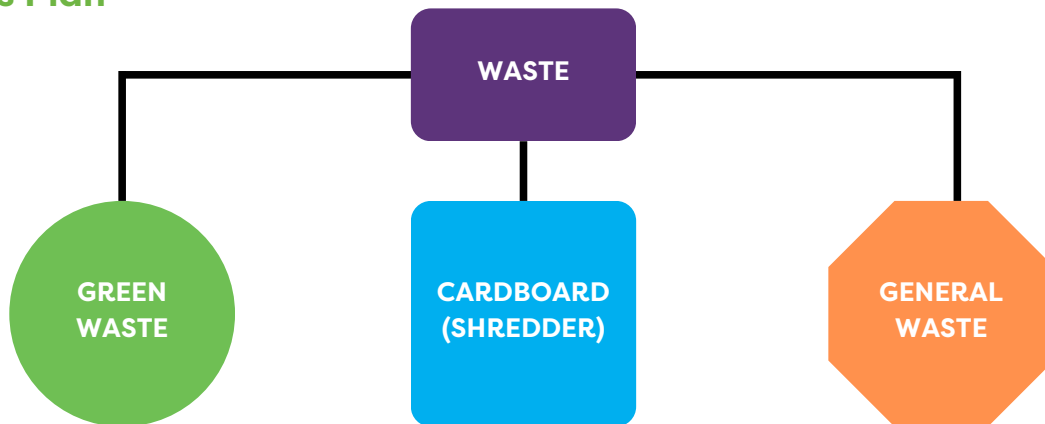
COMBATTING WASTE

We believe in the power of leading by example, and have introduced various undertakings across our business in an effort to minimise the waste that we produce and send to landfill.

Education and Awareness

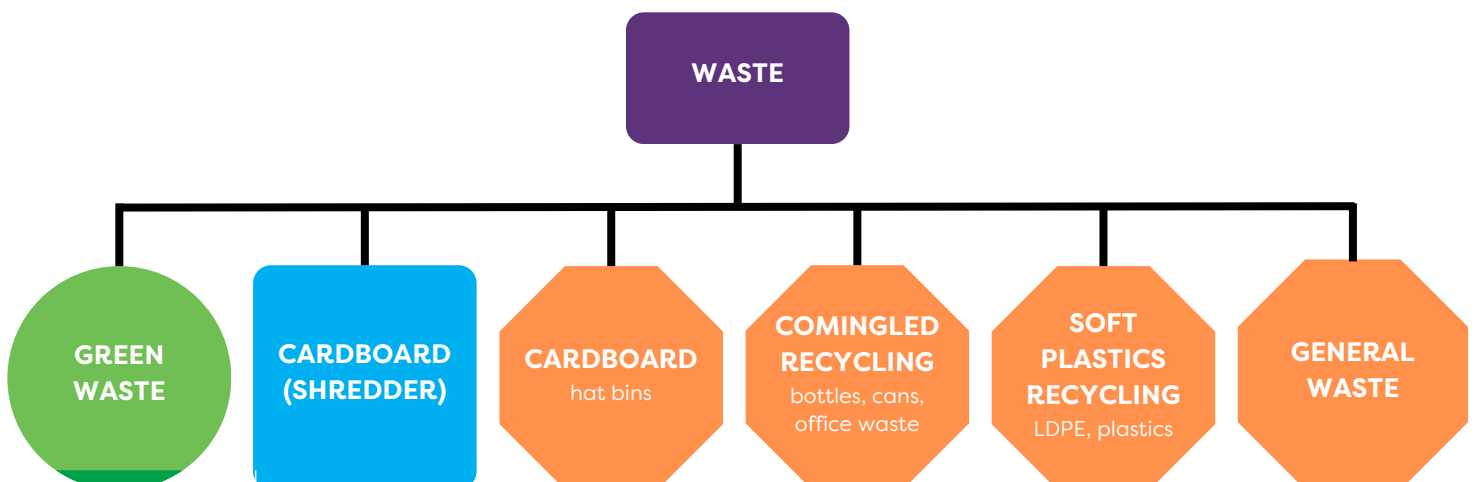
Throughout the past few years we sought to increase the awareness and importance of responsible waste practices across each of our sites. For example, our Derrimut (VIC) site implemented a new waste management plan in order to divert more waste from landfill into other streams such as organic waste, cardboard, comingled recycling and soft plastics recycling. This has a relatively stronger positive impact on the environment when compared to landfill as it provides waste a second-life, thus driving us closer to becoming a circular business wherein our waste is reused/recycled. We aim to implement similar waste plans across all sites.

Previous Plan



Improved Waste Plan

The new Waste Plan was reinforced by an increase in the number of Green Waste, Cardboard, Comingled and Soft Plastics recycling bins in the office, whilst there was a reduction in the number of General Waste bins.



FRESHMAX'S ORGANIC WASTE STRATEGY IN 2024



RECORD

Audit the current metrics used to record food waste and ensure that all warehouse sites record organic waste generation.



IDENTIFY

Pinpoint the stages along our supply chain where food waste is most frequently generated.



REDUCE

Implement strategies to reduce food waste at these hotspots, e.g. place a greater focus on rebranding and repackaging 'odd' fruits



CONTINUE

We will continue to strategise ways to reduce our organic waste , and we will continue to find innovative ways to repurpose our waste.

Across our entire Group, Freshmax sends over 99% of its' organic waste to animal farms as feed, thus negating methane emissions associated with landfill rot.

COMMUNITY IMPACT

Uplifting the community that we serve is a cornerstone of the Freshmax ethos of creating value. We strive to embed the welfare of our wider community in our day-to-day operations, and are always on the lookout for innovative ways to increase our contribution to society.



According to the Australian Institute of Family Studies, approximately 4% -13% of Australia's population are food insecure. SecondBite works with growers, manufacturers and retailers to distribute donations, surplus or unsold edible food to local charities and non-profits around Australia.

Three times a week, we donate dozens of kilos of our bananas to SecondBite which end up in various community food programs that aid homeless people, refugees, asylum seekers and others in need.



Our Derrimut site participates in the Cartridges 4 Planet Ark Program, which provides access to recycling of printer cartridges. Since inception in 2003, the program has recycled over 49 million cartridges, with zero waste to landfill.

We are aiming to implement cartridge recycling at all sites.



For more than 13 years, we have sent 12-16 cartons of graded-out bananas to Melbourne Zoo on a weekly basis. We have no doubt that the Zoo's furry citizens have become accustomed expecting nothing but the best from our Cavendish and Lady Finger bananas!





For decades, Foodbank has provided much-needed food and groceries to charities nationwide. Foodbank has played a pivotal role in addressing hunger and food waste issues, and currently stands as Australia's largest food relief organisation.

On an average weekly basis, Freshmax donates 700kg of bananas to Foodbank, as well as an array of fruits across all our lines. In addition to providing immediate relief, Foodbank also engages in long-term solutions to address the root causes of food poverty. This includes initiatives such as community food programs, nutrition education, and advocacy efforts aimed at raising awareness about food insecurity and advocating for policy changes to support vulnerable populations.



Every year, Freshmax proudly sponsors Little Athletics Australia. Our support goes towards enabling sporting clubs across Australia to access equipment such as high jump mats, hurdles and first aid kits.



The Firefighter Sky Tower Challenge is a fundraising event held annually to raise awareness and support for those living with blood cancer or a related blood condition.

Pictured to the left is one of our grower partners Tim Paulin from 3 Kings Cherries, based in New Zealand. For the past five years, Freshmax has donated annually towards Tim's climb.

Cyclone Gabrielle

Cyclone Gabrielle struck New Zealand in January 2023 and left a lasting impact on the country. Today, communities are still facing challenges from the damage caused by the cyclone, with ongoing infrastructure disruptions and economic recovery efforts underway. As a member of the community, we have raised support and donated towards the recovery efforts, helping those affected rebuild their lives and communities.





People

“We Care” is one of our core values, and represents our deep respect and passion for the people we work with and the industry we work in. At Freshmax, we pride ourselves on our diverse, inclusive and respectful culture, and are excited by the rich backgrounds and experience that each employee brings to our team.



Diversity is empowering. Across our organisation worldwide, we embrace opportunities to make all members of our community feel welcome. This allows us to take the time to celebrate cultural days such as Diwali week, Ramadan and Chinese New Year. We also set aside time to acknowledge and spread awareness for days such as R U OK, International Women's Day, International Migrants Day and Safe Work Month.



Chaplaincy Support

As part of our efforts to increase support for our predominantly Vietnamese-speaking warehouse team in Derrimut, a Chaplain bilingual in both Vietnamese and English was introduced. This gave staff the opportunity to seek guidance and support for matters within or outside of our workplace.





Meet Tess, our latest Graduate!

Tess Palamara is our latest graduate based out of Melbourne, Australia. After completing a Bachelor of Agricultural Science, she felt inspired to kickstart her career in Agriculture with Freshmax, and now works as a Grower Liaison Officer in our Domestic Australia team.

Read below to hear more about Tess's experience with us!

Q: How have you found your experience with Freshmax so far?

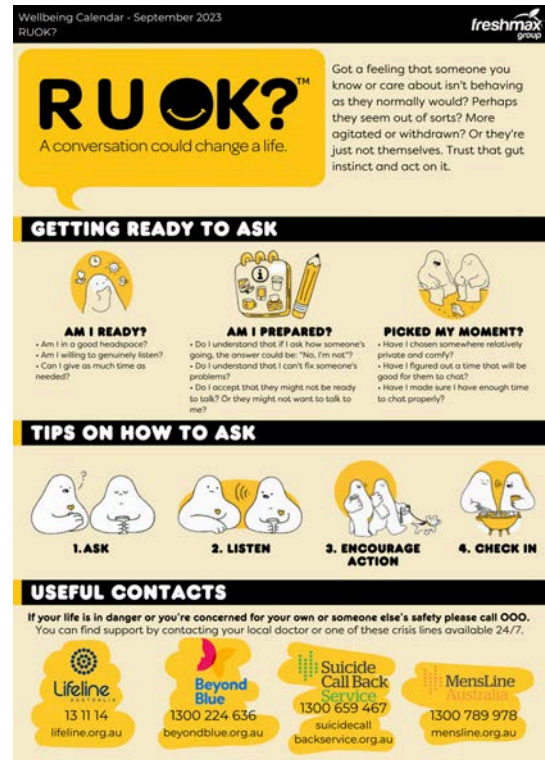
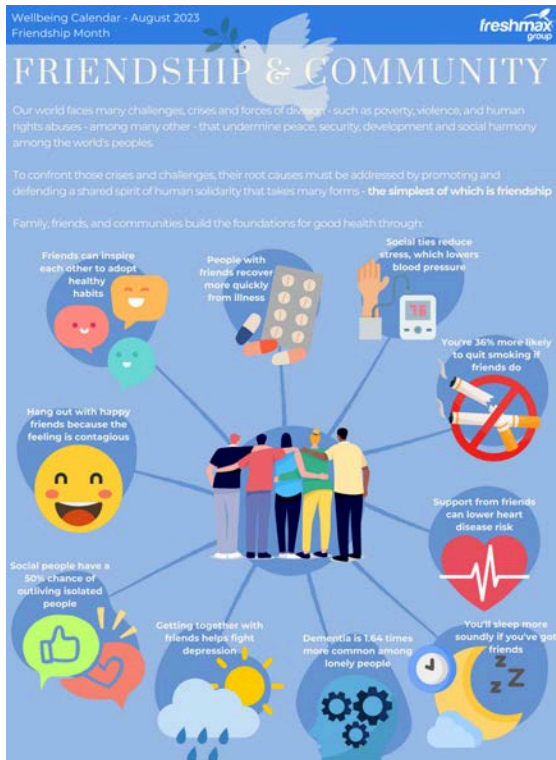
From the moment I began my graduate program, the Freshmax team has been incredibly welcoming and supportive. Whilst the program was challenging, it was also incredibly enriching being able to meet so many experienced people with a diverse mix of perspectives. It was a strong launch into my career, and it ignited my passion for produce that drives me today.

Q: What has been the biggest takeaway for you?

I have realised quickly that this industry is male dominated and has an older median age; it has motivated me to continue to push and carve out a path for me as a younger female. I encourage more women and younger students to go into the fruit industry. It is incredibly diverse with so many jobs of all different calibres, and in all different regions of Australia.

Well-being Calendars

Employee mental health and wellbeing is a priority at Freshmax, and we strive to create a culture that fosters welfare and growth. Since the beginning of 2021, we have distributed Wellbeing calendars that address a different focus of employee wellbeing for each month. These calendars are shared across our entire team on a monthly basis to reinforce the importance of self-care.



Commitment to Workplace Equity

At Freshmax, we believe our greatest strength lies in our people. We're proud of our diverse team, with 49.5% of our workforce identifying as female and 55.5% identifying as male.

As an international business, we take the time to celebrate our diverse cultural backgrounds and foster an environment where everyone's unique experiences are valued. This diversity enriches our workplace and strengthens our ability to connect with customers and partners around the globe. By embracing and celebrating the different perspectives within our team, we continue to innovate and grow as a company.



INVESTING IN OUR PEOPLE - TRAINING

At the People level, continual training and upskilling of employees fosters an environment of trust in one's self and the people around them. For this reason, Freshmax invests heavily in to our Human Capital. Some examples include:

Apollo Root Cause Analysis training

Three staff members in 2023 were provided with Apollo Root Cause Analysis training, which equips employees with the necessary tools to diagnose the root cause of incidents and formulate effective corrective actions.

Mental Health First Aid training

Two staff members in 2023 were trained in Mental Health First Aid by Life Saving Victoria (LSV). Unfortunately, according to LSV approximately 20% of Australian adults experience mental health problems each year. The impacts are widespread, and can affect everyone from loved ones, friends and co-workers. Completing the Mental Health First Aid course positions our staff to readily support co-workers in need with confidence and professionalism. We recognize that a stigma, albeit eroding, still exists surrounding depression and anxiety. As such, we strive to increase employee knowledge and awareness of psychological health, as well as increasing the visibility of resources available to employees.



Michelle Muleta (Export/Import Manager), who recently celebrated her 10-year work anniversary with Freshmax.



Governance

Health and Safety Committee

Health and Safety Committees at Freshmax plays a crucial role in our governance pillar, ensuring that safety remains a top priority across the company. Committees are located in each of our operational sites in Australia, and consist of Health and Safety representatives from various departments and levels within the business. They regularly update safety protocols, lead training initiatives, and foster a culture of shared responsibility. This commitment not only safeguards our team members but also demonstrates our dedication to managing these responsibilities through clear policies and strong leadership.

Donesafe

To enhance our Safety Management System, we are implementing Donesafe, a cloud-based EHS software, to replace our previous system, BraveGen.

Donesafe is a cloud-based EHS safety management software that enables businesses to centralise compliance and incident reporting. This will not only improve corrective action response times, but also increase the accessibility and visibility of reporting tools that employees have access to. With centralisation comes consistency. With consistent and uniform data we will be able to pinpoint areas in the business that are most prone to incidents with ease, thus assisting us to minimise hazards and eliminate risks.



Risk Management Standard

The Risk Management Standard provides a systematic and consistent risk management process across the group, which promotes the mitigation of risks through best practice. The new system will provide for a comprehensive suite of reporting tools such as the identification of hazards, assessments of risk, the development of risk controls, as well as the reliable implementation and evaluation of those risk controls.

The Freshmax Risk Management Standard is fundamental to creating a safe environment, and will be renewed for 2024/2025 in order to maintain pace with a rapidly evolving industry.

Whistle-blower Policy

Freshmax is dedicated to providing a workplace wherein both internal and external stakeholders are assured that they can report concerns freely with strict confidentiality.

At Freshmax, we strive to promote a culture of corporate compliance and ethical behavior in accordance with our core values. Our Whistle-blower policy recognizes that the protection of whistle-blowers is integral in fostering transparency, integrity and deterring misconduct and wrongdoing. Additionally, we provide external support through ProAct Link, a specialized whistleblower service, which allows Representatives to report concerns anonymously, safeguarding their confidentiality.

To reinforce awareness and understanding of our Whistle-blower policy, we conducted training sessions across our Australian sites and distributed informative materials. Through these efforts, we aim to promote a culture of accountability and ethical conduct, ensuring compliance whilst fostering a safe environment.

MODERN SLAVERY

At Freshmax, our commitment to people extends beyond our produce; it encompasses a deep-seated dedication to the well-being and rights of all individuals involved across our supply chain.

With a zero-tolerance stance on modern slavery, we embed ethical principles into all aspects of our business through robust controls and our comprehensive Code of Conduct. This includes implementing effective systems to identify and address potential risks within our operations and supply chain, guided by principles aligned with international standards and legal frameworks.

Our proactive approach involves risk assessments, utilizing independent third-party tools such as SEDEX, FairFarms, and CENTRL to evaluate risks and develop mitigation strategies. These assessments form an integral part of our supplier engagement process, ensuring ongoing monitoring and remediation efforts to strengthen resilience against modern slavery risks.

Our commitment to transparency and accountability extends to our supply partners, as evidenced by our Supplier Code, which outlines clear expectations regarding ethical conduct and human rights protections. Through initiatives such as self-assessment questionnaires, social audits, and continuous engagement, we strive to foster a culture of integrity and responsibility throughout our supply chain, demonstrating our unwavering commitment to ethical business practices.



At Freshmax, community is at the heart of what we do. We're continually looking for ways to improve.

If you're interested in partnering with us for a social cause, please feel free to contact us!

Pictured: Fresh banana donations from our Brisbane team awaiting pick-up from Second Bite.





Please feel free to contact us if there are any questions regarding this report.



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