

Simon George and Sons Pty Ltd
Group Modern Slavery Statement
FY2024





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 several industries across Australia including hospitality, tourism, mining and healthcare. SGS is one entity with no subsidiaries.

The Simon George and Sons Board meets 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 five locations across Australia - Brisbane, Cairns, Darwin, Melbourne and Townsville - and employ approximately 300 full time, part time and casual staff members.

Since the publication of our first statement in FY2020, we have continued to invest in our people, processes, and systems to strengthen practices and controls, ensuring we effectively manage any associated risk of modern slavery within our supply chains.

This Statement has been prepared in accordance with the Australian Modern Slavery Act 2018 (the Modern Slavery Act). It outlines the risk of modern slavery within our business and supply chains for the 2024 Financial Year and illustrates the steps SGS has taken to combat these risks.





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 years of operation. While we do purchase produce directly from farms throughout the year, the majority of our supply is procured through agents within the central markets in Adelaide, Brisbane, Melbourne and Sydney. Produce is then managed through a HACCP controlled cool chain within SGS sites and delivered to our clients. We seek to do business with farmers, growers and agents who share similar values, including those related to human rights, and hold our direct supply partnerships in the highest regard.

Fresh produce sourced from the central markets involves extended sourcing channels, with multiple intermediaries. In these cases, we rely on the integrity of our direct supply partner to comply with The Modern Slavery Act. Further considerations as part of our ongoing due diligence towards the Act include employment, packaging, stationery, transportation and uniforms.

To further reinforce our commitment, we introduced a supplier accountability framework requiring higher standards of documentation and traceability from our partners. These measures aim to improve transparency and align with the values outlined in our updated Horticultural Produce Agreement (HPA).

Employees are engaged directly through individual employment agreements or under award agreements relevant to their position and location. We believe in the fair treatment of all employees and actively invest in the health, safety and well-being of our staff. In FY2024, we expanded our free and confidential Employee Assistance Program (EAP) to include workshops on mental health and well-being, providing additional resources to employees and their immediate families.





Executives, General Managers, Buyers and Sales staff are required to complete annual training and pass a compliance test covering modern slavery laws and prevention. In FY2024, we enhanced our training module to include a focus on emerging risks and practical case studies. The training is also available to clients, agents, and growers interested in implementing similar programs within their businesses.

Our Buying team are aware of the importance of their positions and the impact that their responsibility and actions may have on human rights. Individual assessments are conducted when our team attend onsite farm visits and should an instance of slavery be presumed or acknowledged, it 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.

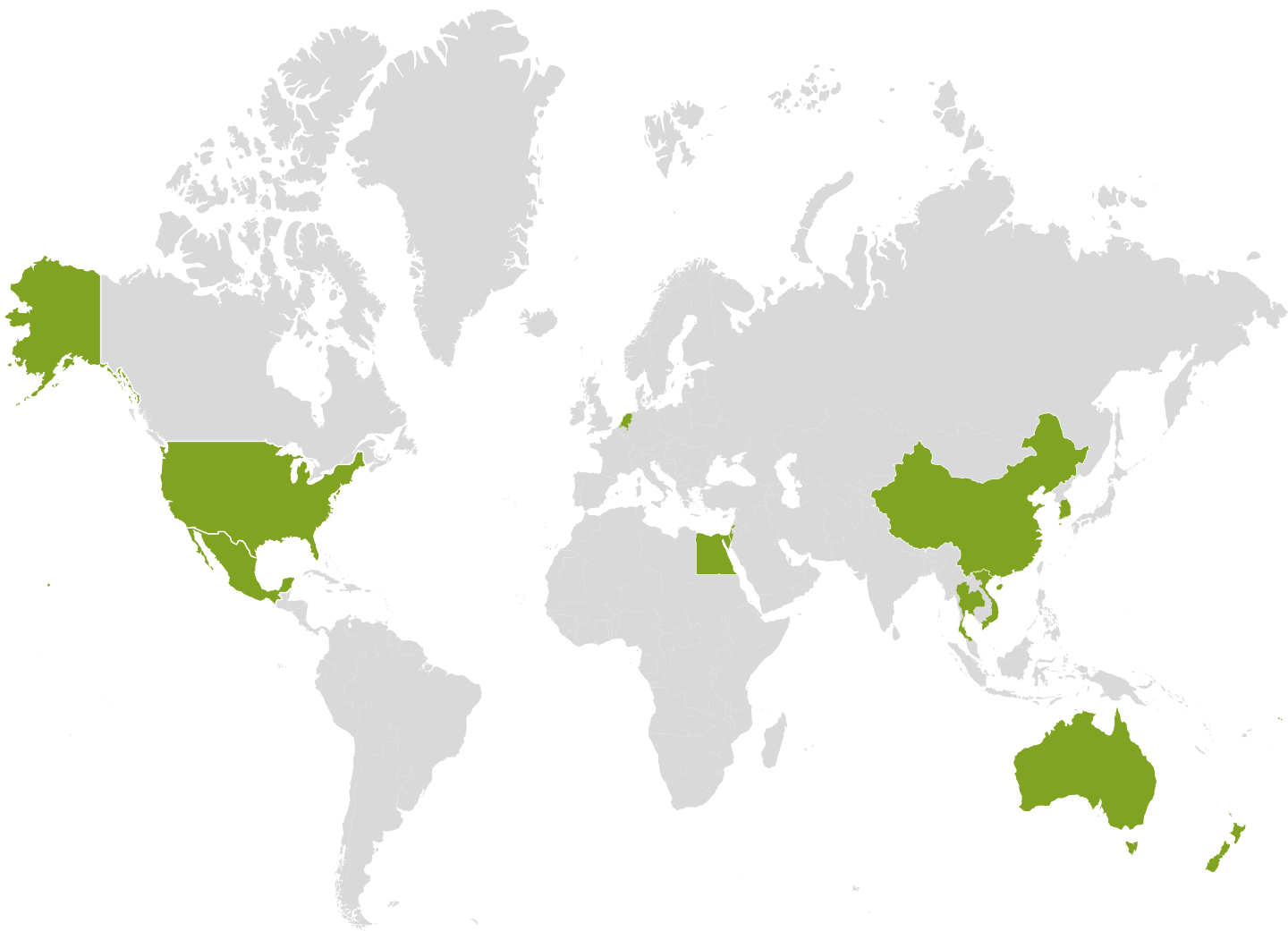
This financial year, SGS advanced its commitment to responsible business practices by achieving a bronze certification with EcoVadis, reflecting our ongoing efforts to address ethical and sustainability concerns within our supply chain. We also renewed our membership with Sedex, leveraging the platform to improve ethical oversight and risk management. These certifications are a testament to our proactive approach toward compliance and ESG integration.





We are proud to maintain a local-first sourcing commitment, procuring over 98% of our fresh fruit and vegetable supplies from within Australia. The remaining produce is sourced internationally due to seasonality, weather conditions, price points, and client requirements for exotic lines not grown in Australia.

The below outlines the countries from which produce was sourced in FY2024 for Simon George and Sons:



In FY2024, we monitored the countries from which we sourced produce against the risk indicators provided by the Global Slavery Index. Among these, Mexico and Thailand were identified as higher-risk countries; however, their combined contribution accounted for less than 0.20% of group purchases. We continue to work closely with first-contact suppliers to conduct annual reviews and maintain robust monitoring systems.

We consider the exceptionally low percentage of international produce procured as a strong indication and effective action towards our commitment of preventing modern slavery within our supply chains. We are confident that these figures will remain at a low level and deem the overall exposure to modern slavery as very low.



The Simon George and Sons Board retain oversight of the Modern Slavery Policy, including the annual training program. Directors and General Managers actively consult on actions throughout the year. In FY2024, The Board initiated a strategic review of supplier due diligence processes to ensure alignment with international best practices.

Looking ahead, we aim to; increase supply chain audits and risk assessments, leverage technology for real-time monitoring of supplier compliance, and expand our training programs to further relevant staff members in FY2025.

We remain dedicated to the fair treatment of all individuals and the prevention of modern slavery across our operations.

This statement has been approved by The Board of Directors of Simon George and Sons Pty Ltd on 10th December 2024.

Jack George
Chief Executive Officer



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