



SIMON GEORGE AND SONS PTY LTD

**GROUP MODERN  
SLAVERY STATEMENT**  
**FY2025**

# LETTER FROM THE CEO

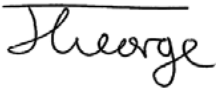
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**At Simon George & Sons, we are a family business that has grown over generations through long-term relationships with our people, our growers, our suppliers, and the communities we serve.**

Modern slavery has no place in our business or our supply chains. While the nature of our operations, particularly our strong local-first sourcing model, means our exposure to modern slavery risk is relatively low, we do not treat that as a reason for complacency. Responsibility extends to the people who grow, pack, transport, and support the produce we supply.

As a multi-generational Australian business, long-term thinking is part of who we are. We will continue to lift our standards through deeper due diligence, stronger internal awareness, and by using our position in the industry to promote ethical, transparent, and safe working conditions.

Thank you to our employees, suppliers, and partners who support this commitment and hold us to a high standard. Together, we will continue to build a business we are proud to pass on to the next generation.



Jack George

**Chief Executive Officer**





“We see ourselves as one family, treating the people we work with and the people we serve with integrity and respect.”

# INTRODUCTION

**Simon George and Sons Pty Ltd (SGS) is an Australian private company (ABN 55 104 866 284) that supplies fresh fruit and vegetables to customers across hospitality, tourism, mining, healthcare and other industries throughout Australia. We operate as a single reporting entity with no subsidiaries. This Modern Slavery Statement has been prepared in accordance with the Australian Modern Slavery Act 2018 (the Modern Slavery Act) and covers our operations and supply chains for the 2025 financial year.**

Our Board of Directors meets regularly to review business performance, compliance obligations, risk management and strategic direction. Oversight of modern slavery risk sits with the Board and Executive team, supported by General Managers from each of our locations.

We are, at our core, a family business. We see ourselves as one family, treating the people we work with and the people we serve with integrity and respect. We are committed to our people, investing in their development and recognising their contribution. We are forward thinking and open to ideas that challenge the conventional way of doing things and push us to improve. These values shape the way we approach modern slavery risk: we want our supply chains to reflect the same standards and values we expect in our own operations.

This statement explains who we are as a reporting entity, how our business and supply chains are structured, where we see the risk of modern slavery, what we have done to assess and address those risks, how we measure our progress, and how we have consulted across the business in preparing this report.

# OPERATIONS & SUPPLY CHAINS

**SGS operates in six locations across Australia: Adelaide, Brisbane, Cairns, Darwin, Melbourne and Townsville.**

**Across these sites we employ approximately 350 people in full-time, part-time, and casual roles. Our operations include procurement, storage, processing, order assembly, and distribution of fresh produce through HACCP-controlled cool chains before delivery to our customers.**

Our relationships with farmers, growers, and agents sit at the heart of our business. Many of these partnerships are long-standing and have been built over years of working together, through good seasons and tough ones. While we purchase some produce directly from farms throughout the year, the majority of our volume is procured via agents within the central markets in Adelaide, Brisbane, Melbourne, and Sydney. Once received, the product is managed within SGS's strictly controlled cool chain and delivered to customers in accordance with these specifications.

We maintain a local-first sourcing policy across our locations with more than 98% of our fresh fruit and vegetables procured within Australia. Limited international sourcing is used to support continuity of supply during seasonal gaps, weather disruptions, or to meet specific customer requirements for specialist lines.

Our supply chain is broader than produce alone. It extends to employment arrangements, packaging, stationery, uniforms, personal protective equipment, transport, and other contracted services. To strengthen expectations across these areas, we have introduced a supplier accountability framework that requires higher standards of documentation and traceability and aligns suppliers with the values set out in our updated Horticultural Produce Agreement (HPA).

Within our own operations, employees are engaged through individual employment agreements or under applicable industrial awards for their position and location. We believe in the fair treatment of all employees and invest in their health, safety and wellbeing. Our free and confidential Employee Assistance Program (EAP) provides counselling support and includes workshops on mental health and wellbeing, available to staff and their immediate families.

Taken together, this structure and these relationships form the basis of the operations and supply chains described in this statement.



OVER  
**98%**  
OF FRESH  
PRODUCE IS FROM  
AUSTRALIA

**SIX**  
LOCATIONS ACROSS  
FOUR STATES

APPROXIMATELY  
**350**  
EMPLOYEES



# ADDRESSING RISK

**We are proud to maintain our local-first sourcing commitment. In FY2025, 98.5% of our fresh fruit and vegetable supplies came from within Australia. The remaining produce was sourced internationally where Australian produce was unavailable or unsuitable due to seasonality, weather events, pricing or specific customer requirements.**

We monitor the countries from which we source any international produce against risk indicators provided by the Global Slavery Index. In FY2025, Mexico and Thailand were identified as higher-risk countries, yet imports from those origins together accounted for less than 0.20% of group purchases. Since then, our procurement patterns have remained stable, and we continue to ensure that purchases from higher-risk countries represent only a very small percentage of our overall supply.

We work closely with our first-contact suppliers to conduct regular reviews and maintain robust monitoring systems. The combination of very low imported volumes, long-standing domestic relationships, and our supplier accountability framework gives us confidence that our exposure to modern slavery across our produce supply chain remains very low.

Our actions to address risk are not limited to produce. Through ongoing contract reviews and discussions with providers of packaging, uniforms, transport and other services, we continue to reinforce expectations around fair work, transparency, and compliance with the Modern Slavery Act. Our aim is to ensure that the standards we set in our own operations are reflected across the businesses that support us.

Looking forward, we are building on the strategic review of supplier due diligence initiated by the Board, with a view to increasing the depth of supply chain audits, refining our risk assessment tools, and making better use of technology to monitor supplier compliance in close to real time. We also intend to extend modern slavery training to a broader group of operational staff enhancing risk awareness and strengthening the confidence to raise concerns throughout the business.

## **All of these measures combine to form our response to modern slavery risk:**

- ✓ local-first sourcing
- ✓ training
- ✓ targeted monitoring of international supply
- ✓ external certification
- ✓ strengthened contracts
- ✓ planned improvements.

# SUSTAINABILITY, COMMUNITY, AND ESG

Our approach to modern slavery sits within a broader commitment to sustainability and community. As a fourth-generation family business, we see our role as more than moving produce; we're part of the communities and environments we operate in, and we're planning for the long term.



Our sustainability strategy sets out five focus areas: climate and energy, waste and circularity, connected food systems, diversity and belonging, and health and wellbeing. Across these areas we're working to reduce our environmental footprint, minimise waste, strengthen the link from farm to fork, and support the people and communities who rely on us.

We are focused on making sure waste is not wasted. We're proud signatories to the Australian Food Pact, which has a mission to halve food waste in Australia by 2030. In collaboration with End Food Waste Australia, we partner with FareShare to turn surplus produce into meals rather than landfill. In the past year, this partnership has diverted around twenty tonnes of premium fresh produce from landfill and created more than 50,000 high-quality, nutritious meals for people facing hardship. In total, over the past year we have donated more than 250 tonnes of produce to nourish communities and farms across Australia.

We've invested in rooftop solar across our warehouses and measured our Scope 1 and 2 emissions, forming a clear foundation for our decarbonisation roadmap. We continue to prioritise local, seasonal produce to reduce food miles.



## SUSTAINABILITY, COMMUNITY, AND ESG

Supporting our communities is just as important for us. We're a key supplier to remote community stores across the Northern Territory, North Queensland, and the Torres Strait. Beyond supply, we work with these stores to educate on nutrition, safe food handling, and the storage of fresh produce. We are also committed to maintaining at least 5% Aboriginal and Torres Strait Islander representation in our team. Our broader community initiatives include delivering fruit and vegetable boxes to communities in need and growing staff involvement in volunteering to support local causes.

Internally, our focus on health and wellbeing goes beyond compliance. We provide a confidential Employee Assistance Program (EAP), maintain strong safety systems, and invest in training so our people can work safely and sustainably. These efforts, together with our local-first sourcing policy and commitment to responsible, farmer-direct procurement, reinforce the same principles that underpin our modern slavery work: respect for people, care for community, and long-term stewardship of the land we all rely on.

### OUR GUIDING PRINCIPLES:

- ✓ Respect for people
- ✓ Care for community
- ✓ Long-term stewardship.

# CLOSE

The Simon George and Sons Board retains oversight of the Modern Slavery Policy and our annual training program. Directors and General Managers actively consult on actions and priorities throughout the year, using this statement as one of several tools to guide decision-making and track progress. In the coming year, we will focus on deepening supplier due diligence, broadening staff awareness, and embedding the findings of our recent reviews into everyday practice.

We remain dedicated to the fair treatment of all individuals and the prevention of modern slavery across our operations and supply chains. As a family-owned business working closely with Australian growers and foodservice partners, we understand the responsibility that comes with our role in the industry. We will continue to use our influence to encourage ethical, transparent, and safe working conditions for the people who grow, pack, and deliver our produce.

This statement identifies SGS as the reporting entity and describes our structure, operations, and supply chains. It explains the risks of modern slavery practices we have identified, the actions taken to assess and address those risks, and the way we measure our effectiveness. It outlines the consultation that informed the statement and includes additional information on our values, external certifications and planned improvements, in line with section 16(1) of the Modern Slavery Act.

This statement has been approved by the Board of Directors of Simon George and Sons Pty Ltd on 10 December 2025.