



# Modern Slavery Statement 2024-2025





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## INTRODUCTION

**At Montague Farms, we are committed to conducting our business with integrity, transparency, and respect for human rights.**

Montague Farms has been a cornerstone of the nation's fresh produce industry since 1984, Headquartered in Narre Warren North, Victoria, Montague Farms has grown from a modest orchard into one of Australia's largest and most innovative fruit growers. With a strong commitment to quality, sustainability, and innovation, the company cultivates a wide range of premium fruits including apples, pear, stone fruits, grapes, and cherries. Montague's operations span growing, packing, cold storage, and distribution, supported by a state-of-the-art facility and a passionate network of growers across the country.

We recognise the serious global issue of modern slavery and human trafficking and acknowledge our responsibility to take meaningful steps to prevent these practices within our operations and supply chains. As a responsible agricultural enterprise, we strive to uphold ethical labour standards and ensure that all individuals working with or for Montague Farms are treated fairly, with dignity and respect.

This Modern Slavery Statement has been prepared for the reporting entities outlined in Appendix A and sets out the key risks of modern slavery within our business, aims to raise awareness of modern slavery within the horticulture industry and foster responsibility throughout our supply chain and operations.

At Montague Farms, our goal is to improve the lives of everyone involved, including our customers, team members, suppliers, and the communities where we live and work.

## MANDATORY CRITERION ONE: Identify The Reporting Entity

This Modern Slavery Statement ('Statement') is provided as a joint statement under the *Modern Slavery Act 2018* (Cth) ('Modern Slavery Act') for Pomona Valley Consolidated Pty Ltd (ACN 649 518 169) ('Pomona Valley') and its subsidiaries for the period from 1 July 2024 to 30 June 2025 ('Montague Farms').

Details of the reporting entities covered by this Statement are set out in Appendix A.



## MANDATORY CRITERION TWO:

### Describe the structure, operations and supply chains of the reporting entity

#### Our Operations

Montague Farms grows, transports, grades and packs apples, pears, cherries, plums, peaches, nectarines, apricots, grapes and citrus fruit and sells to retail, wholesale and export customers to various countries worldwide. Additionally, we have an Intellectual Property ('IP') management business which commercialises new fruit varieties in partnership with local and Australian growers and fruit breeders around the world. This involves managing associated trademarks.

Our product brands include:

Apples:

- **JAZZ™**
- **envy™**
- **Ambrosia™**
- **eve™**
- **KISSABEL®**
- **yello®**
- **Smitten®**
- **Sweetango™**

Stonefruit:

- **the MONTAGUE tree™**
- **CROC EGGS™**
- **Nectara™**
- **Color-Cot™**
- **Donut™ Peach**

At our Narre Warren North site, we have a small retail division which offers quality food and beverage products, including home goods to the public.

The Montague Farms head office is based at 10-18 Horswood Road, Narre Warren North in Victoria, 3804 and we also have orchards in the following regions:

- **Legana, Tasmania**
- **Harcourt, Victoria**
- **Swan Hill, Victoria**
- **Goulburn Valley, Victoria**
- **Riverina, New South Wales**
- **Mildura, Victoria**

Montague Farms directly employs approximately 300 employees throughout our farming operations, packing facility, operations and logistics and management and administration functions. Additionally, we engage third parties for the supply of labour hire employees to meet the seasonal demands of harvesting, transporting and packing our fresh produce.

As an integrated farming business, to support our various business functions, we engage a range of suppliers. These range from temporary labour services, machinery maintenance and repair, chemicals and fertilisers, uniforms and personal protective equipment, office services, business technologies, communications and professional services.

## Our Supply Chains

### Intellectual Property Operations

Industry Sector:  
Horticulture

Product Type / Service:

Labour  
Novel plant varieties  
Chemicals / fertilisers  
Machinery  
PPE  
Uniforms

Geographies:

Australia & Pacific Islands  
Worldwide  
Australia  
Worldwide  
Australia  
Australia

### Growing Operations

Industry Sector:  
Horticulture

Product Type / Service:

Labour  
Chemicals / Fertilisers  
Machinery  
PPE  
Uniforms  
External Consultants  
Service Providers

Geographies:

Australia & Pacific Islands  
Australia  
Worldwide  
Australia  
Australia  
Worldwide  
Australia

### Transport Operations

Industry Sector:  
Transport

Product Type / Service:

Labour  
Fuel  
Vehicles  
PPE  
Uniforms  
Service Providers

Geographies:

Australia  
Australia  
Worldwide  
Australia  
Australia  
Australia

### Packhouse

Industry Sector:  
Horticulture

Product Type / Service:

Labour  
Chemicals  
Machinery  
Packaging  
PPE  
Uniforms  
Telecommunications/IT

Geographies:

Australia & Pacific Islands  
Australia  
Worldwide  
Worldwide  
Australia  
Australia  
Worldwide

### Retail

Industry Sector:  
Retail

Product Type / Service:

Labour  
Products & services  
Sourcing of goods

Geographies:

Australia  
Worldwide  
Worldwide

### Office & Management

Industry Sector:  
Clerical & Management

Product Type / Service:

Labour  
Machinery  
PPE  
Uniforms  
External Consultants  
Telecommunications/IT

Geographies:

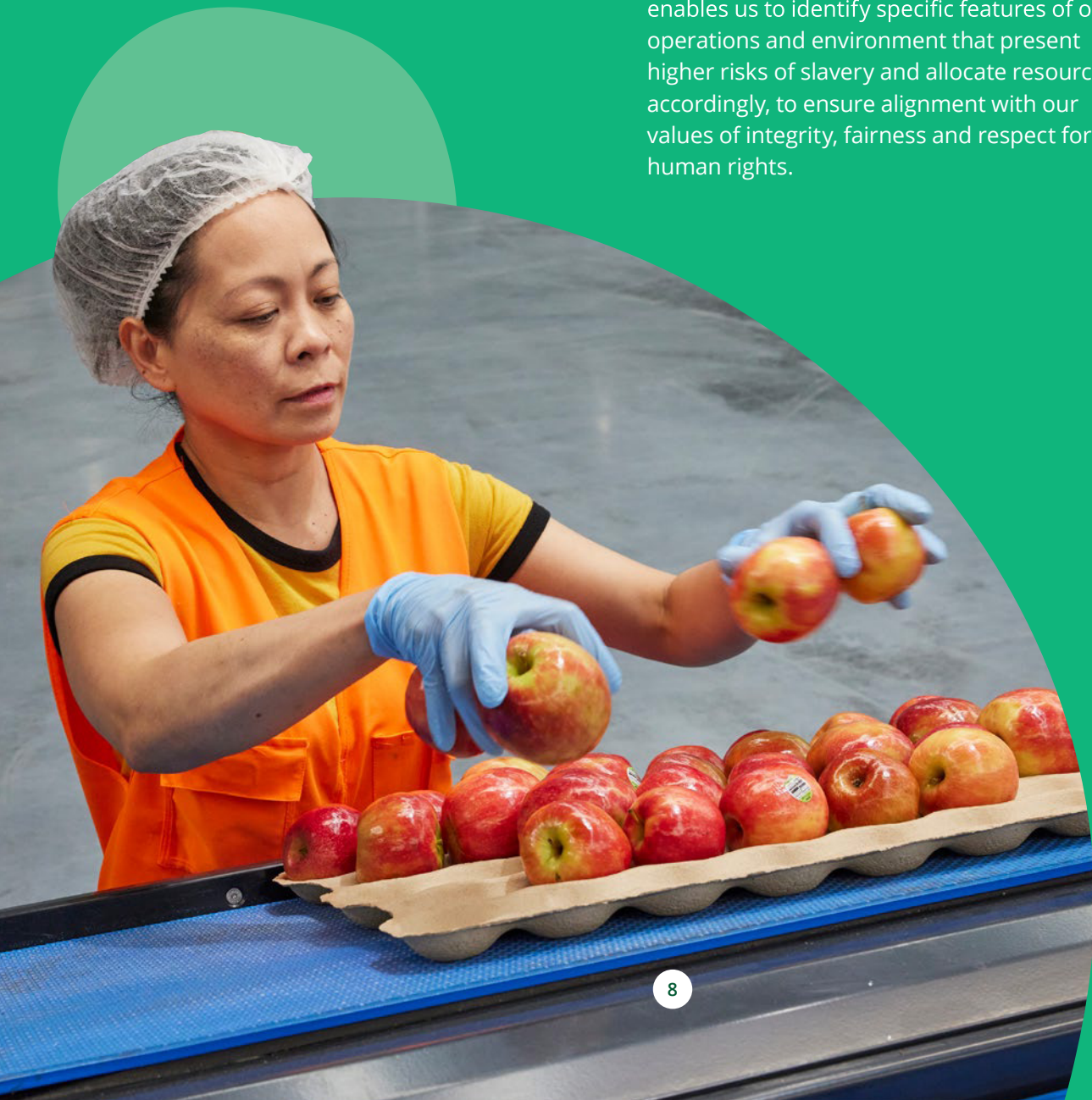
Australia  
Worldwide  
Australia  
Australia  
Worldwide  
Worldwide

### MANDATORY CRITERION THREE:

**Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls**

Montague Farms acknowledges the horticulture industry, in which it operates, inherently presents modern slavery risks, particularly with labour-intensive activities and in regions with vulnerable workforces.

We are committed to ensuring modern slavery has no place in our business or supply chains. This commitment is reflected in the modern slavery risk matrix that we are developing and applying across our operations and supply chain. This risk matrix enables us to identify specific features of our operations and environment that present higher risks of slavery and allocate resources accordingly, to ensure alignment with our values of integrity, fairness and respect for human rights.





## Risk Matrix

INDUSTRY SECTOR	INDICATORS MAY INCLUDE
<p><b>INDUSTRY SECTOR</b></p>	<p>Certain sectors and industries, such as the horticulture industry, in which we operate, may have higher modern slavery risks because of the nature of the horticulture industry characteristics, products and processes. The horticulture industry has been recognised as a higher risk industry for labour exploitation by various Government Inquiries (e.g. the Migrant Workers Taskforce Inquiry) and NGOs.</p>
<p><b>PRODUCT AND SERVICES RISKS</b></p>	<p>Certain products and services may have higher modern slavery risks because of the way they are grown, produced, provided or used. In horticulture and farming services, this includes various labour-intensive processes involved with harvesting such as grading, packing and storing and the seasonal nature from which these services emerge. Other indicators may include the product made from materials or using services reported to involve a high risk of labour exploitation by international organisations or NGOs.</p>
<p><b>GEOGRAPHIC RISKS</b></p>	<p>While our operations are conducted in Australia, we recognise that various farming activities are carried out in remote geographic regions with supply of services, support and amenities more limited than in major metropolitan cities.</p>
<p><b>ENTITY RISKS</b></p>	<p>We are aware that some entities in our industry may not have formalised or systematic approaches to address labour management practices or modern slavery risks. This may be attributed to the prevalence of smaller businesses we work with who do not have extensive human resources or procurement teams, as well as the seasonal nature of our engagements. Despite this, we strive to build long-standing relationships with our suppliers, including smaller entities.</p>
<p><b>LABOUR FORCE RISKS</b></p>	<p>The horticulture industry relies heavily on labour models involving the use of labour hire, foreign workers, 'seasonal workers and working holiday makers', temporary workers and contractors who carry out functions that are not immediately visible (e.g. remote locations, or ad hoc engagements). Such labour models may increase the risk of slavery where there are migrant workers who face language barriers or where the nature of the work performed is largely low-skilled or unskilled. These workers are more likely to be at risk of exploitation due to insecure employment arrangements, lack of awareness of their rights, and dependency on their direct or labour hire employer. Other indicators of risk may also be the absence of a labour hire licence required under relevant state labour hire licensing laws.</p>

## MANDATORY CRITERION FOUR:

**Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls to assess and address modern slavery risks, including due diligence and remediation processes**

During the reporting period, we have:

1. **Developed a contract template:** to ensure that all suppliers are aware of our requirements as they relate to modern slavery and understand their obligation to remain compliant with our requirements.
2. **Conduct employee training programs (Safetrac):** to ensure that all relevant staff members understand how to identify and report any modern slavery concerns.
3. **Schedule a risk assessment workshop:** to systematically identify areas of modern slavery risk that may not have been addressed with controls implemented to date.

Montague Farms works in collaboration with key internal and external stakeholders to prevent and address modern slavery risks.

### Policies and Governance

We have developed and implemented a range of policies and processes to identify and reduce modern slavery risks including an Ethical Sourcing Policy that applies to all employees, contractors and suppliers and outlines our standards and expectations regarding upholding labour rights, human rights, health and safety and business integrity in our supply chain.

Other examples of key policies include our Anti-Bribery & Anti-Corruption policy, Code of Conduct, Workplace Behaviour policy, Corporate Social Responsibility policy and Delegation of Authority policy. Montague Farms has also implemented an Approved Supplier program and has a Whistleblower Policy that provides confidential mechanisms via our external provider, Stopline, and internal Whistleblower Protections Officers for employees and stakeholders to report concerns. We have translation services on our whistleblower site to support workers with language barriers.



## Training and Capacity Building

We aim to increase awareness among our employees and suppliers of the different forms of modern slavery risks. We have partnered with Safetrac to deliver engaging learning and development system to our employees. During 2025, our training programs covered a range of topics and notably included a dedicated modern slavery module.

We are committed to continuously improving our practices by strengthening our supply chain risk assessment, regularly reviewing existing policies and processes and implementing improvements identified in regular audits of our processes and businesses within our supply chain.



## MANDATORY CRITERION FIVE:

### Describe how the reporting entity assesses the effectiveness of modern slavery risk management

To assess the effectiveness of our actions, Montague Farms:

1. **Monitors compliance:** through regular audits and self-assessments
2. **Reviews its risk management processes:** internal processes are reviewed on an ongoing basis to ensure they remain robust and aligned with legal requirements and best practice.
3. **External support:** to ensure our approach to combat modern slavery is effective and update to date, Montague Farms is in the process of engaging external experts.

#### SEDEX and SMETA

As part of Montague Farm's commitment to assessing and addressing modern slavery risks, the organisation undertakes an annual SEDEX Members Ethical Trade Audit ('SMETA'). This audit is a procedure created by the Supplier Ethical Data Exchange ('SEDEX') not-for-profit, membership organisation, that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains. SMETA is based on the conventions of the International Labour Organisation ('ILO') and provides a globally recognised framework for evaluating responsible supply chain activities by employing best ethical audit techniques.

During the reporting period Montague Farms complied with all SMETA standards and continues to invest in educating our workers and suppliers to ensure ethical compliance is maintained.

Montague Farms has identified opportunities to further enhance our auditing and education processes and is actively working to implement this within our business.

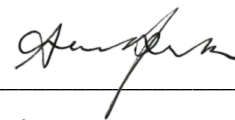


## MANDATORY CRITERION SIX:

### Describe the process of consultation with any entities that the reporting entity owns or controls

The development of this Statement was led by our People and Culture team, which consulted directly with key functions, including sales and operations and strategy and innovation, across Montague Farms to draft the Statement. The final draft of the Statement was reviewed collectively by each reporting entity for accuracy and completeness. Each member of senior management at Montague Farms has signed off on the final statement, acknowledging their role in Montague Farms' commitment to addressing modern slavery in the business.

In accordance with the requirements of section 14(2)(d)(ii) of the *Modern Slavery Act*, this Statement was approved by the Board of Directors of Montague Farms on 11 February 2026 in their capacity as principal governing body of Montague Farms on behalf of all reporting entities covered by this Statement, and is signed by the Chief Executive Officer of Montague Farms.



Grant Peck  
Chief Executive Officer  
Montague Farms



## APPENDIX A

### List of Reporting Entities

Montague Farms has prepared this Statement for the Reporting Entities during the Reporting Periods detailed below:

REPORTING ENTITIES	REPORTING PERIODS
Montague Bros. (Holdings) Pty Ltd (ACN 006 001 332) ('Montague')	1 July 2024 to 30 June 2025
Montague Bros. Pty Ltd (ACN 005 611 549)	1 July 2024 to 30 June 2025
Montague Fresh (Aust) Pty Ltd (ACN 075 580 111)	1 July 2024 to 30 June 2025
NWN Development Pty Ltd (ACN 632 222 112)	1 July 2024 to 30 June 2025
Pinelodge Lease Pty Ltd (ACN 633 246 812)	1 July 2024 to 30 June 2025
W.F. Montague Property Pty Ltd (ACN 149 675 481)	1 July 2024 to 30 June 2025
Montague Farms Pty Ltd (ACN 673 574 804) <sup>1</sup>	1 July 2024 to 30 June 2025
Montague Farms JV Pty Ltd (ACN 673 575 061) <sup>1</sup>	1 July 2024 to 30 June 2025
Montague Farms Land Pty Ltd (ACN 673 572 739) <sup>1</sup>	1 July 2024 to 30 June 2025
Montague Farms People Pty Ltd (ACN 673 575 123) <sup>1</sup>	1 July 2024 to 30 June 2025
Pomona Valley Consolidated Pty Ltd (ACN 649 518 169) ('PVC') <sup>2</sup>	1 July 2024 to 30 June 2025
Pomona Valley Holdings Pty Ltd (ACN 649 518 954) <sup>3</sup>	1 July 2024 to 30 June 2025
Pomona Valley Orchards Pty Ltd (ACN 649 519 620) <sup>3</sup>	1 July 2024 to 30 June 2025
Pomona Valley Pty Ltd (ACN 649 520 589) <sup>3</sup>	1 July 2024 to 30 June 2025



