

SIMON GEORGE AND SONS PTY LTD

SUSTAINABILITY STRATEGY 2026

SUSTAINABLE BY NATURE

WHERE WE'VE COME FROM

We've been feeding Australian communities since 1927. We care about the people we serve, the farmers we work with, and the land that makes it all possible. That's not a recent revelation. It's been the foundation of this business from the beginning.

We live in a warmer and wilder Australia. We acknowledge the need to adapt, innovate and act responsibly for our communities and the land we call home.



Nearly
100 YEARS
of doing things the
RIGHTWAY.

OUR GREEN INITIATIVES

We've taken care of the low hanging fruit.

Since launching our sustainability strategy, we've made real progress across energy, waste, sourcing and community. Our foundations remain strong:

600+ rooftop solar panels across our warehouses

98% Australian-grown produce

Boxes made from **100% recycled materials**

Emission reduction machinery, grey water **recycling** and **rainwater collection** across our sites

Major supplier to 50 remote community stores across the Norther Territory, North QLD and the Torres Strait

Consistent food waste **donations for communities** in need.

We have rooftop solar on our warehouses

Solar energy shines bright, emitting zero greenhouse gas emissions and reducing air pollution.

Our warehouses proudly display over 600 solar panels, capturing the essence of Australia as the true sunshine country.

We are sharing the solar love across our warehouses nationwide, one sunny panel at a time!



OUR GREEN INITIATIVES

Supporting Australian farmers



Over 98% of our fruit and vegetables are grown on Australian soil. This means our customers get the freshest produce while supporting local farmers.

We conduct regular farm visits to offer our customers a glimpse into the origins of our amazing fruits and vegetables, encompassing the entire process from cultivation to consumption.

In addition, our customers can leverage our seasonal calendar, mobile App, and market reports to choose the most locally sourced & in-season produce.



Nourishing and connecting communities

Access to fresh produce can be a challenge for communities in remote parts of Australia. But for us, delivering healthy fruit and vegetables is just the start.

We are the major supplier to 50 remote community stores across the Northern Territory, North Queensland and the Torres Strait. Our collaboration with these stores extends far beyond the supply of fresh produce.

We conduct training programs for these stores that cover nutrition, safe food handling, storage, safe cutting techniques, rotation, and display of fresh produce. We remain dedicated to supporting healthier communities and continue to champion initiatives within these communities.

HOW WE MEASURE UP

An external lens on how we're tracking.

For almost 10 years, we've reported to EcoVadis and been a registered member of Sedex — two of the world's most recognised sustainability rating and ethical trade platforms. Together, they form a key benchmark in how we measure, track and continually improve our sustainability performance across the business.

Our most recent EcoVadis Sustainability Scorecard places us comfortably above a significant portion of our peers, and reflecting consistent progress across Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

Together, EcoVadis and Sedex give us — and our partners — a clear, credible picture of where we stand. They confirm that what we're doing is translating into real outcomes: waste reduction and recycling initiatives, supply chain traceability, and ongoing investment in employee health, safety and training.

These aren't sustainability projects running alongside the business — they're embedded in how we operate day-to-day across our national network. These benchmarks tell us where we're performing well and where we can push further, and we're not planning to stop now.



WHERE WE'RE GOING

CLIMATE CONSCIOUS

Climate & Energy

Being conscious of our footprint and reducing our impact

- Measure our baseline emissions and work towards our decarbonisation roadmap in 2027

RESOURCE SAVVY

Waste & Circularity

Being resourceful so that waste is not wasted

- 100% circular organic waste
- Proud signatories to the Australian Food Pact

LOVE LOCAL

Responsible Sourcing

Connecting people from farm to fork

- Maintain 98%+ Australian-grown produce
- Maintain 25%+ farmer-direct produce
- Continue to educate on the important of seasonal produce

CONNECTED COMMUNITIES

Diversity, Inclusion & Belonging

Caring for communities and closing the gap

- Maintain 5%+ Aboriginal & Torres Strait Islander representation in our team
- Provide nutrition & education to our Aboriginal & Torres Strait Islander communities

NATURAL NOURISHMENT

Health & Wellbeing

Nourishing our peopleand communities

- 2,500 team volunteer hours by 2027
- 1,000 fruit & vegetable boxes delivered to local communities by 2027

WHERE WE'RE GOING

BEING CONSCIOUS OF OUR FOOTPRINT, AND DOING SOMETHING ABOUT IT.

The first step towards reducing our carbon footprint is knowing how big it is and where it comes from. We're not going to pretend this is simple. Transitioning a refrigerated fleet, running cold storage across six locations, and delivering to some of the most remote communities in Australia — it all adds up. But knowing the number means we can work on it.



How we're getting there:

- We'll continue to prioritise local, seasonal produce, to help reduce food miles.
- We're expanding rooftop solar across our warehouse network, one sunny panel at a time.
- We have begun measuring our scope 1 & scope 2 emissions and are committed to working towards our reduction target by 2027.

WHERE WE GOT TO

WASTE IS NOT WASTED HERE.

We've been in this business long enough to know that waste is a problem you solve with systems and good intentions. So that's what we've built.

- Since committing to circular organic waste, we've diverted over 340 tonnes of produce from landfill across our network — redirecting it to farms, feedlots, and community tables nationwide.
- In FY26 alone, we donated 173 tonnes to FareShare and End Food Waste Australia, turning surplus carrots, potato skins, and broccoli and cauliflower stems into 50,000+ nutritious meals for communities in need.
- Across our regions, each SGS site now partners locally to redirect organic waste back into the food system, and we're significantly ahead of schedule on our goal of 100% circular organic waste.

WHERE WE'RE GOING

BEING RESOURCEFUL SO THAT WASTE IS NOT WASTED.

- 100% circular organic waste across all regions by the end of 2027.
- All our boxes are made from 100% recycled materials.
- Proud signatories to the Australian Food Pact, committed to halving food waste in Australia by 2030.



WHERE WE GOT TO

98% AUSTRALIAN-GROWN. THAT'S NOT A TARGET, THAT'S JUST HOW WE OPERATE.

When we started in 1927, the supply chain was simple: buy from local growers, deliver to local community members. Nearly 100 years later, that principle still shapes every purchasing decision we make.

- We maintain 98%+ Australian-grown produce and 25%+ farmer-direct sourcing across our range.
- Our seasonal calendar, market reports and App keep customers connected to what's actually in the ground, so they can make better decisions and support local growers at the same time.
- We published our Modern Slavery Statement for the 6th consecutive year because responsible sourcing doesn't stop at the farm gate.

WHERE WE'RE GOING

CONNECTING PEOPLE, FROM FARM TO FORK.

- Maintain 98% Australian-grown produce and 25% farmer-direct sourcing.
- Build a seasonal calendar on our website by 2027.
- Continue deliver the Weekly and Seasonal Market Outlooks and local grower insights via the SGS App, helping customers buy in-season with confidence.
- Publish our Modern Slavery Statement every year.



We maintain **98%+ AUSTRALIAN** grown produce across our range

WHERE WE GOT TO

DELIVERING FRESH PRODUCE TO REMOTE COMMUNITY STORES IS JUST THE START.

We're the major supplier to remote community stores across the Northern Territory, North Queensland and the Torres Strait. But our relationship with those communities goes well beyond the weekly delivery. We run training programs in nutrition, safe food handling, storage, rotation and display, because access to fresh food only means something if people know how to make the most of it.

- We maintained 5%+ Aboriginal and Torres Strait Islander representation in our team, a number we're committed to growing. Our community store partnerships continued to deepen, with training sessions delivered across the communities we serve.
- On Thursday Island, our work on a sustainable food ladder is ongoing, a long-term project focused on employment, education and improved health outcomes.

WHERE WE'RE GOING

CARING FOR COMMUNITIES AND CLOSING THE GAP.

How we're getting there:

- Maintain 5%+Aboriginal & Torres Strait Islander representation in our team.
- Provide nutrition & education to our Aboriginal & Torres Strait Islander communities in which we operate. Spotlight diverse indigenous growers through our platforms. Continue to work with the locals on Thursday Island with the aim of creating a sustainable food ladder.
- This project promises to provide employment, education, and most importantly enhance health & wellbeing.

WHERE WE'RE GOING

NOURISHING OUR PEOPLE AND COMMUNITIES

As a family business, looking after people comes naturally. Whether that's our team, our customers, or the communities we deliver to, we believe that fresh food and genuine care to go hand in hand.

We delivered over 1,000 nutritious fruit and vegetable boxes to communities in need. Our team clocked 1,800 volunteer hours across the country. Our Employee Assistance Program continues to provide confidential support to every member of the SGS team — because a healthy business starts with healthy people.

How we're getting there:

- We'll deliver 2,500 nutritious fruit & vegetable boxes to local communities in need during 2026.
- We're working towards 2,500 team volunteer hours by the end of 2027.
- We will continue to provide a confidential Employee Assistance Program (EAP) to our entire team.

We'll deliver

2,500 FRUIT & VEGETABLE BOXES

to local communities during 2026





BRANCH OUT

EMILY EASTMAN
Chief of Staff

P. 07 3717 1400
E. emily@simongeorge.com.au

www.simongeorge.com.au

Simon George & Sons