





# Introduction

**Simon George and Sons Pty Ltd (SGS)** is an Australian Private Company (ABN: 55 104 866 284) that supplies fresh fruit and vegetables to several industries across Australia including hospitality, tourism, mining and healthcare. SGS is one entity with no subsidiaries.

The Simon George and Sons Board meet frequently to review business performance, compliance, risk management and strategic direction.

We pride ourselves on the following values:

**One Family:** We pride ourselves on being a family business and share mutual integrity and respect.

**Commitment to our People:** We value our people, encourage development and reward performance.

**Forward Thinking:** We encourage ideas that challenge the conventional way and drive innovation.

SGS operate in five locations across Australia in Brisbane, Cairns, Darwin, Melbourne and Townsville and employ approximately 270 full time, part time and casual staff members nationally.

Following the publication of our first Statement in FY2020, we have continued to invest in our people, processes and systems to further strengthen practices and controls, ensuring that we are effectively managing any associated risk of modern slavery within our supply chains.

This Statement has been prepared in accordance with the Australian Modern Slavery Act 2018 (the Modern Slavery Act). It outlines the risk of modern slavery within our business and supply chains for the 2023 Financial Year and illustrates the steps that SGS have taken to combat the risks of modern slavery within our operations.





## Operations & Supply Chains

Our relationships with farmers, growers and agents are critical to the success of our business and we are proud to have built many longstanding relationships over our years of operation. Whilst we do purchase produce directly off farm throughout the year, the majority of our supply is procured through agents within the central markets in Adelaide, Brisbane, Melbourne and Sydney. Produce is then managed through a HACCP controlled cool chain within SGS sites and delivered to our clients. We seek to do business with farmers, growers and agents that have similar values to ours, including those related to human rights, and hold our direct supply partnerships in the highest regard.

Whilst purchasing produce direct from farm is an important part of our business, fresh produce from the central markets is procured through extended sourcing channels where there may be multiple intermediaries in the supply chain. In these instances, we value the integrity of our direct supply partner to abide by The Modern Slavery Act.

Further considerations as part of our ongoing due diligence towards the Act include the categories of employment, packaging, stationery, transportation and uniforms.

Employees are engaged directly through individual Employment Agreements or under Award Agreements relevant to their position and location. We believe in the fair treatment of all employees and actively invest in the health, safety and wellbeing of our staff, including providing a free and confidential Employee Assistance Program (EAP). Our EAP provides employees and their immediate family members free and confidential counselling across several areas including life, body, money, relationships, work, family and mind.

Packaging, stationery, transportation, and uniforms are crucial elements of our operations. However, when assessing the potential risks to our business and supply chains, we consider these categories to carry a minimal level of risk. Our Australian-based suppliers are consistently recognised for their strong commitment to company values and integrity, further affirming their dedication to compliance of The Modern Slavery Act.





## Risk Assessment

Executives, General Managers, Buyers and Sales staff across the group are required to complete training and pass a compliance test on an annual basis. The training covers the prevention of modern slavery in supply chains and Australia-wide modern slavery laws. Whilst this training is undertaken by our internal teams with buying and procurement responsibilities, we believe that the prevention of modern slavery is everyone's responsibility, and all staff are expected to abide by the group Modern Slavery Policy.

We continue to review the contents of our training on an annual basis, including making any applicable legal amendments, and look to enhance and expand across the business as appropriate. Our training module is also available to clients, agents and growers should they wish to implement a similar program within their own business.

Our Buying team are aware of the importance of their positions and the impact that their responsibility and actions may have on human rights. Individual assessments are conducted when our team attend onsite farm visits and should an instance of slavery be presumed or acknowledged, it is to be communicated immediately to the General Managers and Executives.

If an instance of modern slavery is identified, we would swiftly move to remediate by educating our suppliers in the first instance and further ceasing business relationships and reporting to the relevant authority should this be deemed necessary.

We continue to educate our suppliers through regular conversations and communications. Our contractual terms under the Horticultural Produce Agreement (HPA) have been updated to include a clause outlining our commitment to the prevention of modern slavery within our supply chains and industries. New suppliers are required to sign this agreement and all current suppliers have signed the updated version of this agreement.

This financial year, SGS became a member of Sedex and a bronze certified member of Ecovadis. Both platforms assess and monitor the ethical and sustainability aspects of supply chains, demonstrating a commitment to responsible business practices and risk management. We are committed to maintaining our annual certification on both platforms.

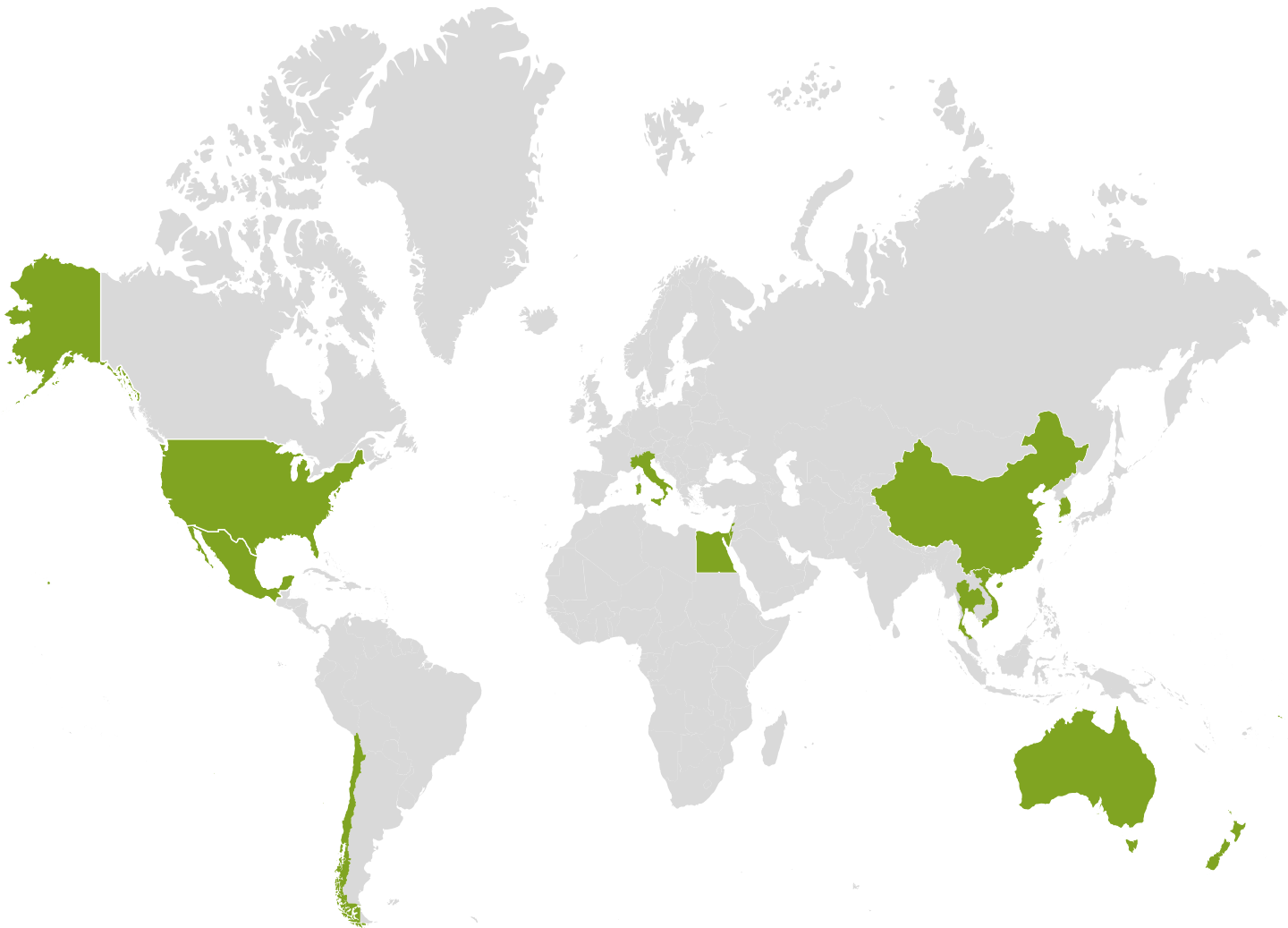




## Addressing Risk

We are proud to have a local first sourcing commitment and procure over 97% of our fresh fruit and vegetable supplies from within Australia. The remaining produce is sourced internationally throughout the year due to seasonality, weather conditions, price points, and the fact that Australia simply does not grow some of the exotic lines that our clients require.

The below outlines the countries from which produce was sourced in FY2023 for Simon George and Sons:



We recognise that by purchasing produce internationally we are further exposed to the potential risk of modern slavery within our supply chains. We have reviewed the countries from which purchase produce throughout the year against the risk indicators provided by the Global Slavery Index.

From the countries of supply, Thailand & Israel are identified as posing the greatest risk of modern slavery. Both countries combined account for less than 1% of the total group purchases in FY2023. We are confident that these figures will remain at a low level and deem the overall exposure to modern slavery as very low. We will continue to work with our first-contact suppliers to monitor on an ongoing basis including annual reviews against the Global Slavery Index.

We consider the exceptionally low percentage of international produce procured as a strong indication and effective action towards our commitment of preventing modern slavery within our supply chains.



Close

The Management team are available to discuss any concerns or queries with employees in relation to the employment policies and practices of SGS and any concerns relating to modern slavery within the SGS supply chain.

General Managers and Directors continue to consult on actions throughout the year, whilst The Simon George and Sons Board retain oversight of the Groups Modern Slavery Policy, including the annual training program.

We look forward to continuing to develop our response to modern slavery risks.

This statement has been approved by The Board of Directors of Simon George and Sons Pty Ltd on 21<sup>st</sup> December 2023.

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