



Modern Slavery Statement 2026

Introduction

This statement is published by McGregor Gourlay Pty Ltd (ABN: 80 619 661 988) in accordance with the Modern Slavery Act 2018 (Cth) for the reporting period ending 30 June 2026.

This statement applies to the following entities within our operations: McGregor Gourlay Pty Ltd, McGregor Gourlay Rural Services Pty Ltd and JA McGregor Livestock and Property Pty Ltd. It outlines our shared commitment to identifying, assessing and mitigating modern slavery risks within our combined operations and supply chains.

Our Structure and Operations

Established in 1897, McGregor Gourlay Agricultural Services is a 100% proudly Australian owned, dynamic and progressive privately owned agribusiness with a proud tradition of over 127 years of service to the sector.

Since our origins as JA McGregor & Co, the business has expanded to become one of the most dynamic privately owned rural services companies in Australia. Today, we operate a network of 17 branches, employing over 170 staff across the premier agricultural regions of North West NSW, the NSW Northern Rivers, the Southern QLD Border Rivers and the Darling Downs regions.

We offer a wide range of supplies to our customers including agricultural chemicals, fertiliser, seed, animal health, rural merchandise, livestock, property, and water equipment. We specialise in servicing a wide variety of winter and summer crops for broadacre, irrigated and tropical programs, with dedicated agronomy services to help primary producers optimise their farming operation.

Additionally, JA McGregor Livestock and Property offers clients a full range of livestock and real estate agency services.

Our Supply Chain

We procure products and services from a range of suppliers to support our retail network and agronomic services. Our key supply chain categories include:

- **Goods for Resale:** Agricultural chemicals, fertilisers, seed, animal health/nutrition products, livestock handling equipment and fencing supplies.
- **Internal Operations:** Goods and services procured to maintain our branch network and daily operations, including domestic logistics and freight transport, IT hardware and software, corporate uniforms and facilities management.



While the majority of our direct suppliers are Australian based distributors and manufacturers, we recognise that our extended supply chain is global.

Identifying Modern Slavery Risks in our Operations

We recognise that modern slavery is a hidden but pervasive injustice. We recognise our responsibility to respect human rights and ensure our business activities do not cause or contribute to modern slavery.

We have undertaken an assessment to evaluate our procurement categories against key risk indicators (industry, geographic location and supply chain models). Following this assessment, we consider the risk of modern slavery within our direct, Australian-based operations to be low. This determination is based on the following:

- We operate exclusively within Australia, a jurisdiction with a low prevalence of modern slavery and robust labour laws.
- We place a high priority on Work Health and Safety, maintaining AgSafe training compliance.
- We have comprehensive internal policies, including our Code of Conduct, Grievance Policy, Health Safety & Environment Policy and Workplace Behaviour Policy.
- We provide extensive career pathways, mentoring and fair employment conditions for all staff.

However, we have identified Agricultural Chemicals and Fertilisers as the primary risk area within our broader supply chain. Our core business relies on the procurement of these agricultural inputs. The global crop protection and fertiliser industry relies on complex, multi-tiered supply chains. We recognise there are inherent risks of exploitation in the extraction of raw materials and the manufacturing of fine chemistries internationally, before these products reach our Australian distributors.

Actions Addressing Modern Slavery Risks

We have focused on the below key areas to address modern slavery risks.

Internal Policies

Our operations are supported by a comprehensive suite of policies that protect human rights:

- **Modern Slavery Policy:** This policy outlines our approach to identifying, preventing and addressing modern slavery and defines our expectations of employees, contractors and suppliers.
- **Sustainability and ESG Statement:** Ensures respect for the diversity, rights and culture of all individuals and pay equity.



- **Health Safety & Environment Policy:** Ensures safe and fair working conditions.
- **Code of Conduct:** This policy outlines the ethical, inclusive and respectful behaviours expected of all employees.
- **Grievance Policy:** provides a safe, confidential pathway for employees and contractors to report problems, concerns and complaints without fear of retaliation.
- **Workplace Behaviour Policy:** This policy fosters an inclusive and fair workplace that actively protects against discrimination and exploitation, which are key factors that can contribute to modern slavery risks.

Supplier Engagement

We expect our suppliers to respect human rights in their own and related supply chains. We encourage our suppliers to undertake human rights due diligence and adopt similar principles within their respective networks.

To effectively assess and address modern slavery risks within our operations and supply chain, we are focusing our efforts on the following key areas:

- **Procurement and Category Management:** Streamlining our sourcing activities across the business to reduce the risk of engaging with suppliers where there is little to no transparency of their supply chain. Our procurement personnel are fully aware of this Modern Slavery Statement and the strategic actions the business is taking to mitigate supply chain risks.
- **Supplier Management and Due Diligence:** Focus on the closer management of our strategic supply partners, working with them to better understand their existing policies and awareness of modern slavery risks. Furthermore, we continually review our procurement channels to identify areas for supplier rationalisation, allowing us to reduce our overall supplier base and thereby minimise our risk exposure.

Training and Awareness

We recognise that educating our people is a crucial step in mitigating risk. We are committed to integrating modern slavery awareness into our existing comprehensive staff training and mentoring programs, with targeted training for team members involved in procurement and category management.

Evaluating the Effectiveness of Our Actions

McGregor Gourlay is committed to continuous improvement and regularly assessing the effectiveness of our actions to combat modern slavery. We utilise our strong governance structure to evaluate the effectiveness of our modern slavery risk management.

We understand the importance of measuring the controls put in place to address these risks. Our business measures include but are not limited to:

- **Supply Chain Mapping and Review:** Annual review of the sourcing of our products and services to track the number of active suppliers and their associated risk profiles. This mapping categorises our supply base into two primary tiers: Tier 1 encompasses large corporate entities with high transparency and established ESG reporting, while Tier 2 includes SMEs where visibility is limited, allowing us to target our due diligence effectively.
- **Board Oversight:** Regular monitoring of supply chain risks and compliance reporting by the Board of Directors.
- **Training:** Tracking the percentage of key procurement staff who have completed targeted modern slavery training.
- **Annual Statement Review:** Conducting an annual review and approval of the Modern Slavery Statement, which serves to highlight our progress and identify clear areas for continuous improvement in the year ahead.

Consultation and Board Approval

This statement was prepared in consultation with the leadership team across McGregor Gourlay Agricultural Services. As a single reporting entity whose policies and procedures apply across all branches, the consultation process encompasses our entire operational footprint.

This statement was approved by the Board of Directors of McGregor Gourlay Agricultural Services on 28th May 2026.

Signed on behalf of the Board of Directors by



Josh McGregor
Managing Director