



MODERN SLAVERY STATEMENT

REPORTING PERIOD 24/25



INTRODUCTION

On behalf of the Jetbest Group, I am pleased to present our first Modern Slavery Statement which, in line with Australian modern slavery reporting legislation, outlines the ongoing efforts and actions we have taken to address and mitigate the risk of modern slavery. It relates to the reporting period that commenced on 01 July 2024 and ended on 30 June 2025 (Reporting Period).

As a diverse business which has a footprint across the fresh produce supply chain, the Jetbest Group understands the risks of modern slavery and the impacts it can have on individuals and communities which we source produce from and which we serve. We acknowledge the importance of supporting a supply chain that is also free from modern slavery. In our operations, our people are our greatest asset, and we continue to build a culture where everyone is treated fairly and with respect.

We are committed to a process of continuous improvement and in the reporting period we continued to revise and update our policies and processes. We also invested in additional resources, strengthening our team with the appointment of a Group HR Manager and Group Safety Manager.

Also in the reporting period, we developed a comprehensive Modern Slavery policy framework to guide our work. Our HR team also continued to focus on ensuring Labour Hire Providers who service our business meet relevant standards and legislative requirements.

We remain committed to upholding and protecting the rights of workers across all our operations and will continue to identify areas for improvement moving forward.



Steve Barnes
CEO, Jetbest Group

CRITERIA 1 – REPORTING ENTITY

Jetbest Pty Ltd (the Group) is a private company that controls a number of associated entities, including JE Tipper Pty Ltd, Beemart Enterprises Pty Ltd, and Jet Direct Pty Ltd. Together, these entities form the Jetbest Group. Our head office is located at 14 Murdoch Circuit, Acacia Ridge, Queensland 4110, Australia. This Statement has been published in accordance with the Modern Slavery Act 2018 (Cth) (MSA or Act). It covers Jetbest Pty Ltd and its wholly owned subsidiaries.

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Key facts 2025

- 240 workers across all our operations.
- We operate from 13 different locations across Queensland and New South Wales.
- 100% of the Group's direct hire staff are located in Australia and are covered by various Modern Awards. 7% of the workforce are on individual contracts.

The group also operates a joint venture with Skybury Coffee Pty Ltd, called Tropical Fruit Direct Pty Ltd. Tropical Fruit Direct manages the supply of fresh produce to our national retail partners. As Jetbest Pty Ltd has a 50% interest in that joint venture, rather than majority ownership, its operations are not included in this Modern Slavery Statement.

This Modern Slavery Statement was approved by the Board of Jetbest Pty Ltd on the 30th June 2026.



CRITERIA 2 – STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Structure

The Group is a privately owned farming, marketing, distribution and retail company selling produce in the Australian domestic market.

The Group owns and operates a farm in Australia (Bundaberg), has two wholesale trading floors (in the Brisbane and Sydney central produce markets), has two retail stores and five wholesale distribution centres. The business also has grower services, transport, pre-packing and ripening divisions.

Operations

The Group is one of Australia's leading fresh fruit wholesaling businesses and has been in business for over 80 years. Operations also include more than 15,000 lychee trees on 80 hectares of farmland

Our business model is built on the increased vertical integration of farming, packing, marketing, distribution and retail activities. Our products are predominantly grown and sourced from Australia, through a network of third-party produce supply partners supplemented with produce sourced through overseas supply partners.

Supply Chain

Alongside our employees, the relationship with our suppliers is critical to the range of produce that we supply. Our supply chain consists of growers, market agents, equipment providers, logistics partners, packaging manufacturers and facility maintenance service providers.

Our purchase expenditure is mainly through the relationships and supply with carefully selected Australian growers and farms across the country alongside our relationships with the state-based fresh produce markets and the multiple wholesale organisations and sellers within each market operation.

As a dynamic and seasonal industry, our ability to source and provide the very best of Australian quality produce requires our buyers to develop and maintain multiple supply relationships. This enables us to work closely with core, trusted suppliers whilst maintaining additional sources enabling further choice in product variety, regional growers and options as required by our customers and to ensure continuity of supply in a dynamic environmental context.

For specific customer requirements, during seasonal periods or in response to unexpected challenges in domestic supply, we also maintain relationships with international supply partners.

In all cases, our commitment and expectation to ethical sourcing and labour practices remains consistent. We expect our suppliers to commit to the same employment standards, practices and risk management as we set within our own operations.

As a significant player in the national fresh produce sector, we understand the high-risk for exploitation and abuse across employment and labour practices especially within produce harvesting activities and through the utilisation of seasonal workers in often harsh environments. We are committed to collaborating with suppliers who demonstrate an ethics-based approach to both recruitment and employment of labour and in ensuring all our suppliers understand our commitment and expectations in this regard.

Our Locations



CRITERIA 3 – RISKS OF MODERN SLAVERY

The Jetbest Group recognises the potential risks inherent in the global agriculture sector and is committed to continual investment in our capability to pro-actively identify, challenge and support the effective remedy of such risks both within own operations and across our supply chain.

Internal Risk Identification

Within our own operations, the Jetbest Group has a relatively low risk profile due to our transparent policies, processes and standards in relation to recruitment, induction and ongoing employment practices. These policies and standards are developed, communicated and enforced by our HR team and managers. These includes reviews of visa status where required (such as overseas workers).

In addition, over 95% of our workforce are protected by terms and conditions set out in a variety of moderns awards that cover various roles within our business. This includes:

- Storage Services and Wholesale Award 2020
- Road Transport and Distribution Award 2020
- Road Transport (Long Distance Operations) Award 2020
- General Retail Industry Award 2020

External Risk Identification

The Jetbest Group completed a risk review of our supply chain operations, alongside broader industry insights, and has identified key areas of risk potential which will continue to be a focus of our investment and development in effective controls and governance.

The risk reviewed areas include:

- Forced labour - intimidation, threats, use of coercion or fraud
- Excessive working hours - working an unreasonable amount of time beyond a standard work week
- Debt bondage - payment of recruitment fees and retention of identity documents;
- Deceptive recruitment practices - false job description, misrepresented salary details, hidden work conditions.



CRITERIA 4 – ADDRESSING MODERN SLAVERY RISKS, DUE DILIGENCE AND REMEDIATION.

In the reporting period, our activities have focussed on key areas of policy development, communication such that we reinforce our foundational understanding of Modern Slavery and providing an environment that encourages and enables every individual to join us to identify and take effective action in response to potential risks.

Policy Development

In this reporting period, we reviewed and updated our formal organisational Modern Slavery suite of policies which contains and communicates our zero-tolerance policy to Modern Slavery across our operations and our supply chain.

These policies are complemented by our broader employment, WHS and workplace ethical behaviours policies and standards which are communicated through induction processes and throughout ongoing employment with our business. Every employee is provided with these policies.

In addition, we developed and published our first code of conduct, which was approved by the Jetbest Board.

All policies and standards are recommended to, reviewed by and formally approved by our Chief Executive Officer, including consultation with our Senior Leadership Team and internal stakeholders. The CEO communicates and gains endorsement from the board as required.

Systems Development and Implementation

During the reporting period, the Jetbest Group implemented a new payroll system (Employment Hero). A key feature of the system is inbuilt award checkers, which ensure that our team are paid in accordance with relevant modern awards. The new payroll system has replaced a previous manual system and has significantly reduced the number of errors in payroll processing.

Through the system, workers' pay and conditions are subject to external and internal review in each pay period to ensure compliance with local laws and regulations in Australia.

Employment and Labour Practices:

We continue to focus on the provision of direct, permanent employment wherever possible and in the provision of a safe, non-discriminatory and professional workplace. Where we require the use of external labour hire agencies, we provide and openly discuss our expectations, commitments, policies and standards. In addition, we undertake audits of labour hire providers (as part of our own Ethical Standards accreditation) to ensure that they are complying with relevant awards and other legislative requirements.

Selection and ongoing relationship management with labour hire agencies is held within the Senior Leadership Team alongside the ongoing review and engagement to review labour practices and compliance with modern awards.

Engaging Industry Expertise

The Jetbest group takes the opportunity to role model and act as an advocate within our industry. We actively invest in appropriate opportunities to partner with external organisations to share our commitment and further our own knowledge. For example, our team sit on various grower committee, technical boards and other industry groups.

Our organisation has been a longstanding member of Sedex, (Company Reference: ZC161362880), including utilisation of the SEDEX (SAQ) Self-Assessment Questionnaire. In addition, we are also accredited under the Fairfarms ethical standards program.



CRITERIA 5 – ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

The Jetbest group employs a range of governance measures and activities to continually reinforce our commitment to the eradication of Modern Slavery and to assess the effectiveness of our activities. Our Governance, Risk Management, Monitoring and Grievance Mechanisms form the foundation of our approach to addressing modern slavery risks:

Our Board receives monthly reports on HR and WHS related activity in our business, such as staff complaints, incidents reports, workcover claims, etc.

Our SEDEX and Fairfarms membership supports our evolving visibility, formal engagement and risk measurement with our key customers and suppliers through the structured assessments and auditing processes.

Assessment framework

Governance	Self-Assessment Questionnaires Risk Assessments Monthly site audits People and Culture Committee
Risk Management	Policies Site Risk Assessments Communication and acknowledgement Training participation
Monitoring	Whistle-Blower Policy Complaints and Investigations Annual staff sentiment survey Excess hours monitoring
Grievance Mechanism	Whistle-Blower Policy Anonymous reporting mechanism Grievance Policy

CRITERIA 6 – CONSULTATION

In preparing our Statement, the Jetbest Group has consulted across our organisation with the preparation led by our Group Safety and ESG Manager, supported by our Senior Leadership Team and Line of Business and functional leaders. We continue to engage with our teams across all our locations to increase awareness of Modern Slavery, to provide training where required and to continue to develop and embed our policies, standards and procedures into our everyday business operations.



LOOKING AHEAD

For the next reporting period, our priority investments will include:

- Introduction of an integrated Human Resources Information System (HRIS) platform, with associated Learning Management System Integration. This will allow the rollout of modern slavery training to our managers. The HRIS will also automate tasks, such as checking the visa status of potential recruits.
- Appointment of a new Chief Financial Officer to strengthen governance and reporting systems.
- Development of an Ethical sourcing policy and its rollout through our supply chain. This will ensure that our suppliers have a clear understanding of the expectations and standards that we expect our suppliers to uphold.

