

Modern Slavery

Australian Greenlife Group | Corporate Policy 4.0

Our commitment to identifying and addressing modern slavery in our operations and supply chains

Aligned with the Modern Slavery Act 2018 (Cth)

NO PLACE IN OUR BUSINESS

Effective: 1 October 2026 | Next review: 1 October 2028



Internal - all employees

We do not tolerate modern slavery in any part of our business or our supply chain, and we expect the same of everyone we buy from

WHAT THIS POLICY COVERS

This Policy sets out how the Australian Greenlife Group (the “Company”) identifies, assesses and addresses the risk of modern slavery practices in our own operations and in the supply chains that support our nurseries, depots and customer deliveries.

WHO THIS POLICY APPLIES TO

All employees, contractors, labour hire workers and volunteers, and — through our trading terms and supplier engagement — the suppliers, growers, labour hire providers and transport partners we do business with.

HOW THIS POLICY OPERATES

You are required to be familiar with this Policy and to follow it. Modern slavery is a serious crime, and involvement in it, or knowingly ignoring it, is grounds for termination of employment and for ending a supplier relationship. The Company may introduce, vary, remove or replace this Policy at any time.

What modern slavery is, and what we expect



THE PRACTICES WE MEAN

Modern slavery covers eight practices under the Modern Slavery Act 2018 (Cth): trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour. It also includes exploitative conduct that falls short of these practices but trends towards them, such as systemic underpayment and withheld documents.

WHAT IT LOOKS LIKE HERE

Workers paying recruitment fees or repaying debts to an agent; identity documents held by someone else; unexplained wage deductions; controlled or overcrowded accommodation; and workers unable to leave a job or speak freely.

OUR POSITION

We do not use and will not knowingly do business with anyone who uses, forced, bonded, involuntary or child labour. Where we find it, we act to remediate the harm to the worker first, rather than simply walking away from the supplier.

Modern slavery is not always dramatic — it usually looks like someone with no real choice about the work they do

THE FOUR THINGS WE ASK OF EVERYONE

KNOW YOUR SUPPLIER

Understand who actually does the work you are buying.

WATCH FOR SIGNS

Notice the indicators on site and at delivery, and take them seriously.

SPEAK UP

Report any concern immediately — you do not need proof.

PUT WORKERS FIRST

Remediate the harm to the person before managing the commercial issue.

Horticulture is a recognised higher-risk sector, so we assess our risk honestly rather than assuming we have none

IN OUR OWN OPERATIONS

Our direct workforce is employed under Australian workplace law and paid through our payroll, which keeps direct risk low. Risk rises where work is performed by labour hire, seasonal or visa-holding workers engaged through a third party.

IN OUR SUPPLY CHAIN

Risk is highest where we have least visibility: labour hire and contract harvesting crews, transport and freight subcontractors, cleaning and maintenance contractors, and imported goods such as pots, growing media, chemicals, gloves and hardware.

OUR HIGHER-RISK AREAS

Labour hire and contract crews; seasonal and visa-holding workers, including those engaged under the PALM scheme; and accommodation or transport arranged by a third party on a worker's behalf.

Imported inputs and consumables sourced from regions with weak labour protections, and any supplier whose price is materially below the market for no explainable reason.

WHAT THIS MEANS IN PRACTICE

A price that is too good to be true is a risk indicator, not a win.

Risk sits with the people doing the work, not with the entity we invoice.

Low direct risk does not mean low supply chain risk.

We take reasonable, proportionate steps to find risk before it becomes harm

HOW WE ASSESS RISK

We map suppliers by spend, sector and country, and prioritise higher-risk categories. Higher-risk suppliers are asked about their labour practices, recruitment arrangements and sub-contracting before we engage them.

WHAT WE REQUIRE OF SUPPLIERS

Compliance with all labour, wage and workplace laws; no forced, bonded or child labour; no worker-paid recruitment fees; no retention of identity documents; and the right for us to ask questions and verify.

SUPPLIER DUE DILIGENCE

Labour hire providers must hold a current licence where licensing applies, and must confirm they engage workers directly, pay award or better, and do not charge workers a fee for placement.

Where a supplier cannot answer basic questions about who performs the work, that is itself a finding. We escalate, seek evidence, and are prepared to end the relationship if the risk cannot be managed.

WHAT THIS MEANS IN PRACTICE

Modern slavery questions are part of onboarding a supplier, not an afterthought.

Our trading terms carry the expectation through to our suppliers.

Sub-contracting without our knowledge is a breach of our terms.

No one should ever pay for a job with us, and no one should be unable to leave one

FAIR RECRUITMENT

Workers are never charged a fee to obtain work with us, directly or through an agent. Employment terms are explained in a language the worker understands, wages are paid into the worker's own account, and no one holds a worker's passport, visa or identity documents.

FREEDOM TO LEAVE

Every worker is free to end their employment in accordance with their contract, to refuse unsafe work, to raise concerns, and to seek help — without threat, penalty, debt or pressure of any kind.

LABOUR HIRE AND SEASONAL WORKERS

Where we engage labour hire or seasonal crews, we satisfy ourselves that the provider is licensed where required, employs the workers directly, and pays at least the applicable award rate.

Where accommodation or transport is arranged for workers, we check that it is safe, that charges are fair and transparent, and that accepting it is genuinely optional rather than a condition of the work.

IF YOU ARE UNSURE

If a worker cannot access their own wages or documents, escalate immediately.

Talk to workers directly on site, not only to the crew leader.

Deductions you cannot explain are a warning sign worth acting on.

Report what you see — you do not need to be certain, and you will not be disadvantaged for raising it

HOW TO RAISE A CONCERN

Report any suspected modern slavery practice to your manager or directly to a Director, immediately. Reports are treated confidentially so far as possible and are taken seriously regardless of who they involve. Nobody will be disadvantaged for raising a genuine concern in good faith.

HOW WE RESPOND

We act first to protect the worker and stop the harm, then investigate. Where we find modern slavery in our supply chain, we work with the supplier to remediate it, including access to remedy for the affected worker, and we report to the police or the Australian Federal Police where a criminal offence may have occurred.

WHAT ELSE YOU SHOULD KNOW

Cutting a supplier without remediation can leave the worker worse off.

If someone is in immediate danger, call 000 first.

Help is available from the Australian Federal Police on 131 237.

How this Policy is governed



We review this Policy at least every two years and whenever our supply chain, our obligations or the law change

REVIEW AND CHANGES

The Company may unilaterally introduce, vary, remove or replace this Policy at any time. We are not currently a mandatory reporting entity under the Modern Slavery Act 2018 (Cth), and we maintain this Policy because it is the right thing to do and because our customers expect it. We will report if and when the threshold applies to us.

HOW THIS POLICY RELATES TO OTHERS

Read this Policy together with Corporate Policy 1.0 — Code of Conduct, Corporate Policy 2.0 — Privacy Policy and Corporate Policy 3.0 — Records Management, and with our work health and safety procedures and trading terms.

POLICY DETAILS

Australian Greenlife Group Modern Slavery —
Corporate Policy 4.0

Effective: 1 October 2026. Next review: 1 October 2028.

Questions about this Policy:
Robert Moran, Director
Email: robert.moran@qif.com.au
Mobile: +61 411 623 473.