



Simon George and Sons Pty Ltd
Group Modern Slavery Statement
FY2020





Simon George and Sons Pty Ltd (SGS) is an Australian Private Company (ABN: 55 104 866 284) that supplies fresh fruit and vegetables to several industries across Australia including hospitality, tourism, mining and healthcare.

The Simon George and Sons Board of Directors meet frequently to review business performance, compliance, risk management and strategic direction.

We pride ourselves on the following values:

One Family: We pride ourselves on being a family business and share mutual integrity and respect.

Commitment to our People: We value our people, encourage development and reward performance.

Forward Thinking: We encourage ideas that challenge the conventional way and drive innovation.

SGS operate in six locations across Australia in Brisbane, Cairns, Darwin, Melbourne, Sydney and Townsville and employ approximately 200 full time, part time and casual staff members nationally.

In addition, we are participants in the Horticultural Code of Conduct, which is the fruit and vegetable industry code for daily business activities.





Our relationships with farmers, growers and agents are critical to the success of our business and we are proud to have built many longstanding relationships over our 40+ years of operation. Whilst we do purchase product directly off farm throughout the year, the majority of our supply is purchased through agents within the central markets in Adelaide, Brisbane, Melbourne and Sydney. This produce is managed through a HACCP controlled cool chain between SGS sites. We seek to do business with farmers, growers and agents that have similar values and business practices to ours, including those related to human rights and hold our direct supply partnerships in the highest regard.

Whilst purchasing produce directly from farm is an important part of our business, the majority of our fresh produce is purchased through extended sourcing channels where there are multiple intermediaries in the supply chain. In these instances, we value the integrity of our direct supply partner to abide by The Modern Slavery Act 2018.

The sourcing and delivery of fresh fruit and vegetables is the foundation of the SGS business and therefore the risks within our fresh produce supply chain is our greatest concern. Other considerations as part of our ongoing diligence towards the Act include:

- Employees
- Packaging
- Stationery
- Uniforms

Employees are engaged directly through individual Employment Agreements or under Award Agreements relevant to their position and location. One of SGS core values is 'commitment to our people', we believe in the fair treatment of all employees and invest in the health, safety and wellbeing of our staff.

Packaging, stationery and uniforms are all essential to our operations, however in identifying the risk to our business and those of supply chains we believe that these categories are a very small risk as part of the wider picture and our Australian based suppliers continue to be held in the highest regard as it relates to their company values.

Managed
relationships with
200
farmers, growers
and agents

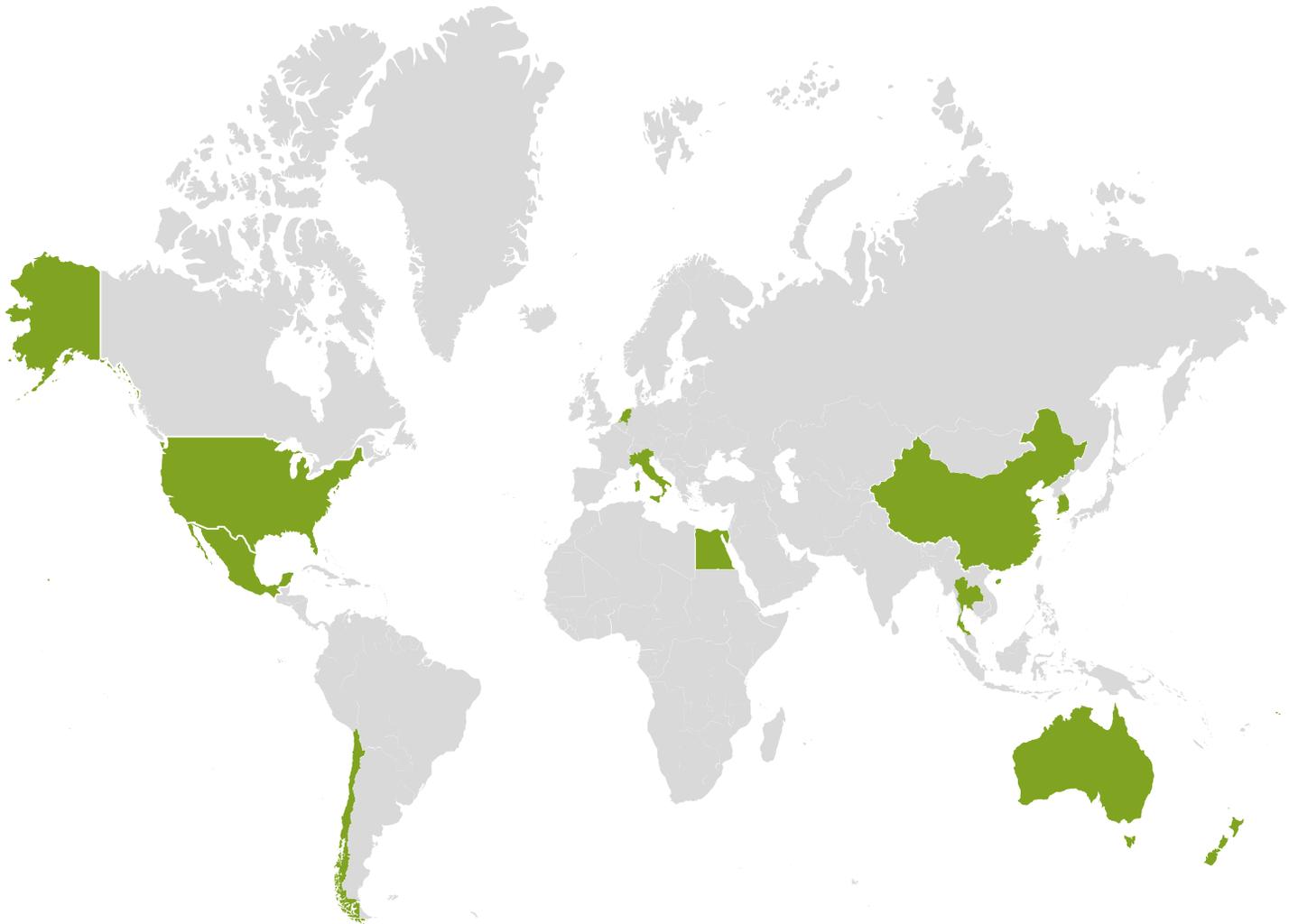
Purchased
26 million kg
of fresh produce

Made
128,157
deliveries



Where fresh produce is concerned, local is best and we are proud to source over 97% of our fresh fruit and vegetable supplies from within Australia. The remaining 3% is sourced internationally due to seasonality, weather conditions, price points and the fact that Australia simply does not grow some of the exotic lines that our clients require.

The below outlines the countries from which produce was sourced in FY2020 for Simon George and Sons:



We recognise that by purchasing produce internationally we are further exposed to the potential risk of Modern Slavery within our supply chain operations. We have reviewed the countries where we purchase produce from throughout the year against the risk indicators provided by the Global Slavery Index.

From the countries of supply Thailand, Egypt, Chile and China are identified as posing the greatest risk of Modern Slavery. These countries combined account for only 1% of the total group purchases in FY2020. We are confident that these figures will remain at these low levels, however will continue to work with our first-contact suppliers to monitor on an ongoing basis including annual reviews against the Global Slavery Index.



Addressing Risk

Executives, General Managers and Buyers across the group are required to complete training and pass a compliance test on an annual basis. This training covers the prevention of modern slavery including preventing the use of modern slavery in supply chains and Australia-wide modern slavery laws.

Whilst this training is directed to our internal teams with buying and procurement responsibilities, we believe that the prevention of Modern Slavery is everyone's responsibility and all staff are expected to abide by the group Modern Slavery Policy 2021.

We continue to review the contents of our training on an annual basis and will look to enhance and expand across the business when appropriate. Our training module is also available to clients, agents and growers upon request should they wish to implement a similar program within their businesses.

Our Buying team are aware of the importance of their positions and the impact their responsibility and actions taken may have on human rights. They understand the different forms of modern slavery and are trained to recognise the signs of slavery within our supply chains. Our teams conduct individual assessments when they attend onsite farm visits and should an instance of slavery be presumed or acknowledged, this is to be communicated immediately to the General Managers and Executives.

If an instance of Modern Slavery is identified we would swiftly move to remediate by educating our suppliers in the first instance and further ceasing business relationships and reporting to the relevant authority should this be deemed necessary.

We continue to articulate our expectations to suppliers through regular conversations and education. Our contractual terms under the Horticultural Produce Agreement (HPA) are continually being updated which further strengthens our position on the management of Modern Slavery and our expectations of our suppliers.

All Staff

Educated on the importance of recognising Modern Slavery

Executives, General Managers & Buyers

Trained annually on preventing the use of modern slavery in supply chains

Board of Directors

Review of group-wide Modern Slavery actions and sign off of statement annually



Close

The Management team are available to discuss any concerns or queries with employees in relation to the employment policies and practices of SGS and any concerns relating to modern slavery in SGS supply chain.

All reported concerns will be addressed and treated with the upmost importance and action taken as required.

Whilst there are currently no units of measurement for measuring Modern Slavery impact, we continue to develop our approach and focus on preventing and addressing modern slavery related risk within our operations and supply chains.

This statement has been approved by The Board of Directors of Simon George and Sons Pty Ltd on 17th February 2021.

Jack George
Chief Executive Officer

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