

# Modern Slavery

Statement 2025

**Reporting Entities:**

RG Restaurants Pty Ltd

RG Restaurants 2 Pty Ltd

Century 101 Pty Ltd

Westpark Operations Pty Ltd





## Introduction

**This Statement relates to the reporting period that commenced on 1 July 2024 and ended on 30 June 2025 (“Reporting Period”) and is prepared as part of our compliance with the Modern Slavery Act 2018 (Cth) (“the Act”). Throughout this Reporting Period, we have continued our commitment to increase our awareness of the risks of Modern Slavery across our business.**

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This Statement reports on the activities of RG Restaurants Pty Ltd alongside its related entities, Westpark Operations Pty Ltd as trustee for Westpark Operations Unit Trust (“Westpark Operations”), Century 101 Pty Ltd (“Century 101”) and newly created entity RG Restaurants 2 Pty Ltd (“RG Restaurants 2”). We confirm this Statement has been reviewed and approved by the Directors of each of these companies.

As provided in our past statements, our group is predominantly a franchisee business within the brand of KFC Australia. This Statement should be read in conjunction with the Modern Slavery Statement submitted by KFC Australia, for reasons explained in this Statement.



## The Reporting Entity

**RG Restaurants Pty Ltd ACN 611 108 911 (“RG Restaurants”) is an Australian private company limited by shares with its main office in Shepparton, Victoria. RG Restaurants operates alongside its related entities, Westpark Operations, Century 101 and RG Restaurants 2.**

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RG Restaurants’ journey with KFC Australia began more than 30 years ago with one restaurant in Shepparton, Victoria.

Together with its related entities, RG Restaurants owns and operates 67 KFC restaurants and employs more than 3,800 employees throughout Victoria at the conclusion of the Reporting Period.

# Our Structure, Operations and Supply Chains



## Structure and Operations

**RG Restaurants is a franchisee of the KFC franchise system operated by Kentucky Fried Chicken Pty Ltd (ACN 000 578 780) and its related entities ("KFC Australia")**

As a requirement of our Franchise Agreement, our restaurants are run by a significant organisational structure that supports the operation of the business and continues to create development opportunities.

Our employees range from the front-line workers within our restaurants to the support services providing finance, marketing, people and culture and other administrative support to our business.



# Supply Chain

Our supply chain can be categorised into two; **Core Suppliers** and **Non-Core Suppliers**.



## Core Suppliers

**To ensure the quality and consistency of the products sold within our restaurants, we are required under our Franchise Agreement to engage with suppliers who have been approved by KFC Australia.**

These suppliers are known as our Core Suppliers, as they are essential to the operation of our business within our restaurants. Our Core Suppliers include:

- Food and Beverage Suppliers.
- Packaging Suppliers.
- Distribution Partners.
- Delivery Aggregators.
- Equipment Providers.
- Information technology systems providers.
- Uniform Providers.



## Non-Core Suppliers

**Beyond the Franchise Agreement, we have other suppliers who provide goods and services which are known as our Non-Core Suppliers.**

These suppliers are those who we have had many long-term relationships with and include the following:

- Suppliers of equipment used in our restaurants.
- Development and construction suppliers.
- Accommodation providers.
- Marketing agencies.
- Information technology systems providers.
- Professional services providers of legal and financial services.
- Human resources; and
- Cleaning and maintenance services.



# Assessing our Risk of Modern Slavery in our Operations & Supply Chains

## Risk within our Structure and Operations

**We recognise there is an inherent risk of forced labour and/or risks surrounding wage compliance within the food industry.**

As a people-focused business, we are committed to ensuring the highest standards of safety and employment within our restaurants. Our team members are all paid in accordance with market conditions, relevant employment awards and applicable legislation.

Our robust framework for communication and training provides the ability for our employees to receive annual reminders on different policies, including workplace rights, whistleblowing, open-door and other similar policies. As such, we have assessed there to be an extremely low risk of Modern Slavery occurring in our Structure and Operations.

# Risk within our Supply Chains

## Core Suppliers



**Our Core Suppliers are identified as those suppliers who are critical to the operation of our restaurants in maintaining quality and consistency of the products sold.**

KFC Australia conducts sourcing and purchasing negotiations for food, packaging, equipment and other items on behalf of KFC Australia and RG Restaurants as a franchisee partner.

KFC Australia began their assessment of Modern Slavery risks in the food and paper supply chain in March 2019. In December 2021, KFC Australia found that majority of suppliers within food and paper industry achieved a low or medium rating for the risk, based on Sedex reporting.

With their endeavours to continue to mitigate and identify potential risks, KFC Australia has now extended Sedex registration and self-assessment questionnaire to both:

- (a) supply partners that KFC Australia deems are of a significant size and value; and
- (b) those suppliers who are smaller but are deemed medium to high risk from the Sedex reports.

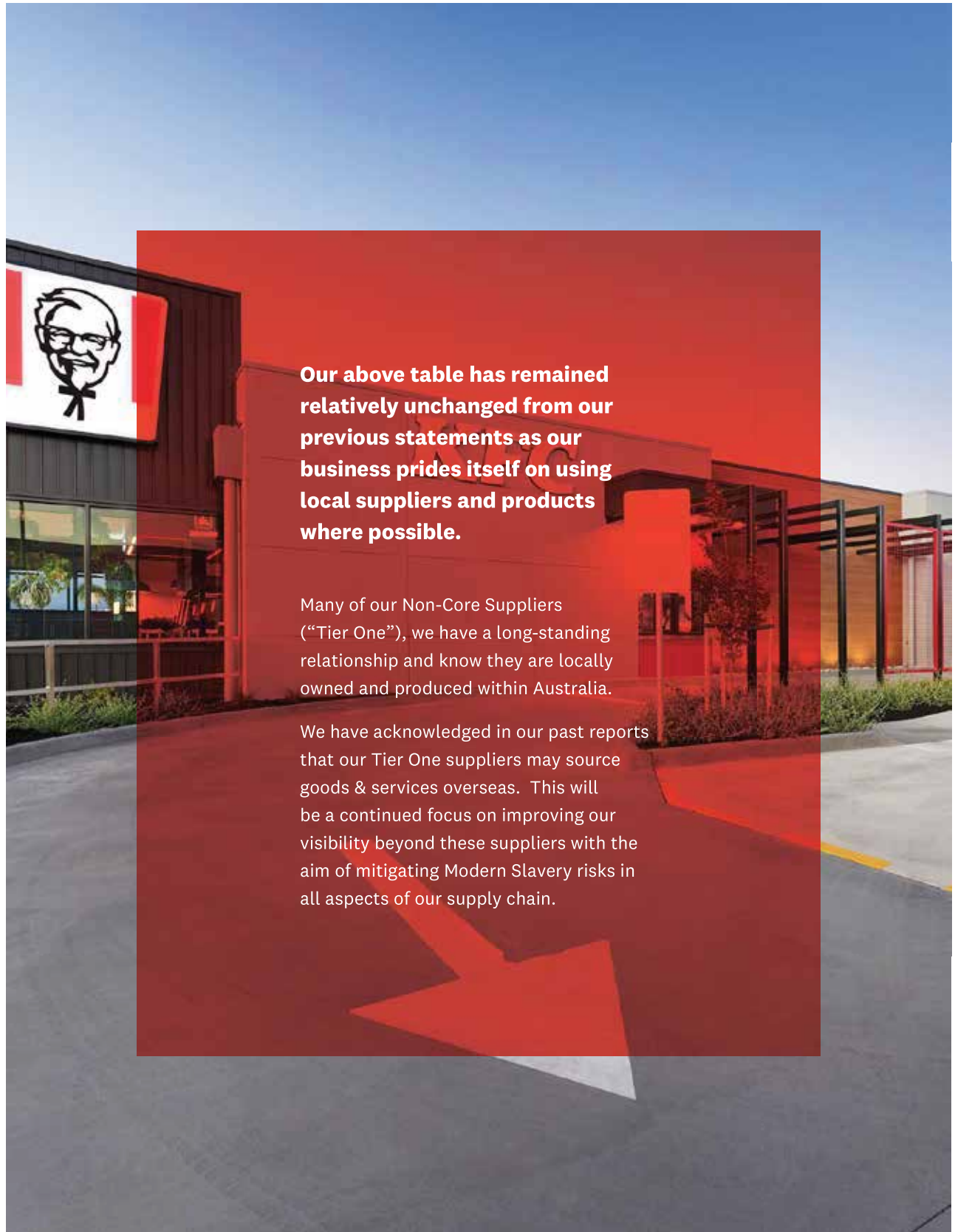
This expansion has led to the ability for KFC Australia to have a greater insight into their supply chain to identify risks of Modern Slavery. We will continue to support our Franchisor in their assessment, review and audit in our supply chain of our Core Suppliers.

# Non-Core Suppliers

**Our Non-Core Suppliers provide services outside our Franchise Agreement.**

The table below maps our Non-Core Suppliers and assessment of risks:

Category	Risk Assessment	Findings
<b>Accommodation Providers</b>	<b>Low / Medium</b>	The accommodation sector is often vulnerable to Modern Slavery risks due to the use of low skilled or migrant workers and supply chains. We do have longstanding relationships with some of our accommodation providers and believe that the risk of Modern Slavery is low. However, we are mindful of accommodation providers that we might not have the same relationship and the need to establish greater transparency beyond the tier one provider.
<b>Cleaning Services</b>	<b>Medium /High</b>	Given the nature of this industry and demographic of workforce, there is a need to establish onboarding and monitoring procedures for these providers. We are building commentary and information in our contracts around Modern Slavery to educate those involved.
<b>Development and Construction</b>	<b>Medium /High</b>	We have longstanding relationships with our tier one companies within this industry. Due to those relationships, we believe the risk of Modern Slavery is low. However, we are mindful that due to the nature of subcontracting and lack of visibility beyond tier one, there is a need to establish onboarding and monitoring procedures for these providers.
<b>Equipment</b>	<b>Medium /High</b>	We source majority of our equipment directly from our Franchisor and some equipment directly from a provider who is approved by our Franchisor. We have considered the risk to be Medium to High, until we establish a greater transparency of the supply chain beyond the tier one provider.
<b>Human Resources</b>	<b>Low</b>	Risk considered low due to the nature of services provided and demographic of workforce.
<b>Maintenance services</b>	<b>Medium /High</b>	Given the nature of this industry and demographic of workforce, there is a need to establish onboarding and monitoring procedures for these providers. We are building into our Contracts various commentary and information around Modern Slavery to educate those involved.
<b>Marketing services</b>	<b>Low</b>	Risk considered low in professional agencies and activation events. Additional consideration on how we verify the sourcing of our merchandise such as promotional shirts may be required.
<b>Professional services for legal, financial, and accounting</b>	<b>Low</b>	Risk considered low is to the nature of services provided and demographic of workforce. These areas are also heavily governed by Fair Work Australia for those professional services that are administrative based.
<b>Uniform for Administration and Support Office Staff</b>	<b>Low / Medium</b>	Whilst uniform procurement is often medium risk, we have taken the opportunity to engage with companies who pride themselves on adhering to Modern Slavery requirements. We have considered this low risk as we made a conscious effort to source from likeminded companies.



**Our above table has remained relatively unchanged from our previous statements as our business prides itself on using local suppliers and products where possible.**

Many of our Non-Core Suppliers (“Tier One”), we have a long-standing relationship and know they are locally owned and produced within Australia.

We have acknowledged in our past reports that our Tier One suppliers may source goods & services overseas. This will be a continued focus on improving our visibility beyond these suppliers with the aim of mitigating Modern Slavery risks in all aspects of our supply chain.

# Actions taken to Address the Risk of Modern Slavery

**The risk of Modern Slavery is an ongoing concern within our industry, and as a business we must ensure that we reflect on actions we have taken over the past twelve (12) months.**

These actions are in addition to past actions we have taken and continue to build on each year.

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## **2030 Environment, Social and Governance Plan (ESG)**

As our company has grown, we have recognised the need to formalise our approach to sustainability, social responsibility, and the management of our environmental impacts. Our business has evolved rapidly, and with the launch of our 2030 Together Strategy, Environmental, Social, and Governance (ESG) Plan in the past Reporting Period, we are now focused on embracing this framework as we enter the next stage of our organisation's development

## **Partnering and Collaboration**

Recognising our reliance on KFC Australia to negotiate and source our Core Suppliers as part of the franchise relationship, we have worked closely with them to address Modern Slavery risks in these supply chains. Over the past 12 months, a dedicated working group of key franchise partners and KFC Australia ("Working Group") have been actively collaborating to raise Modern Slavery awareness, strengthen our Statements, and enhance oversight. The Working Group has also driven new initiatives, including facilitating our first meeting with other Quick Service Restaurants, creating further opportunities to share learnings and extend our collective impact.

## **Education And Training**

As part of our partnership and collaboration with KFC and Sedex, the team responsible for preparing our Modern Slavery Statement has also participated in additional training seminars hosted by Sedex. These sessions have enhanced our understanding of modern slavery risks and strengthened our ability to uphold ethical and responsible business practices across our operations and supply chain.

## **Construction Contracts**

With the continuous growth of our company, the expansion of our Non-Core Supplier group has remained a focus. We have been fortunate to maintain long-standing relationships with many suppliers within the construction industry, which has enabled us to strengthen engagement and increase Modern Slavery awareness across our Non-Core Suppliers.

Over the past 12 months, we have developed new construction contracts that incorporate Modern Slavery provisions, including due diligence requirements and clear conditions for termination in cases of misconduct.

# Assessment of the effectiveness of our actions

**At the date of publishing this Statement, we have not identified any issues that could be linked to Modern Slavery in our Operations or Supply Chain.**

Whilst we have not been notified of any Modern Slavery incidents, we acknowledge this does not constitute the end of our efforts to mitigate Modern Slavery within our Operations and Supply Chains.

We will continue to implement strategies and anti-Modern Slavery measures in areas within our operations and supply chain that have an inherent risk of Modern Slavery. We will set short term goals each year to improve different aspects of our business. By setting and achieving these short-term goals, we aim to have a long-term impact on eradicating Modern Slavery. Our work and commitment will remain ongoing.



# Focus Areas for the next 12 months

## Construction Contracts

While we have incorporated Modern Slavery provisions into our new construction contracts, we recognise that contractual clauses alone cannot completely eliminate the risk of Modern Slavery practices within the wider industry. Such provisions are an important step in setting expectations and obligations for our contractors, but they cannot address systemic risks that may exist within complex supply chains.

For this reason, we will continue to actively monitor and assess our contractors and suppliers, including during onboarding and throughout the course of engagement. This includes reviewing compliance with Modern Slavery provisions, maintaining open communication, and where necessary, taking appropriate corrective action. We are committed to strengthening oversight mechanisms and fostering an environment of transparency to mitigate Modern Slavery risks and ensure ethical practices across our operations and supply chains.

## Partnering and collaboration

Over the next 12 months, collaboration will remain a key focus as we continue to work alongside the Working Group through monthly forums and in-person workshops. Together, we will support the collective outcome to onboard all mutual suppliers to Sedex who meet the registration threshold. Our Group recognises that this ongoing collaboration is one of our greatest strengths in mitigating Modern Slavery risks across our operations and supply chain.



# Focus Areas for the next 12 months

## Education and Training

As part of our 2030 Together Plan, we have identified the need to strengthen our internal understanding and governance of modern slavery risks. Over the next 12 months, we will be introducing targeted modern slavery training for our Steering Committee, with plans to expand this program to other parts of our leadership team and broader business. This initiative reflects our commitment to building capability, driving accountability, and embedding ethical practices across all levels of our organisation.



# Appendix

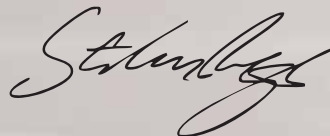
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## Sign Off

This statement was approved by the Boards of each of the three reporting entities covered in this Statement. This Statement was approved by the Board of RG Restaurants Pty Ltd (ACN 611 108 911) on 23 December 2025, and approved by the Boards of Century 101 Pty Ltd (ACN 147 149 646) Westpark Operations Pty Ltd (ACN 084 391 864) and RG Restaurants 2 Pty Ltd (ACN 682 989 171) on 23 December 2025.

This Statement is signed by Stephen Retzos in his role as the Managing Director of RG Restaurants Pty Ltd.



**Stephen Retzos**  
**Managing Director**



**RG**  
RESTAURANTS