

INTRODUCTION

The Select Group of Companies and its subsidiaries (collectively "SGC"), trading under ABN 14 686 110 798 is committed to providing a workplace that places the safety, wellbeing and care of its employees foremost.

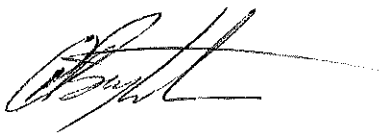
As part of the Australian food and hospitality industry and the broader agricultural community, we understand and embrace the importance and our role in creating a positive culture, proudly able to provide equal employment opportunities and safe working environments for all people regardless of gender, race, religion or background.

As part of this positive culture, complemented by our broader suite of policies, procedures and standards, SGC present this Statement reflecting our continued recognition and support to the eradication of Modern Slavery and in compliance with the Modern Slavery Act 2018 (Cth.). This Statement relates to activities undertaken during the reporting period 1st July 2024 to 30 June 2025.

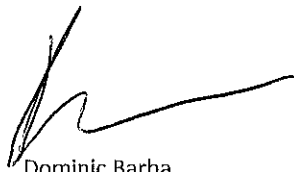
SGC, and its subsidiaries, continue zero-tolerance policy to Modern Slavery within our operations and across our broader supply chain.

The organisation recognises that whilst the identification, verification and management of modern slavery practices is complex, challenging and ever evolving, we remain committed to the continual investment in our capacity and capability to support this important legislation alongside working in collaboration with our suppliers and partners.

This Statement has been prepared with the support of, and approved by, the founders, owners and board of SGC on behalf of all its operations, locations and subsidiaries.



Andrew Brightmore
Chief Executive Officer



Dominic Barba
Chairman

SGC Organisational Structure

SGC is a proprietary company registered in Australia. Our national service comprises both our own operations facilities, with significant centres across New South Wales and Queensland, alongside our partner organisations which operate as separate legal entities.

The Statement covers the SGC entities owned and operated during for the reporting period, and which constitutes:

- Select Fresh Providores Pty Limited (ABN 618 149 747 446)
- Select Processing Services Pty Limited (ABN 17 685 856 062)
- Select FP Holdings PTY Limited (ABN 96 622 785 782)
- Fresh & Co Pty Limited (ABN 43 161 066 833)

Our Group is headquartered in New South Wales and commenced over 30 years ago as a family owned and managed grocery and produce provider (classified within the Fruit and Vegetable Wholesale industry). The organisation remains family owned with deep ties to its local communities alongside longstanding relationships with Sydney and other state-based producer markets, suppliers and growers.

The strategy, direction, execution and overall management of our organisation is centralised and overseen by our Board of Directors. The Board is led by our Chairmen with an executive team consisting of a Chief Executive Officer (CEO), Group Director of Operations, Group Director of Sales & Growth and Group Director of Finance. Alongside their management and supervisory teams, this executive team oversees our centralised governance, the execution of our strategy and the day-to-day operations across all locations.

Alongside our internal functional capability, our organisation is supported by, and our board includes external legal and finance expertise.

In delivering our service across our locations, we employ over 150 team members including purchasing, logistics, operations and administrative functions.

Our Operations

SGC is an Australian-based and family-owned organisation recognised in delivering fresh produce to our customers across food service, hospitality and multiple other industries.

We provide a national capability delivering the highest quality of produce and processing services from multiple locations, supported through trusted, long-term relationships with Australian growers, suppliers and state-based produce markets.

We collaborate with our customers to provide a broad range of fresh, processed and prepared produce through multiple technology platforms and logistics solutions. The majority of our service is delivered by our own fleet of vehicles, complemented by additional regional logistics partners both managed by ourselves or directly by our customers.

As we continue to invest in the growth of our organisation we expect to add further brands, locations and talent to our organisation and will continue to manage our operations and service through our centralised executive structure, with a focus on a single SGC “way of working” with consistent policies, standards and procedures across all owned locations.

Supply Chains

Alongside our employees, the relationship with our suppliers is critical to the service we provide. Our supply chain consists of growers, market agents, equipment providers, logistics partners, packaging manufacturers and facility maintenance service providers.

Our purchase expenditure is mainly through the relationships and supply with carefully selected Australian growers and farms across the country alongside our relationships with the state-based fresh produce markets and the multiple wholesale organisations and sellers within each market operation.

As a dynamic and seasonal industry, our ability to source and provide the very best of Australian quality produce requires our buyers to develop and maintain multiple supply relationships. This enables us to work closely with core, trusted suppliers whilst maintaining additional sources enabling further choice in product variety, regional growers and options as required by our customers and to ensure continuity of supply no matter the dynamic environmental challenges.

For specific customer requirements, during seasonal periods or in response to unexpected challenges in domestic supply, we also maintain relationships with providers who may source internationally.

In all cases, our commitment and expectation to ethical sourcing and labour practices remains consistent. We expect our suppliers to commit to the same employment standards, practices and risk management as we set within our own operations.

As a significant part of the national fresh produce sector, we understand the high-risk for exploitation and abuse across employment and labour practices especially within produce harvesting activities and through the utilisation of seasonal workers in often harsh environments. We are committed to collaborating with suppliers who demonstrate an ethics-based approach to both recruitment and employment of labour and in ensuring all suppliers to SGC understand our commitment and expectations in this regard.

Risks of Modern Slavery

SGC recognises the potential risks inherent in the global agriculture sector and is committed to continual investment in our capability to pro-actively identify, challenge and support the effective remedy of such risks both within own operations and across our supply chain.

Internal Risk Identification

Within, our own operations, SGC reflects a relative low risk profile due to our transparent policies, processes and standards in relation to recruitment, induction and ongoing employment practices. These policies and standards are developed, communicated and enforced by our executive team and where activities relating to recruitment and employment is conducted by our internal hiring managers. These include the review visa status elements where required.

External Risk identification

SGC has completed a structured risk review of our supply chain operations, alongside broader global research, and has identified key areas of risk potential which will continue to be a focus of our investment and development in effective controls and governance.

The risk reviewed areas include.

- our core produce supply chain from direct sourcing from growers to state-based produce markets
- use of external labour hire agencies, fleet and logistics providers
- use of consultants, contractors and facilities maintenance service providers
- use of capital equipment suppliers including ongoing maintenance and servicing

SGC policy, process and systems support the sourcing and procurement activities conducted only with appropriately selected, onboarded and approved suppliers and we continue to develop, review and enhance our formal approved supplier approval process and controls to further understand, identify and mitigate risk across our evolving supply chain.

Actions Taken To Address Modern Slavery Risks

In the reporting period, our activities have focussed in key areas of policy, training, awareness and communication such that we reinforce our foundational understanding of Modern Slavery and in providing an environment that encourages and enables every individual to join us to identify and take effective action in response to potential risks.

Policy:

In this reporting period, we reviewed and updated, our formal organisational Modern Slavery policy which contains and communicates our zero-tolerance policy to Modern Slavery across our operations and our supply chain. We provide and communicate this to all employees in our organisation for their understanding, awareness and support.

This policy is complemented by our broader employment, WHS and workplace ethical behaviours policies and standards which are used at both initial induction processes and throughout ongoing employment with our business. Every employee is provided with these policies and our code of conduct through our Employee Handbook.

All policies and standards are recommended to, reviewed by and formally approved by our Chief Executive Officer, including consultation with the Executive team. The CEO communicates and gains endorsement from the board.

Training & Awareness:

During the reporting period, SGC has implemented a standardised and comprehensive online training program specifically on Modern Slavery. This training consists of the recognised definitions of Modern Slavery, its importance and impact, examples of main forms of Modern Slavery and actions that should be taken in the workplace and supply chain to identify and report instances of Modern Slavery. The training includes a formal multi-question test requiring completion and resulting in the provision of formal certification to the user.

This course was provided to thirty-four employees representing all managerial positions across the organisation including board members, executive leadership, senior management and supervisors (all team management positions) as a mandatory requirement. The organisation achieved 100% participation and completion to this training requirement.

The training module was issued by our CEO who also collated, reviewed and responded to training results supporting completion by these key employees and to reinforce the importance of this topic and our commitment across the business.

Employment and Labour Practices:

SGC continues to focus on the provision of direct, permanent employment wherever possible and in the provision of a safe, non-discriminatory and professional workplace. Where we require the use of external labour hire agencies, we provide and openly discuss our expectations, commitments, policies and standards.

Selection and ongoing relationship management with labour hire agencies is held within the executive team alongside the ongoing review and engagement to review labour practices and compliance with modern awards.

With regard our supply chain, we have commenced a structured review and investment in both processes, procedures and controls to effectively communicate our standards and be able to effectively assess and measure risk potential across our key suppliers.

Engaging Industry Expertise

SCG embraces the opportunity to role model and act as an advocate within our industry. We actively invest in appropriate opportunities to partner with external expert organisations to share our commitment.

Our organisation has been a longstanding member of Sedex, (Company Reference: ZC417623823), including utilisation of the SEDEX (SAQ) Self-Assessment Questionnaire and the 4 pillar SMETA standard encompassing Health, Safety, Labour and environmental criteria.



We are exploring additional opportunities for partnerships with external expert organisations to further support the development and implementation of our approach and as further investment in our growing capability and capacity in this area.

Assessing The Effectiveness of SGC Modern Slavery Actions

SGC employs a range of centralised governance measures, forums and activities to continually reinforce our commitment to the eradication of Modern Slavery and to assess the effectiveness of our activities;

- The executive team form our “safety council” with weekly safety walks, bi-weekly business reviews and quarterly formal reviews to discuss all workplace standards including reviewing actions against our safety and risk registers. Progress, concerns and/or investment decisions may be published and discussed at the quarterly board reviews.
- Our SEDEX membership supports our evolving visibility, formal engagement and risk measurement with our key suppliers through the structured assessments and scoring criteria available through the SMETA process.
- We will continue to develop, re-issue and extend our established Modern Slavery training and awareness programs across the business such that our employees further understand and can support our commitments and are equipped with knowledge, skill and confidence to assist in addressing risks within our operations and across our supply chain.

Our Future Investments

For the next reporting period, our priority investments will include:

- Continued investment in our internal training programs and extension to further employees
- Embedding our standards, policies and procedures as the “one way of working” across newly acquired operations locations and teams
- Developing our risk identification, engagement and collaboration with key suppliers through the approved supplier program.
- Expansion of our Sedex membership across all operating locations and in support of our key supplier engagement program.

Consultation

In preparing this Statement, SGC has consulted across our organisation with the preparation led by our executive team working alongside functional leaders. We continue to engage with our teams across all operations locations to increase awareness of Modern Slavery, to provide training where required and to both develop and embed our policies, standards and procedures.