



PFD Modern Slavery Statement



2025

PFD Food Services Pty Ltd
ABN 29 006 972 381

PFD CEO message



I am pleased to present the PFD Modern Slavery Statement for the Financial Year 2025. PFD Food Services (“PFD”) remains steadfast in our commitment to combating modern slavery across our operations and supply chain.

As a large organisation in Australia, we recognise our responsibility to uphold human rights and conduct our business ethically for the benefit of our customers, workforce, and the communities in which we operate.

Since June 2021, Woolworths Group has held a majority equity stake in PFD, providing us with access to Group expertise in managing human rights, including modern slavery risks. In October 2024, Woolworths Group acquired the remaining equity, and PFD is now a wholly owned subsidiary.

As this transaction

occurred during F25, PFD makes this Modern Slavery Statement as a standalone disclosure for F25. We look forward to this transition further strengthening our approach to risk management and ethical practices as we work to align to the Group’s approach.

Our commitment to continuous improvement remains unwavering. We have advanced our policies and procedures to work towards integration into our daily operations, guided by our core values. We remain dedicated to embedding modern slavery requirements into all aspects of our operations and supply chain management. We collaborate closely with Woolworths Group to identify opportunities for further alignment and improvement to equip our employees and suppliers with the knowledge and tools to uphold human rights and ethical standards.

This statement was approved by the PFD Food Services Board of Directors.

Colin Storrie

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Director - PFD Food
Services Pty Ltd

Angus McPherson

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Chief Executive
Officer

Introduction

This statement is prepared in accordance with the Modern Slavery Act 2018 (Cth) (“MS Act”) on behalf of PFD Food Services (ACN 006 972 381). It outlines the actions undertaken in the financial year ending 30 June 2025 to identify, understand, and mitigate modern slavery risks in our operations and supply chain, as well as key areas for future focus.

PFD is committed to respecting the rights of all workers and communities across our supply chain and operations. We recognise that various forms of slavery, such as human trafficking, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruitment, can exist as outlined in the Act. We strongly oppose modern slavery and are dedicated to ongoing efforts to identify and mitigate risks within our business and supply chain.



Our Operations and Supply Chain

PFD is Australia’s largest foodservice distributor, bringing people together through food helping our customers at the moments that matter. We connect Australians through food by partnering with foodservice operators nationwide. In addition to chilled, frozen and ambient food products PFD also supplies non-food items such as packaging or cleaning products. In October 2024, Woolworths Group acquired the remaining shares of PFD Foods, making it a wholly owned subsidiary of the Group. Our National Office is situated in Knoxfield, Melbourne, Victoria, Australia and we maintain a network of regional warehouse and distribution centres throughout Australia. All our employees are in Australia, with no staff located overseas.

Team

The passionate individuals behind our success

2800+

Team members around Australia



850+
drivers



1,000+
warehouse, store & processing staff



500+
sales & customer service

Suppliers

Our suppliers, integral to delivering exceptional products

1000+
suppliers

17,000+
products available



750+
product categories



1800+
brands



Customer

We serve businesses across Australia

57,000+

Operations

The extensive infrastructure that enables us to serve Australia wide

2.4 million
drops in F24



850 Trucks



7 hubs
46 branches



5 seafood processing sites



2 meat rooms

Most PFD’s team members are employed directly, with employment terms and conditions set out in either an enterprise agreement, modern award or employment contract. Currently only approximately 2% of our labour workforce consists of subcontractors and labour hire workers. This is a reduction from the 5% reported in last year’s Modern Slavery statement. As labour hire arrangements, mostly due to lack of transparency, have a higher modern slavery risk, this is an improvement and an overall risk reduction for the business.

Within our 850+ drivers reported above, we engage approximately 40+ FTE contractor drivers and an additional 70+ food carriers to support mostly linehaul point to point transport operations, rather than customer facing deliveries. PFD in addition has further contracted service providers such as cleaners.



Identifying risks of modern slavery

We have an informed view of where inherent modern slavery key risks may reside in our operations and supply chain. We consider that the risk of modern slavery in our direct team overall as low, as PFD has visibility over team members' employment terms and conditions.

In F24 we conducted a desktop review to determine which suppliers of PFD have a higher risk for modern slavery. In F25 we reviewed the findings of our desktop review and completed a more thorough risk assessment. This was completed in collaboration with the Woolworths Human Rights team and focused on inherent risks in our operations and supply chains.

Risk in our operations

Seafood

Forced labour and debt bondage, to name examples, are inherent modern slavery risks across the global seafood sector. PFD sources predominantly Australian seafood and supplies seafood (fin fish, crustacean, molluscs) across Australia, including own brand and branded product in predominantly chilled processed or value-added form. A small amount of frozen seafood is supplied. To mitigate risk in this sector, PFD receives SEDEX certification in four of our seafood processing sites to identify risk and areas of improvement to be actioned.

Meat

Sector-wide challenges in meat processing, particularly migrant labour, involuntary over time and working conditions, contribute to an inherently higher risk of modern slavery. PFD provides fresh, value-added and frozen lines through branded and own brand ranges. By having strict HR policies and procedures in place we reduce sector specific risk in this area. HR policies are reviewed on a regular basis to assure PFD continues to meet the highest standards of compliance.

Indirect Labour

PFD engages a small portion of approximately 2% indirect workers to support our operations. Labour hire is primarily used during peak demand times and to cover leave. Due to lack of transparency and control over worker remuneration, treatment and labour hire company policies and process in place, the use of labour hire agencies has an inherently higher risk. PFD is reviewing the number of labour hire agencies used at our sites; to assure we only work with high-quality agencies and have better oversight and accountability. Contracts with our preferred labour hire agencies include strict requirements regarding modern slavery, including but not limited to a notification process to advise PFD of possible suspected or actual breaches of modern slavery legislation.

Assessing the effectiveness of our actions

During F25, PFD continued to implement and refine our Responsible Sourcing Policy, working towards alignment with Woolworths Group's standards and best practices.

Worker Engagement

Our grievance mechanisms, including a Whistle Blower Policy, remain in place to support ethical conduct and provide safe reporting channels for concerns. We completed our annual Voice of Team Survey where we gave all employees the opportunity to suggest improvements and raise concerns. Improvements and declines in engagement scores are measured and reported up to CEO level. This is an ongoing programme that will be regularly reviewed and updated according to the team's feedback.

Supplier Engagement Efforts

PFD Food Services maintains a robust and proactive approach to supplier engagement as part of our commitment to managing modern slavery risks. Our efforts are grounded in both compliance and collaboration, ensuring our suppliers understand and meet our expectations for ethical conduct and human rights.

We keep suppliers informed through our regularly updated "Trade Circular," during onboarding and ongoing, which outlines responsible sourcing standards and modern slavery prevention requirements. We actively engage with suppliers through forums, surveys, and direct communication. Events such as the Supplier Forum and Awards for Excellence provide opportunities to connect and share best practices.



Supplier Questionnaires

Prospective suppliers undergo a screening process, which includes a self-assessment questionnaire with a question on modern slavery and human rights matter. Completion rates of supplier questionnaires are measured through our internal audit processes, currently sitting at approximately 80%. We work in partnership with suppliers to achieve compliance with our Responsible Sourcing Policy and implement corrective actions when necessary.

Supplier Ethical Data Exchange (SEDEX) Membership

In F25, PFD continued as a member of Supplier Ethical Data Exchange (SEDEX). A representative sample of four of our five seafood processing facilities undergo SEDEX SMETA audits to continually monitor and review our practices. The processing sites certified were based on risk, with the 5th seafood site located in Townsville being the smallest and lowest risk site. Each site has undergone the 4 pillar SEDEX Members Ethical Trade Audit (SMETA) that includes Labour Standards, Health & Safety (plus Environment 2-pillar), Environment 4-pillar, and Business Ethics. Performance measurement is conducted through evaluation of corrective actions raised during audits.

Ongoing Assessment and Training

Our Code of Conduct addresses human rights, respectful behaviour, and complaint management, and all PFD employees are required to complete training within their first week of employment. Escalation of overdue training is conducted. Woolworths Group, including PFD, offers a confidential 'Speak Up' hotline and email service designed to report any conduct that violates our group policies, values, or relevant laws. Examples of such violations include issues related to human rights, modern slavery, bullying, harassment, corruption, legal breaches (such as employment, workplace, discrimination, or safety laws), or other unethical behaviour. The Whistleblower service is accessible in multiple key languages for our employees, suppliers, and their respective teams. Supplier-facing teams also receive specialised training to help them identify, assess, and address modern slavery risks.

Integration with Woolworths Group

As a wholly owned subsidiary of Woolworths Group, PFD benefits from access to Group Human Rights, Legal and Sustainability teams, further strengthening our supplier engagement and risk management capabilities. We meet with the Woolworths Human Rights and Sustainability team on a quarterly basis to collaborate on ways to uplift PFD's human rights due diligence processes.

Management Review

PFD's Management Committee, led by an Independent Director, meets quarterly to address current and emerging risks. The executive team reviews the risk appetite statement, which includes modern slavery and sustainability, with clear accountability for managing these risks.

Looking ahead

Looking ahead, PFD Food Services is committed to further strengthening our approach to human rights and modern slavery risk management

- In F26, PFD will work towards full integration with the Woolworths Group Responsible Sourcing Program. This transition reflects our ongoing commitment to transparency, accountability, and continuous improvement in managing modern slavery risks.
- To further strengthen our commitment to a transparent and objective assessment of modern slavery risks within our business, PFD is planning to commence SEDEX certification for a minimum of three of our Food Service distribution warehouses across Australia by the end of 2026. As so far only seafood sites have been certified, PFD believes this to be a logical next step to assess a different part of the business. In addition, one further processing site in the seafood/meat space is planned to be certified to SEDEX.
- The supplier selection process was identified as a potential improvement area. Therefore, PFD is planning to enhance our supplier screening questionnaire for modern slavery and sustainability practices.