

# Greencross Pet Wellness Company



**GREENCROSS GROUP  
JOINT MODERN SLAVERY  
STATEMENT  
FY25**

**SIXTH REPORTING STATEMENT**

**Our purpose is to make our world a  
happier place through the love of  
pets.**





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## **FY25 GREENCROSS GROUP JOINT MODERN SLAVERY STATEMENT**

The Greencross Group is pleased to release its sixth joint modern slavery statement. This modern slavery statement addresses the mandatory reporting criteria prescribed under the *Modern Slavery Act 2018* (Cth) for the reporting period of 1 July 2024 to 30 June 2025 (FY25).

This statement demonstrates the progress we have made around assessing and addressing the risks of modern slavery practices as they relate to our business in Australia. Our core values of being passionate, authentic, caring, knowledgeable, and working with a sense of togetherness, steered our dedication to working with our suppliers to promote ethical work practices throughout our operations and supply chains.



## Section 1: Greencross Reporting Entities

Vermont Aus HoldCo Pty Limited submits this joint modern slavery statement on behalf of itself and each entity listed in Table 1 (each, a **Greencross Reporting Entity**).

**Table 1 – Greencross Reporting Entities**

No.	Greencross Reporting Entity	Australian Company Number (ACN)
1.	Vermont Aus Holdco Pty Ltd	ACN 626 842 135
2.	Vermont Aus Midco Pty Ltd	ACN 630 204 572
3.	Vermont Aus Pty Ltd	ACN 626 845 510
4.	Greencross Pty Ltd	ACN 119 778 862
5.	Greencross Operations Pty Ltd	ACN 130 686 743
6.	Mammoth Pet Holdings Pty Ltd	ACN 146 505 848
7.	Mammoth Pet Pty Ltd	ACN 116 248 849
8.	Petbarn Pty Ltd	ACN 001 802 759
9.	Greencross NSW Pty Ltd	ACN 133 433 833

## Section 2: Our structure, operations and supply chains

Vermont Aus HoldCo Pty Limited is the ultimate holding company for each Greencross Reporting Entity, and collectively they own or control a number of other entities comprising the Greencross Group.

The Greencross Group is the largest integrated pet wellness business in Australia and New Zealand. In Australia, we employ around 7,000 people who work across our retail stores, veterinary clinics and hospitals, related veterinary and animal services, our warehousing and distribution centres, and our corporate support office.

The Greencross Group operates around 245 retail stores across Australia. Goods available for resale to consumers at these stores include pet food, pet bedding, pet housing, pet toys, pet accessories, pet grooming products, and flea, tick and worm products. Most of these goods can also be purchased online from our website [www.petbarn.com.au](http://www.petbarn.com.au) or from our Petbarn App which was launched in FY25. We partnered with Uber Eats in FY25 to provide a convenient means for our customers to purchase high-quality pet care products from us via the Uber Eats platform.



As well as offering third party brands for sale, we also stock our own private label goods. Many of our retail stores offer pet services such as grooming, do it yourself dog wash, puppy and kitten school, and pet adoption.

Across Australia, we operate around 143 general veterinary practice clinics, as well as 23 specialist and emergency veterinary hospitals. We also offer web based veterinary services and provide veterinary pathology and pet cremation services. Some of our general veterinary practice clinics are co-located with, or next to, a Petbarn retail store, providing convenience and integrated pet wellness services to our customers and clients. Our Petbarn App is integrated with Greencross Vets and provides clients with a way to more easily manage their pet's health through booking vet appointments, receiving vaccination reminders and setting up flea, tick, and worm schedules.

Our wholesale operations in Australia supply goods to our own well-known brands, including Petbarn, Greencross Vets, and other clinics and hospitals within our Animal Referral and Emergency Network.

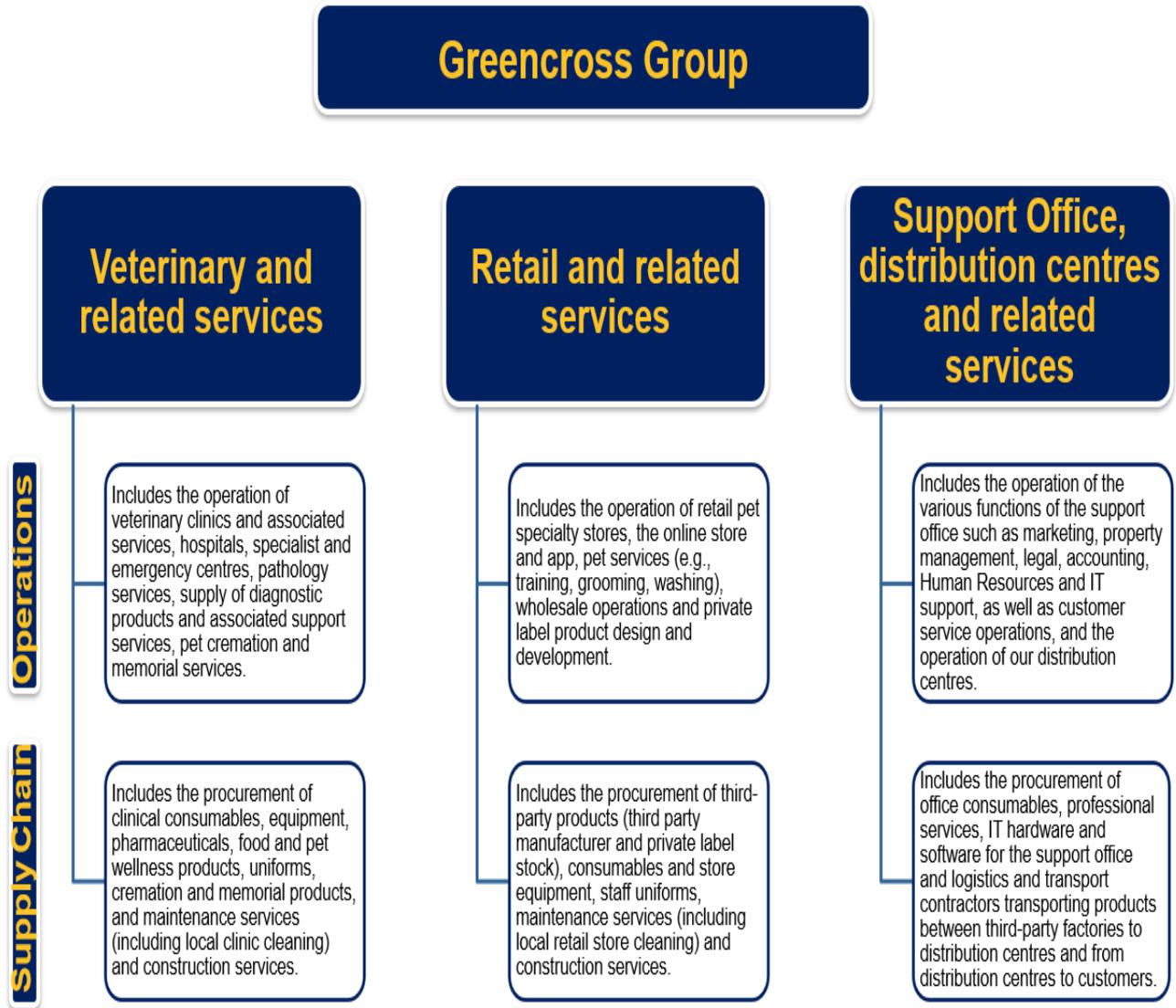


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The Greencross Group's most recognised brands in Australia are Petbarn and Greencross Vets. Other key brands include those illustrated in the image below:



The structure of our operations and supply chains has remained the same since FY24. The extensive network of suppliers and co-ordinated operations required to carry out our pet wellness business in Australia is represented below:

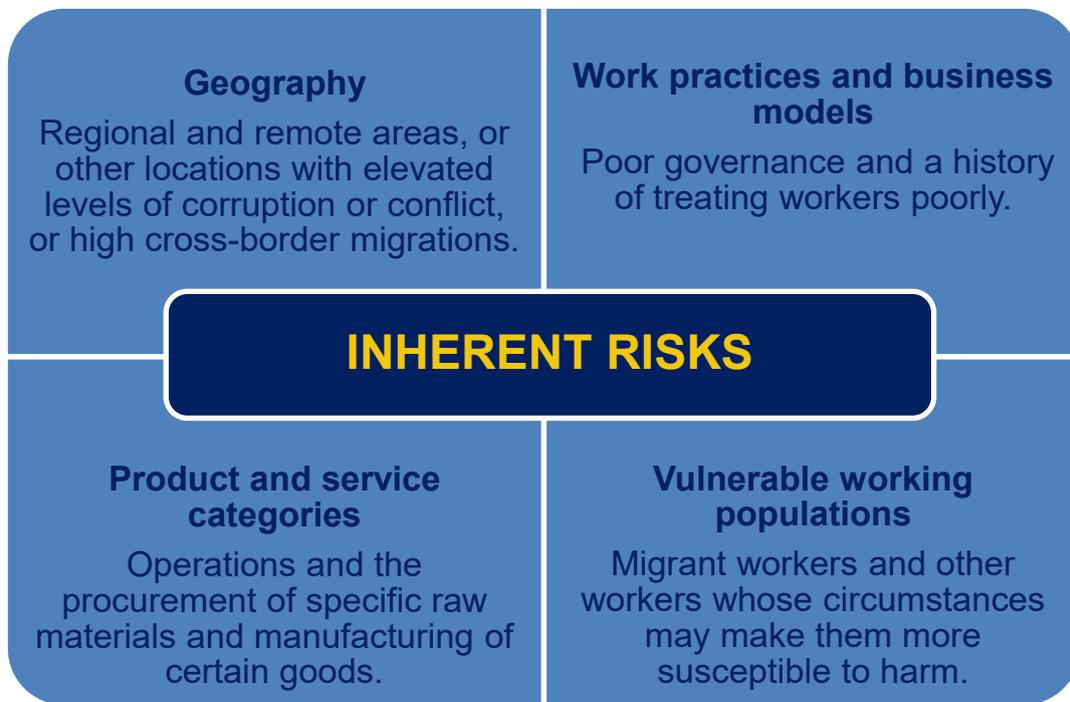


**Section 3: Risks of modern slavery practices in our operations and supply chains**

Our vast network of suppliers operate out of different regions across the globe. Some are located in Australia, while others operate out of parts of Asia, Europe, North America and the Pacific.

The inherent risks of modern slavery practices in our operations and supply chains are largely attributed to the nature of the goods being supplied and/or manufactured for our retail business, and the geographical location of these supply chains and operations for those goods.

As modern slavery practices are by no means restricted to certain industries or geographical locations, we are aware there are risks of modern slavery practices in our local operations and supply chains. Inherent modern slavery risk factors include those represented in the diagram below and remain unchanged since FY24.



## Section 4: Assessing and addressing the risks of modern slavery practices in our operations and supply chains, including due diligence and remediation processes in FY25

Whilst we aim to foster fair working conditions for our team members as well as those of our suppliers, known risk factors of modern slavery practices were identified across our operations and supply chains as they relate to our business in Australia.

In FY25, our efforts were largely dedicated to assessing and addressing the risks of modern slavery practices across our suppliers of goods for resale. These suppliers are referred to as our suppliers of **Retail Goods for Resale** throughout this statement. We also continued with finessing our risk assessments of our network of suppliers across facilities management, veterinary consumables and goods not for resale. For the purpose of this statement, these suppliers are referred to as our suppliers of **Services and Goods Not for Resale**.

### SUMMARY OF MAIN ACHIEVEMENTS FOR FY25

Retail Goods for Resale	Services and Goods Not for Resale
Residual risk assessments of existing suppliers of Retail Goods for Resale were completed and compared to assessments conducted in FY24 to track the progress of actions taken.	Conducted further data cleansing and validation processes of suppliers of Services and Goods Not for Resale to help ensure accuracy of supplier data.
Created and issued corrective action plans to suppliers of Retail Goods for Resale if their residual risk assessment identified the need for any corrective action.	Redefined thresholds and enhanced the supplier risk assessments of suppliers of Services and Goods for Resale to determine when corrective action plans needed to be issued to a supplier.
Presented an anti-modern slavery information session and progress status to external stakeholders at our National Retail Conference held on the Gold Coast in October 2024.	Incorporated additional metrics into our contract management system around our risk assessment of suppliers of Services and Goods Not for Resale.
Launched mandatory anti-modern slavery training, tracking and reporting, for employees across our support office who work across our Product, Sourcing and Commercial Teams.	Launched mandatory anti-modern slavery training, tracking and reporting, for employees across our Support Office who do not deal directly with our suppliers of Goods for Resale.

The above achievements are described in further detail in the following sections of this statement.

### **Risk assessment process: Retail Goods for Resale**

We maintained our membership and working relationship with Sedex. Our active engagement with our suppliers of Retail Goods for Resale further developed our own monitoring of possible modern slavery practices across this supplier base because of the enhanced reliability of results across the residual risk assessments leading to more targeted corrective action plans when needed.

Our Retail Goods for Resale supplier risk assessment tool, now embedded as part of our ongoing business processes, was further developed and applied throughout FY25 and included:

- a reworked guide to assist key stakeholders in using the tool;
- an updated risk assessment of suppliers, which remained focussed on potential risks associated with vulnerable populations, high-risk geographies, and high-risk products;
- a supplier self-assessment questionnaire to assess the working conditions of their manufacturing site(s) and those of their outsourcing arrangements, as well as their internal processes around anti-modern slavery and/or employment practices; and
- reporting measures for ongoing suppliers of Retail Goods for Resale to track and report on their advancements over time.

### **Risk assessment process: Services and Goods Not for Resale**

As in previous reporting years, the complexities around identifying and assessing such a broad supplier base is challenging, with each area having its own risk considerations. Our data analysis of suppliers of Services and Goods Not for Resale identified around 420 suppliers that need to be assessed for modern slavery risk practices. Through our membership and ongoing relationship with Sedex, we further refined the questionnaire that we issue to our suppliers of Services and Goods Not for Resale and revised the threshold for when we would issue a corrective action to a supplier in this supplier base. This now enables an agile process that effectively assesses each supplier's risk profile in a more accurate manner.

### **Training**

We recognise the fundamental role education plays in assessing and addressing modern slavery risk practices throughout our operations and supply chains. With this in mind, we are pleased to report on the release of mandatory anti-modern slavery training modules that were rolled out to all employees across our support office and distribution centres in June 2025 via our intranet. These interactive learning modules were developed by members of our Modern Slavery Working Group, some of whom have first-hand experience dealing directly with our suppliers, together with our Learning and Development Team. One module was developed for employees who work in our Product, Sourcing and Commercial Teams, while the other was developed for all other employees. Guidance around our risk assessment processes as they relate to suppliers of Retail Goods for Resale and our suppliers of Services and Goods Not for Resale continued on an ad-hoc informal basis, as well as through our Modern Slavery Working Group.

**Anti-Modern Slavery**

Content in this module has been tailored according to which business stream you work within. Please select the most appropriate option from the drop down below.

Choose your department ▼

SO – Product, Sourcing Team and Commercial Teams

SO – All other departments



### Due diligence and remediation processes

Due diligence and remediation processes were actioned by the Modern Slavery Working Group under the direction of the Modern Slavery Steering Committee.

The Modern Slavery Working Group met regularly throughout FY25 to:

- provide approval or remediation guidelines around onboarding new suppliers;
- tackle issues identified by key stakeholders; and
- track progress of actions taken.

Like previous years, the Modern Slavery Steering Committee was responsible for directing key decisions around how the Modern Slavery Working Group would assess and address the risks of modern slavery practices across our operations and supply chains, as they relate to our Australian business.

Members of the Modern Slavery Working Group and the Modern Slavery Steering Committee include Group Procurement, Legal, Property, Retail, Vet and Supply Chain, as well as members of our Executive Leadership Team who have responsibilities that apply across our Australian business.

### Section 5: Assessing the effectiveness of our actions

The Modern Slavery Working Group and Modern Slavery Steering Committee performed ongoing reviews throughout FY25 to evaluate the effectiveness of the actions taken to assess and address the risks of modern slavery practices across our operations and supply chains as they apply to our Australian business.

The main findings of the reviews are provided below:

#### Assessment and Improvements - Retail Goods for Resale

The modern slavery tracker and dashboard implemented in previous years revealed:

- Suppliers of Retail Goods for Resale with Sedex membership was 6% higher in FY25 compared to FY24.

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- 6% more suppliers from this supplier base conducted a social audit in FY25 compared to FY24.
- The number of suppliers of Goods for Resale with a high residual risk rating in FY25 was 16% less than FY24 and whilst there was a 15% increase in suppliers with a medium residual risk rating, three suppliers of Retail Goods for Resale were classified with a low residual risk rating, compared to zero in the same supplier base in FY24.

Unlike inherent modern slavery risk ratings, residual modern slavery risk ratings can improve when effective actions are implemented. We are pleased that our efforts directed across our suppliers of Retail Goods for Resale in recent years are showing demonstrable progress.

### Assessment and Improvements - Services and Goods Not for Resale

- Our review of the supplier data established a more accurate and prioritised baseline of suppliers of Services and Goods Not for Resale resulting in a more informed roadmap for execution.
- Our enhancements to the supplier questionnaire allowed us to assess each supplier of Services and Goods Not for Resale in accordance with their category risk profile, resulting in meaningful and actionable corrective plans if required.

## Section 6: Our consultation process

The Greencross Reporting Entities, and the entities which the Greencross Reporting Entities own and control, have been consulted and involved in our approach to modern slavery related due diligence.

This joint modern slavery statement is based on the assessments and work carried out throughout FY25 and was submitted to the Modern Slavery Steering Committee for consultation before it was put to the Board of Vermont Aust HoldCo Pty Limited for review and approval. This joint modern slavery statement was approved by the Board of Vermont Aus HoldCo Pty Limited on 3<sup>rd</sup> December 2025 on behalf of each Greencross Reporting Entity.



**Lucas Barry**  
Chief Executive Officer