

Modern Slavery Statement – **SFG Group Holdings Pty Ltd and its Controlled Entities**

Introduction

This statement is made pursuant to section 13 of the *Modern Slavery Act 2018 (Cth)* and constitutes the Modern Slavery Statement of SFG Group Holdings Pty Ltd and its controlled entities (collectively 'Superior Food Group' or 'Superior'). The purpose of this statement is to outline our approach to ensuring Superior Food Group has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain. Superior Food Group is fully committed to operating responsibly and ethically and will not tolerate any forms of slavery and forced labour in its operations and the operations of its suppliers.

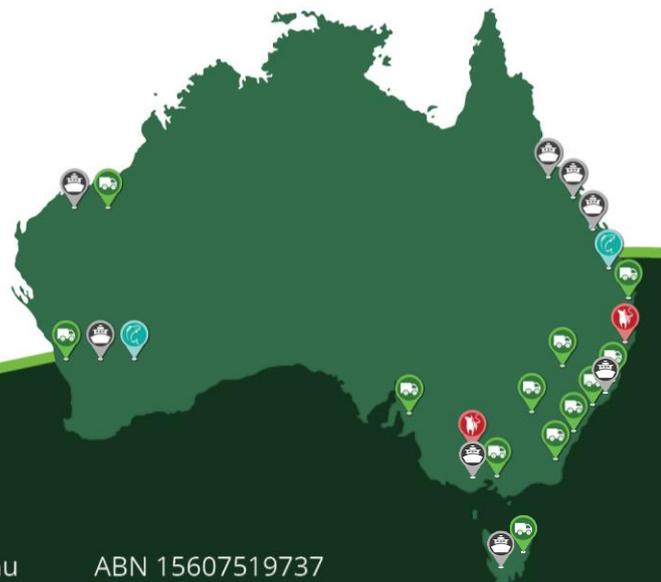
Our business

Superior is a leader in the storage and distribution of food throughout Australia and prides itself on a service-based program delivering award winning results for a broad range of customers. We have been operating for over 25 years starting from a single truck and depot operation to currently in excess of 20 depots and more than 280 vehicles nationally.

Superior recognises the importance of protecting human rights and is committed to protecting the human rights of all its employees, contractors, third party providers and suppliers within its supply chain. Modern slavery has the potential to exist in the supply chain due to a variety of circumstances through the procurement of goods and services from many suppliers throughout Australia and around the world.

Our approach

Superior's management of modern slavery risks falls within its overall approach to protecting human rights. The foundation document for human rights protection is the Company's Code of Conduct Policy. This document outlines Superior's approach to establishing the essential standards of personal and corporate conduct and the behaviour expected of everyone who works for Superior or does business with it including directors, employees, contractors, suppliers, and business partners. This document also includes clear requirements on the identification and management of issues associated with forced labour and slavery within supply chains.



Below this document sits specific policies and guidelines that ensure the highest standards are achieved across the business. Through contractual arrangements and procurement principles, consultants, agents, contractors, and suppliers are required to comply with the Code of Conduct Policy.

Superior's standard terms and conditions require minimum standards in ethical business practices, safety and environment be met. Superior also requires that all suppliers respond to a comprehensive list of questions and standards which represent a commitment to work with us to eradicate slavery from their organisation and supply chain and supports our reporting requirements at the same time. The questionnaire compliance is an important tool in raising awareness of modern slavery.

Good corporate governance is critical to the long-term sustainable success of Superior. It contributes to value creation and positive outcomes for all stakeholders. Good governance is embedded throughout Superior and is the collective responsibility of the Board and all levels of management. Superior seeks to adopt leading practice contemporary governance standards and apply these in a manner consistent with its culture and values.

Consistent with the Company's risk management approach, the risk of modern slavery in Superior's organisation and supply chain is assessed within Superior's corporate-wide risk management framework. Senior management is responsible for providing oversight on behalf of the Board. Given the nature of this risk, the key focus of senior management is working collaboratively with Superior's suppliers to ensure that expectations and standards are understood and the potential exposure to human rights risks is minimised.

This statement was approved by the Board of SFG Group Holdings Pty Ltd on 20 July 2020.



Craig Phillips
Director and Chief Executive Officer
20 July 2021

