

Modern Slavery Statement 2025

PMFresh Pty Ltd

Introduction

This Modern Slavery Statement (“Statement”) is made by PMFresh Pty Ltd (“PMFresh”) in accordance with the Modern Slavery Act 2018 (Cth). It covers the reporting period 1 July 2024 – 30 June 2025 and sets the direction for our ongoing commitment in future years.

PMFresh remains committed to respecting human rights and ensuring that modern slavery practices such as forced labour, human trafficking, servitude, and debt bondage have no place in our operations or supply chain. This Statement outlines the progress we have made, the systems we have built, and the actions we will continue to take to strengthen our approach into 2025 and beyond.

Our business structure and reporting entities

The reporting entity for this Statement is PMFresh Pty Ltd, a proprietary limited company headquartered in Homebush NSW, as well as WA, VIC, and QLD, trading as PMFresh.

PMFresh’s operations include the manufacture and distribution of fresh produce, ready meals, salad kits, soups, sauces, and mash for retail and foodservice markets. Our brands include Local Kitchen and Salad Fresh, and we also manufacture private label products for leading supermarket chains and foodservice customers.

PMFresh employs more than 500 permanent employees, the majority from culturally and linguistically diverse backgrounds, including many new migrants. We are committed to providing safe and fair employment, supporting settlement and integration, and ensuring our workforce contributes to sustainable growth for both the company and local communities.

Our head office and principal manufacturing facility is located at **28–32 Carter Street, Homebush Bay, NSW 2141**. More information can be found at: <https://www.pmfresh.com.au/>

Overview of PMFresh Supply Chain

Our supply chain includes both local and international suppliers providing goods and services critical to our operations.

Key categories include:

- Raw materials and ingredients (produce and non-produce)
- Packaging and labelling
- Equipment and maintenance services
- Waste treatment and pest control
- Cleaning, security, and logistics services
- Professional services (consultants, HR providers, auditors, legal and financial advisors)

PMFresh has approximately 51 direct Tier 1 suppliers based in Australia. We also source materials indirectly from countries including China, India, Thailand, New Zealand, Denmark, Canada, and the UK.

In addition, PMFresh engages local service providers for uniforms, cleaning, telecommunications, equipment rental, car rental, laboratory testing, and finished goods distribution.

Risks of Modern Slavery Practices in Our Operations and Supply Chain

PMFresh Operations:

Food manufacturing is recognised as a sector with higher risks of modern slavery due to the reliance on unskilled and migrant labour. To mitigate these risks, all PMFresh employees are paid in accordance with either:

- Enterprise Bargaining Agreements (EBA) aligned with the Food, Beverage and Tobacco Industry Award (VIC and QLD), or
- The Food, Beverage and Tobacco Industry Award (NSW and WA).

Pay and conditions are subject to regular internal and external audits to ensure compliance with all relevant Australian workplace laws. PMFresh has robust governance structures, workplace policies, and employee training to ensure workers are treated fairly and lawfully.

Supply Chain:

Core suppliers include fresh produce, packaging, consumables, cleaning chemicals, and transport services. Non-core suppliers include IT, professional services, building maintenance, pest control, and HR services.

The agricultural and food production sector presents heightened risks due to seasonal and migrant labour, multiple tiers of supply, and international sourcing. With approximately 80% of our sales to Coles and Woolworths, PMFresh is required to demonstrate not only food quality but also strong ethical sourcing practices.

PMFresh is a member of SEDEX and has undertaken SMETA 4-Pillar Ethical Audits to validate our compliance. Based on these measures, we currently assess our modern slavery risk rating as Low to Medium across our supply chain.

Actions Taken to Address Modern Slavery Risks

PMFresh has established a strong policy and governance framework to address modern slavery risks:

- **Code of Ethics and Conduct** – setting expectations for employees and suppliers regarding ethical behaviour, fair treatment, and compliance with law.
- **Ethical Sourcing Policy** – requiring all suppliers to adhere to the Modern Slavery Act and our human rights standards.
- **Whistleblower Policy** – enabling independent, confidential, and anonymous reporting of concerns, managed by an external provider.
- **Child Labour Policy** – ensuring no child labour is used in our business or supply chain, with a minimum employment age of 16 in line with legal requirements.
- **Forced Labour Policy** – prohibiting any form of forced labour, document retention, or human trafficking, and requiring free access to personal documentation.

- **Remuneration Framework** – ensuring all employees are paid at least the legal minimum, with transparent communication of pay, lawful deductions only, and overtime paid at award rates.
- **Fraud and Corruption Control Policy** – protecting against unethical or unlawful practices in procurement and supply chain dealings.

PMFresh undertakes SMETA audits to confirm compliance with Australian workplace and human rights standards.

Due Diligence and Supplier Engagement

To minimise exposure to modern slavery risks, PMFresh has:

- Incorporated modern slavery clauses into supplier contracts.
- Required all suppliers to complete an Ethical Procurement Self-Assessment.
- Provided all suppliers with the PMFresh Code of Conduct and Ethical Sourcing Policy.
- Embedded modern slavery training into employee induction and ongoing refresher training.
- Shared compliance expectations with suppliers and monitored adherence through reviews and audits.

Assessing Effectiveness

PMFresh monitors the effectiveness of our actions through:

- Annual supplier audits and reviews.
- Employee and supplier training completion rates.
- Review of whistleblower and grievance reports.
- Independent SMETA audits and customer compliance assessments.
- Regular reviews of policies and supply chain risk assessments.

Future Commitments (2025 and Beyond)

PMFresh recognises the importance of continuous improvement. Over the next reporting periods, we will:

- Expand due diligence deeper into Tier 2 suppliers and international sources.
- Strengthen monitoring of labour hire providers.
- Digitise supplier questionnaires and audit data for better visibility.
- Deliver targeted modern slavery training to procurement and supply chain staff.
- Enhance contractual requirements for suppliers to further reinforce compliance.
- Continue active collaboration with customers, regulators, and industry groups to raise standards across the food sector.

Consultation process and approval:

This Statement has been prepared by the PMFresh People and Culture team in consultation with the Board of Directors and senior management. It has also considered input from employees, auditors, suppliers, labour providers, and customers.

This Statement is made in accordance with section 14 of the Modern Slavery Act 2018 (Cth) for the reporting period ending 30 June 2025.

It was reviewed and approved by the PMFresh Board of Directors on 11 December 2024.

Name: Mike Fielden

Signature: 

Title: Director

Date: 11/12/2024