

SINCE 1978

Perfection
FRESH®



2025
Sustainability
REPORT



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PERFECTION FRESH

*Leading with integrity
and sustainability*

Perfection Fresh is honoured to be Australia's premier supplier of fresh fruit and vegetables, driven by a strong commitment to excellence, sustainability, and ethical business practices. Our core values are deeply rooted in respect for people, safety, innovation, and environmental stewardship.

**AT THE HEART OF OUR COMPANY
CULTURE IS A GENUINE
APPRECIATION FOR EACH
INDIVIDUAL'S CONTRIBUTION,
FOSTERING AN INCLUSIVE
ENVIRONMENT WHERE EVERYONE IS
TREATED WITH DIGNITY AND RESPECT.**

We are passionate about growing seasonal produce that is as delicious as it is sustainable. By harnessing the unique climates and diverse growing regions of Australia—from Queensland's sun-kissed fields to Victoria's fertile midlands and the temperate climates of South Australia—we produce fruits and vegetables that capture the essence of the land.

Sustainability is integral to every aspect of our operations. From our ethical farming practices to responsible sourcing, we are committed to ensuring that every decision we make has a positive and lasting impact on the environment.

Our network of Perfection Fresh-owned farms and national distribution logistics, alongside partnerships with Australia's finest growers, ensures that our produce is farm-fresh, flavour-perfect, and available year-round.

We are dedicated to fostering respectful, long-term relationships with the Australian farming community to produce the highest-quality food for our customers. Our proactive engagement with supply chains, industry partners, and policymakers reflects our commitment to leading with sustainability and ethical business practices.

Through our Perfection Fresh Approved Supplier and Supplier Audit Program, we ensure that all our growers adhere to strict ethical, quality assurance, and safety standards.

Beyond business, we are passionate about giving back to the communities we serve. We support charities such as Foodbank, Little Wings, OzHarvest, Camp Quality and Ronald McDonald House Charities, ensuring that our commitment to sustainability extends to social responsibility.

This report provides an overview of activities, with a primary focus on the period from 1 January 2024 to 31 December 2024.





A word from our **CHIEF EXECUTIVE OFFICER**

This year has been a testament to our resilience as we have faced significant challenges, including the unexpected arrival of tomato brown rugose fruit virus (ToBRFV). As always, the landscape of fresh produce is always changing, and our ability to adapt while remaining steadfast in our sustainability goals has been crucial to our ongoing success.

Sustainability is deeply embedded in our strategy, and it continues to be a guiding principle in all that we do. We understand that true sustainability is not just about meeting environmental targets, but also about maintaining the economic health of our business and industry. It's also about strengthening our social contribution through the development of our people. This year's report highlights not only our continued progress towards our sustainability goals but also how we navigated one of the toughest years our industry has seen. The challenges presented by the virus were substantial, but our swift and strategic response, along with our industry partners, allowed us to maintain the stability of our operations and continue our focus on long-term sustainability.

While the virus tested our resilience, it also reinforced our commitment to best practices, innovation, and collaboration across the value chain. We firmly believe that with the right leadership, transparency, and ongoing investment in research and development, we can ensure the continued health of our industry and the sustainability of our produce.

This year's report demonstrates how we have turned challenges into opportunities for growth and progress. Our commitment to environmental stewardship, social responsibility, and economic resilience remains unwavering. We will continue to innovate, adapt, and build upon our strong foundation to create long-lasting, positive impact for our business, our industry, and the communities we serve.

We engage with our stakeholders to continually enhance our sustainability pathways, recognising the shared opportunity to strengthen our business, support the agricultural sector, and contribute to a more resilient future. Charting new sustainability pathways opens up exciting opportunities, not only to meet the expectations of our customers, but also to contribute meaningfully to the health of our planet.

I extend my sincere gratitude to our dedicated team, partners, and stakeholders. Your support and collaboration have been pivotal in our journey, and together, we will continue to build a sustainable future for Perfection Fresh Australia.

Michael Simonetta
Chief Executive Officer



A word from our **CHIEF TECHNICAL AND SUSTAINABILITY OFFICER**

We are very pleased to be able to present our third annual sustainability report. Whilst it has been a challenging year for our industry, it is fantastic to see that we have continued to make progress towards our Sustainability goals. It is timely to always remember that no sustainability program can exist without a strong and resilient business that is always underpinned with economic sustainability. Our vision of creating a world where economic prosperity, environmental stewardship and social equity continues to underpin every aspect of our business.

In this report, you will find an overview of Perfection Fresh Australia's continued progress towards our sustainability goals. As we continue to navigate a changing landscape, our continued focus on sustainability continues to be a strong focus and guides our direction into the future as we look to create value for our consumer, customers and stakeholders.

During the past year, the arrival of tomato brown rugose fruit virus has presented huge challenges for our industry and Perfection Fresh was one of several businesses impacted. We believe it's in the best interests of all growers and the broader industry that this virus, like any other, can be effectively managed by responsible growers. However, at present, Australia has not yet followed the approach of other international jurisdictions in allowing the industry to take responsibility for this effort. There is no one more vested in seeing this plant virus effectively managed than a committed industry to ensure that the economic sustainability and prosperity is retained.

Despite the challenging conditions we have all faced into in the past year, we are pleased that we can continue to make significant progress towards our 2050 ambitions.

As we reflect on our achievements and set our sights on the journey ahead, I am filled with optimism and determination. While there is still much work to be done, I am confident that with our collective efforts and unwavering commitment to sustainability, we will continue to make meaningful strides towards a more sustainable business and a bright future for generations to come.

I would like to extend a sincere thank you to our entire team, our strategically aligned supply partners for the unwavering support that has allowed us to deliver such a fantastic result in the past year. Together, we can face the challenges and opportunities that await us as we continue to work towards a better and sustainable future.

Andrew Redman
Chief Technical and Sustainability Officer

United Nations

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Sustainable Development Goals (SDGs) consist of 17 global objectives aimed at being a **“blueprint to achieve a better and more sustainable future for all.”**

These goals highlight that addressing poverty and other forms of deprivation must go hand in hand with strategies that improve health and education, reduce inequality, and promote economic growth—while also tackling climate change and preserving our oceans and forests. The 2030 agenda for sustainable development focuses on three key areas.

People

We are determined to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment.

Planet

We are determined to protect the planet from degradation, including through sustainable farming, consumption, and production, sustainably managing our natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations.

Prosperity

We are determined to ensure that all can enjoy prosperous and fulfilling lives and that economic, social and technological progress occurs in harmony with nature.

The United Nations General assembly in May 2024 stated:

“As we begin the second half of our journey to 2030, signs of a determined, sustained global comeback have yet to emerge. This year’s report reveals that only seventeen per cent of SDGs targets are on track to be achieved, nearly half are showing minimal or moderate progress, and progress on over a third has stalled or even regressed.”

“The early years of SDG implementation saw slow but steady progress on some critical SDG indicators, but since 2019, national efforts have faced severe global headwinds. The COVID-19 pandemic, a growing number of conflicts, geopolitical and trade tensions and the ever-worsening effects of climate change have combined to leave the SDGs in peril. And massive shortcomings in our global economic and financial systems, coupled with historical injustices and a weakening of global solidarity, means that developing countries and the world’s most vulnerable people are bearing the brunt.”



Perfection Fresh Australia
SDG Progression*



- ↓ Regressing
- Challenges in progression
- ↗ Moderately progressing
- ↑ On track / maintaining

*Perfection Fresh self-assessment as of March 2025.

Strengthening ethical sourcing practices and combating modern slavery through the UNSDGs

At Perfection Fresh, we recognise that modern slavery is a pervasive global issue, and we remain steadfast in our commitment to ethical sourcing, fair labour practices, and human rights protections across our operations and supply chain. Building on our efforts from previous reporting periods, we have consistently taken proactive steps to address risks, enhance compliance, and provide stronger support for workers. Throughout the 2023/2024 reporting period and into the current year, we have continued these initiatives to ensure ongoing alignment with the United Nations Sustainable Development Goals (SDGs).

Strengthening due diligence and compliance (SDGs 8, 12, 16, 17)

To safeguard workers and uphold human rights, we have strengthened our due diligence practices through extensive audits and supplier monitoring.

- 100% of our labour hire providers completed third-party ethical audits, reinforcing SDG 8 (Decent Work & Economic Growth) by eliminating exploitative practices and ensuring fair treatment.
- SMETA 2-Pillar audits were conducted across all Perfection Fresh farms, further supporting SDG 16 (Peace, Justice & Strong Institutions) by strengthening corporate governance and risk mitigation.
- We expanded our Supplier Code of Conduct and Ethical Sourcing Policy to all partners, ensuring adherence to responsible business practices aligned with SDG 12 (Responsible Consumption & Production).

Building awareness and ethical business practices (SDGs 4, 5, 8, 10)

Education and training remain key pillars of our sustainability strategy:

- We aim to have all employees, suppliers, and category teams receive training on ethical labour practices and the importance of human rights.
- Our workplace rights awareness program incorporated the *Fair Work Act 2009 (Cth)*, ETI Base Code, and UNGPs, empowering workers to understand and protect their rights, contributing to SDG 4 (Quality Education) and SDG 8 (Decent Work & Economic Growth).
- With a diverse workforce speaking more than 50 languages, we enhanced accessibility by translating key resources, promoting SDG 10 (Reduced Inequalities) and SDG 5 (Gender Equality) by ensuring inclusive engagement.

Risk identification and remediation strategies (SDGs 1, 8, 16)

Our risk management framework ensures that we proactively identify, mitigate, and address human rights risks in our supply chain:

- **Debt Bondage Investigations:** We initiated a study in partnership with The FAIR Hiring Initiative (TFHI) to assess the prevalence of excessive recruitment fees for migrant workers, supporting SDG 1 (No Poverty) and SDG 8 (Decent Work & Economic Growth) by preventing exploitative financial practices.
- **Enhanced Supplier Monitoring:** By expanding our supplier risk ratings and integrating data-driven risk assessments, we uphold SDG 16 (Peace, Justice & Strong Institutions) through greater transparency and accountability.
- **Remediation Framework:** We have developed and implemented a structured process for remediating human rights violations, ensuring affected individuals receive protection and restitution.

Supporting worker welfare and protection (SDGs 3, 8, 10, 16)

Worker well-being remains a top priority, as demonstrated through key initiatives:

- **Welfare Officer Program:** Strengthened to ensure seasonal and PALM scheme workers receive direct support for fair treatment, improving health and safety outcomes in line with SDG 3 (Good Health & Well-being) and SDG 10 (Reduced Inequalities).
- **Whistleblower Hotline Expansion:** We launched multilingual access to grievance reporting tools, empowering workers to report concerns confidentially, reinforcing SDG 16 (Peace, Justice & Strong Institutions).
- **Supply Chain Awareness Training:** Our ongoing engagement with growers, suppliers, and employees fosters shared responsibility for human rights, reflecting our dedication to SDG 17 (Partnerships for the Goals).

Future commitments and continuous improvement (SDGs 8, 12, 16, 17)

Looking ahead, Perfection Fresh remains dedicated to enhancing compliance, risk management, and worker support:

- 100% of high-risk suppliers will undergo annual third-party audits, strengthening supplier accountability.
- Advanced training programs will be implemented to further equip key personnel with the knowledge and skills to mitigate modern slavery risks.
- Whistleblower, Ethics, and Employee Support Programs will be expanded, ensuring comprehensive access to information and remediation resources.
- We will continue fostering strategic partnerships with industry bodies and stakeholders to amplify efforts in tackling modern slavery.

Perfection Fresh is unwavering in its commitment to ethical sourcing, fair labour practices, and responsible supply chain management. By aligning our initiatives with the Sustainable Development Goals, we contribute to a more sustainable, equitable, and ethical global food system.

Our ongoing actions reflect our commitment to continuously improving, mitigating risks, and championing the dignity and rights of all individuals in our operations and supply chain.



AT RIANA, WE ARE PILOTING THE INTRODUCTION OF THE LEADING HARVEST SUSTAINABILITY CERTIFICATION, A FRAMEWORK THAT SUPPORTS FARM MANAGERS IN ENHANCING AGRICULTURAL SUSTAINABILITY.

This certification helps to improve credibility, reputation, and investor trust, while enabling businesses to make verifiable claims. The framework is designed to foster continuous improvement across the value chain, ensuring the long-term health of the environment and food security for future generations.

Leading Harvest, a non-profit organisation established in 2017 in the US, created the Farmland Management Standard in 2020 to address the overlapping demands of agricultural stakeholders. The standard focuses on collaboration, continuous improvement, and ensuring access to healthy food, water, and soil for future generations. It is independently audited by third parties to ensure that all claims made are supported and substantiated.

In partnership with Perfection Fresh, Leading Harvest is trialling its third-party audited Farmland Management Standard within Perfection Fresh's protected crop environments. The aim of the trial is to conduct a gap analysis between the Farmland

Management Standard and existing management practices and third-party standards, supporting informed decision-making within Perfection Fresh.

Shifting production methods towards regenerative practices is essential for adapting to challenges in the food system. This collaboration with Perfection Fresh is focused on integrating a specific, actionable framework to measure impact now, while enabling long-term goals in regenerative agriculture.

With more than 500,000 hectares of broadacre and permanent crops already certified in Australia, Leading Harvest's collaboration with Perfection Fresh and the horticulture sector will support the creation of resilient, sustainable food production systems. The Farmland Management Standard is a universally applicable, outcomes-based sustainability framework focusing on continuous improvement. It currently covers over 1.5 million hectares across the US, Canada, and Australia, spanning more than 100 crop types.



Driaan Conradie
Farm Manager – Riana

What I enjoy most about farm management is being involved in various aspects of the operation. I have a passion for growing and looking at different methods to get the best possible outcome. I work with a strong team and we explore new methods and innovations that help reduce costs and improve the overall efficiency of the farm.



A word from our **HEAD OF SUSTAINABILITY AND PACKAGING**

At Perfection Fresh, we continue to focus our resources on four key sustainability priorities:

- 1 Packaging**
- 2 Climate and energy**
- 3 Managing consumption and waste**
- 4 Ethical and resilient employment within Perfection Fresh and the supply chain**

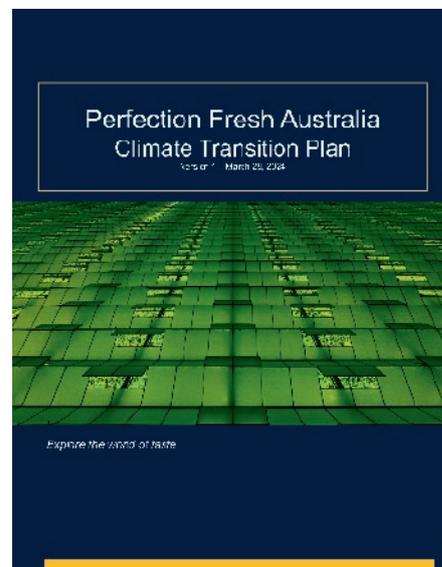
We are adopting innovative technologies and business practices to promote sustainable agriculture and food manufacturing.

In September 2024, we deployed Microsoft Sustainability Manager to unify sustainability data intelligence, automate processes, and enhance reporting capabilities.

This platform enables us to meet mandatory reporting requirements while ensuring future readiness for additional company or government sustainability initiatives. Each Perfection Fresh site varies in size and scope, requiring a flexible and comprehensive solution.

Microsoft Sustainability Manager offers a wide range of capabilities, including carbon activity tracking, GHG emissions calculations, and water, waste, and energy management. In collaboration with Infosys, our project team implemented the platform over a 12-week timeline, beginning with a pilot program across three distinct sites.

As part of our journey towards becoming a net zero business, we launched the first version of our **Climate Transition Plan (CTP)** in 2024, aligning with our 2030 GHG reduction and 2050 net zero science-based targets. The plan will evolve as we implement further carbon reduction initiatives.



Michael Liddell
Head of Sustainability and Packaging

SUSTAINABILITY *metrics*

Perfection Fresh continues to focus on four key environmental, social, and governance (ESG) material topics, each with monitored and reported metrics. These metrics are reviewed annually and may change based on the importance placed by stakeholders or specific reporting requirements. These figures are based on internal reporting and have not been subject to external audit.

- 1 Packaging
- 2 Climate and energy
- 3 Managing consumption and waste
- 4 Ethical and resilient employment within Perfection Fresh and the supply chain

Material topic	Metric reported	Performance			Specific targets
		FY22	FY23	FY24	
Packaging	Packaging volumes by material type and submitted to APCO	90%	91%	99%	100% retail packaging recyclable, reusable or compostable, excludes B2B expanded polystyrene.
	Australian Recycling labels on packs	95% est.	90%	96%	100% by the end of 2025.
Climate and Energy	Electricity usage (kWh)	25 million	14 million	21 million	Renewable energy plan completed by the end of 2025.
	Green House Gas (GHG) emissions				
	Total GHG emissions (tCO ₂ e) Scope 1 & 2 excluding biogenics	50,027.0	44,822.26	41,920.0	
	Scope 1				
	Fugitive emissions – refrigerants	21.12	411.14	631.46	Target net zero by 2050. Transition plans implemented 2025.
	Fuel combustion – stationary	28,501.25	25,615.95	30,325.36	
	Fuel combustion – mobile	1,415.57	1,131.38	1,336.89	
	Biogenic emissions	7,097	4,170.95	3,565.97	
	Scope 2				
	Electricity purchased (location based)	10511.51	8271.12	9626.91	
	Electricity purchased (market based)	NA	NA	NA	
	Scope 3				
	Cat 1: Purchased goods and services	NA	NA	NA	Establishing Scope 3 emissions 2026 Cat 1, 2, 6.
	Cat 2: Capital goods	NA	NA	NA	
	Cat 3: Fuel and energy related emissions	NA	NA	NA	
	Cat 4: Upstream transportation & distribution	NA	NA	NA	
	Cat 5: Waste generated in operations	17,329.0	21,119.24	1,560.77	
	Cat 6: Business travel	NA	557	525	
	Cat 7: Employee commute	NA	NA	NA	
	Cat 8: Upstream leased assets	NA	NA	NA	
Cat 9: Downstream transport & distribution	NA	NA	NA		
Cat 10: Processing of sold products	NA	NA	NA		
Cat 11: Use of sold products	NA	NA	NA		
Cat 12: End of life treatment of sold products	NA	NA	NA		
Cat 13: Down stream leased assets	NA	NA	NA		
Cat 14: Franchises	NA	NA	NA		
Cat 15: Investments	NA	NA	NA		
Scope 1 & 2 GHG emissions intensity (tCO ₂ e) per employee	68.54	61.65	58.94		
Scope 1 & 2 GHG farm emissions intensity (tCO ₂ e) per tonne of produce	NA	1.83	1.79		
Water usage (KL)	3,125,479	4,812,721	4,687,697	Benchmark water efficiency 2026.	
Managing consumption and waste	Waste volumes by type (kg)				
	1. Landfill	4,871,207	8,131,436	8,885,506	Zero organic matter to leave the farms as landfill waste by 2030.
	2. Recycling	1,233,066	292,874	676,800	
3. Organic	4,206,410	6,018,986	5,377,899		
Ethical and resilient employment	Safety, health and well-being	LTIFR 7.6 TRIFR 19.1	LTIFR 7.7 TRIFR 13.7	LTIFR 5.7 TRIFR 8.6	Equality: % of women's average earnings compared to men's across the organisation. Lower values indicate a smaller difference between women and men.
	Equality	19.1	14.7	10.2	Diversity: % of all employees by gender across the organisation, indicating near gender equality.
	Diversity	55% M	58% M	53% M	

THE 2025 APCO

National Packaging Targets

The Australian Packaging Covenant Organisation (APCO) aims for 100% of retail packaging to be recyclable, reusable, or compostable by 2025, carry the Australasian Recycling Label (ARL), and contain an average of 50% recycled material where possible.

Over the past five years, substantial progress has been made, and Perfection Fresh is close to achieving this goal, with 99% of all retail consumer packaging now recyclable or reusable. The remaining 1% is due to challenges in replacing problematic soft plastic PET films. Several alternative materials have been trialled without success due to cost and impacts on operational efficiency. We remain committed to identifying suitable replacement films.



Perfection

FRESH[®]

packaging total volume

2,160,438 KG

FY24.

RECYCLABLE PACKAGING COMMITMENT PROGRESS TO 2025*

FY21: 83%

FY22: 90% of 1,919,459 kg of packaging used was recyclable/reusable

FY23: 91% of 1,997,272 kg of packaging used was recyclable/reusable

FY24: 99% of 2,160,438 kg of packaging used was recyclable/reusable

FY25: 99%+ forecast

*Excludes business-to-business expanded polystyrene cartons.

Currently, approximately 96% of our retail products feature the Australasian Recycling Label (ARL). The remaining packaging will be updated by the end of 2025, coinciding with the rollout of new Perfection Fresh branding.



- Cardboard cartons/trays/punnets **19%**
- Paperboard tags **3%**
- Aluminium **1%**
- Plastic **31%**
- Cardboard trays/cartons **44%**
- Wooden **0.001%**
- Paper **1%**



THE USE OF REUSABLE PLASTIC CARTONS (RPC) INCREASED BY 3% ACROSS THE BUSINESS WITH FURTHER PLANS TO EXPAND DURING 2025.



- HDPE/LDPE PP **0.13%**
- PS **36.6%**
- PET **42.5%**
- BOPP **10.93%**
- PET/LDPE **0.41%**
- LDPE **1.23%**
- PP **8.15%**
- PET **0.05%**

CHEP have recognised Perfection Fresh for our contribution to the circular economy for the 12 months ending in December 24, by **sharing and reusing packaging resources, including Timber Pallets and Reusable Plastic Containers (RPCs) and Folding Bins** supplied by CHEP Australia.



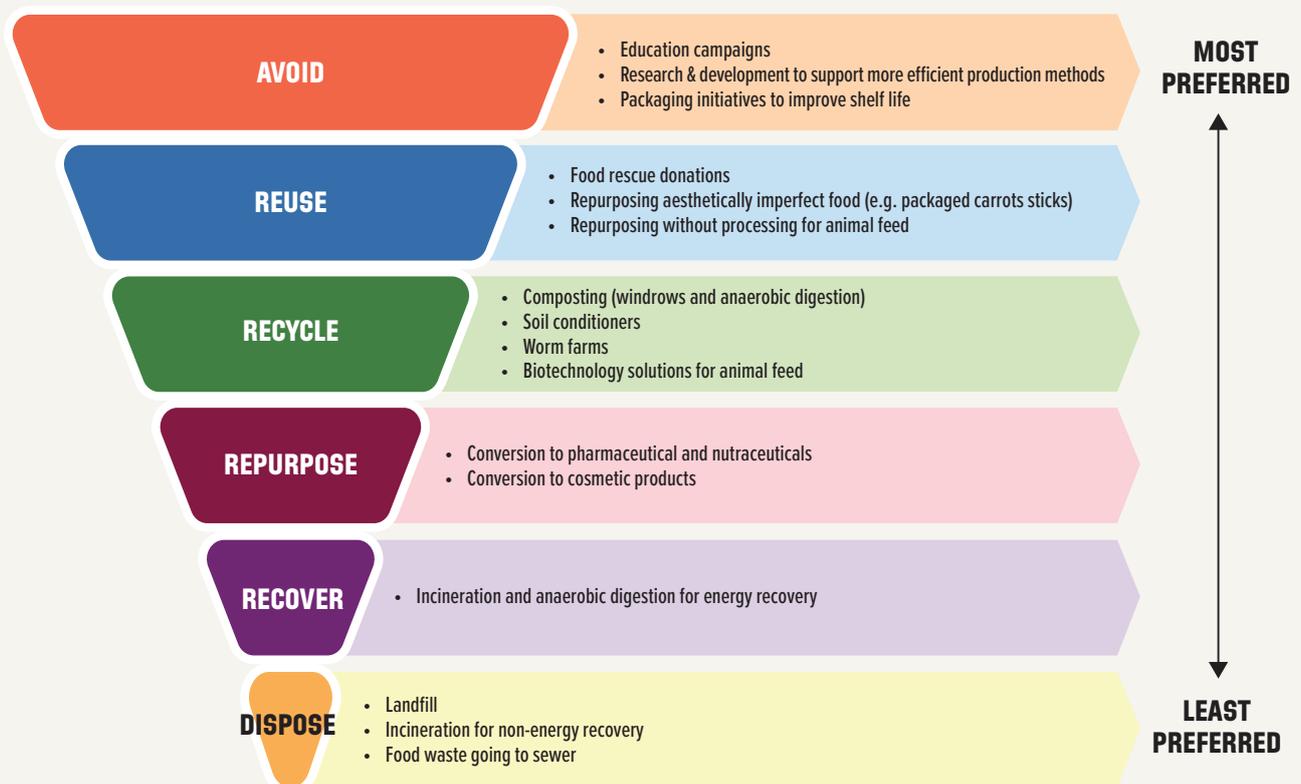
FARM AND BUSINESS WASTE

Perfection Fresh food and farm waste target: **NO ORGANIC WASTE TO LEAVE FARMS BY 2030**

Total business waste for the year was 14,940 tonnes, an increase of approximately 3.6% from the prior year, while business volume grew by 8% over the same period. We have made good progress, with eight out of 10 farms having no organic matter leaving the site as landfill. We have also seen a significant improvement in the volume of material being recycled.

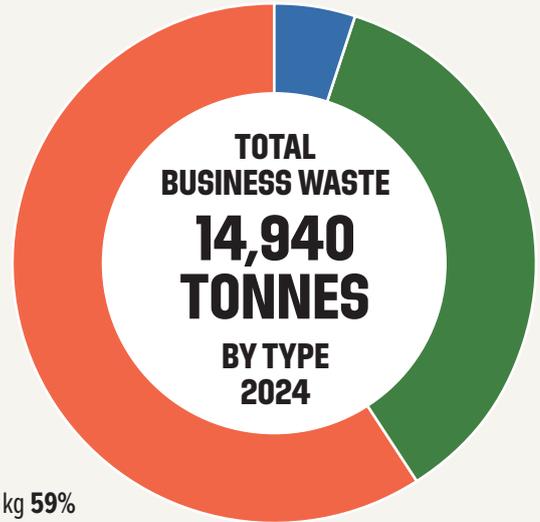
In 2024, a project commenced to explore the recycling of soft plastics at the berry farms. Large volumes of soft polypropylene plastic are used to enclose the berry growing tunnels, with this material being replaced every two to three years. Currently, this represents a significant contributor to landfill volumes. We are aiming for this material to be fully recycled by 2030.

WASTE HIERARCHY



IN FY24, 8 OUT OF 10 PERFECTION FRESH SITES HAD NO ORGANIC WASTE LEAVING THE SITES.

Organic green waste is a major contributor to methane emissions (Scope 3 GHG) at Perfection Fresh and within the wider horticultural industry.



■ Waste recycling kg 5% ■ Waste organic kg 36% ■ Waste landfill kg 59%



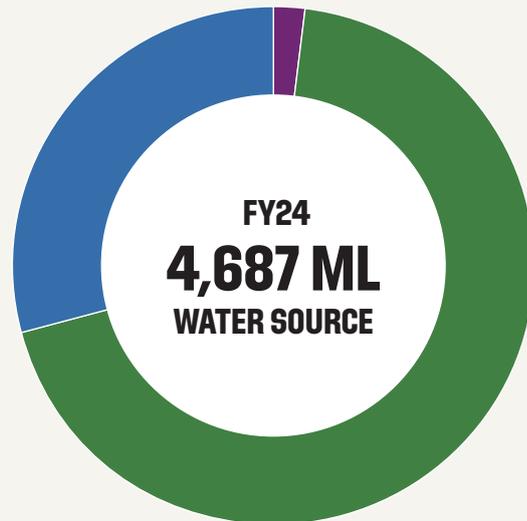
WATER AND ELECTRICITY USAGE

across Perfection Fresh

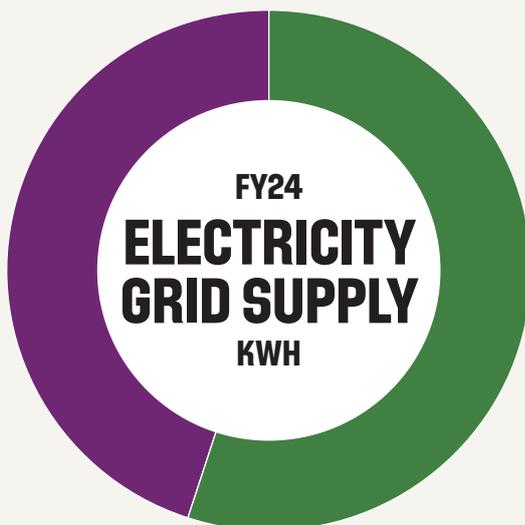
TOTAL BUSINESS WATER USAGE OF 4,687 MEGA LITRES

Water continues to be sourced from a combination of rain harvesting, channel irrigation, and reclaimed water. The primary water usage sites were our farms at Emerald and Kenley, where grape production required more water due to drier growing conditions.

Total water usage across the business decreased by approximately 2% compared to the previous year, driven by reduced consumption in berry and tomato production.



■ Reclaimed 2% ■ Irrigation 69% ■ Rain Harvesting 29%



■ Renewable energy contract kWh 55%
■ Non renewable energy contract kWh 45%

GREEN HOUSE GAS (GHG) EMISSION – ELECTRICITY USAGE

During FY24, Perfection Fresh consumed approximately **21 million kWh of purchased electricity across all sites**. The top three sites driving consumption were Two Wells (tomato and Qukes production), followed by the Sydney manufacturing sites.

21 MILLION
KWH PURCHASED

GREENHOUSE GASES

emissions

The FY24 greenhouse gases (GHG) inventory scope, as defined by the Greenhouse Gas Protocol – Corporate Standard (for Scope 1 and Scope 2 emissions), covers 21 sites across the Perfection Fresh business, including farms, manufacturing, head office, sales, and distribution centres.

During the year, we have seen a further reduction in Scope 1 and 2 GHG emissions by 5%.

Perfection FRESH®
 FY24 total GHG emissions reduced by approximately **5% Mt CO₂e**

The decrease in Scope 1 emissions is seen across the business.

The increase in Scope 2 emissions is due to the increased purchase of electricity—location-based—driven by increased consumption at Two Wells.

The top three Scope 1 and 2 emissions amounted to 41,920 Mt CO₂e (excluding biogenics) in FY24 across the business.

Stationary and Transport Energy (Scope 1)

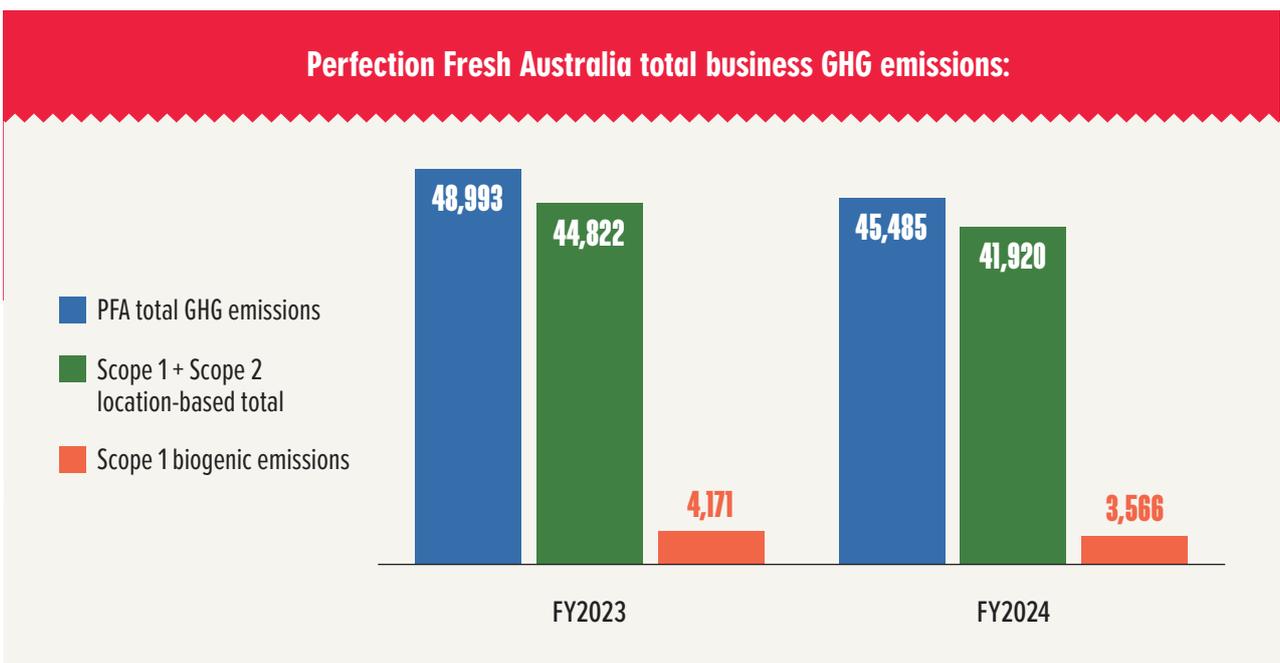
Natural gas is used for greenhouse heating during the cooler months and CO₂ enrichment to promote plant growth and increase crop yields. Transport fuel powers the business fleet of vehicles, including gas forklifts, diesel tractors, and utes.

Farm Fertiliser Applications (Scope 1)

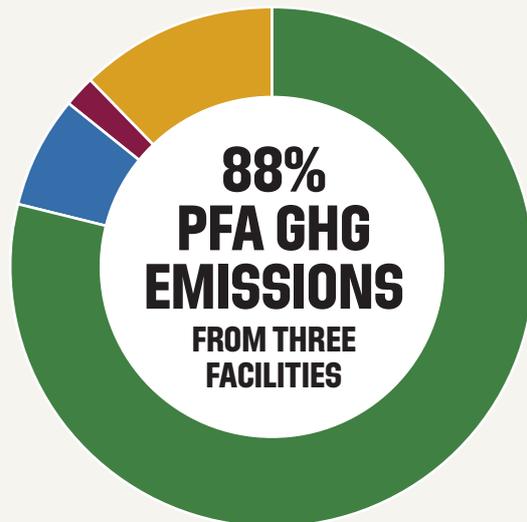
Fertiliser applications are managed carefully through fertigation systems, adjusted to meet crop lifecycle demand. GHG emissions from fertilisers are generated through nitrous oxide release from nitrogen-based chemical fertiliser and organic fertilisers, such as cow manure.

Purchased Electricity (Indirect Scope 2)

Emissions from purchased electricity are a significant contributor, with over 90% of manufacturing GHG emissions coming from electricity purchases.



Facility	Sum of Mt CO ₂ e
Farm	
Two Wells	36,682
Scope 1	33,902
• Natural Gas	32,243
• Wood chips	3,566
Scope 2	2,780
• Electricity	2,780
Manufacturing	
Homebush	3,464.7
Scope 1	297.4
Scope 2	3,167.3
• Electricity	3,167.3
Warehouse Z	1,034.3
Scope 2	1,034.3
• Electricity	1,034.3
Other locations	5,472.3



- Farm – Two Wells **79%**
- Manufacturing – Homebush **7%**
- Manufacturing – Warehouse Z **2%**
- All other locations combined **12%**

**PERFECTION FRESH AUSTRALIA
FY24 TOTAL EMISSIONS
FROM TOP THREE FACILITIES**

41,181 Mt CO₂e
SCOPE 1 & 2 (excludes biogenics)



CLIMATE TRANSITION PLAN TO 2050

Setting our GHG reduction targets

We have defined separate GHG intensity targets for our greenhouse and farm operations, as well as our manufacturing operations, as they are distinct business units with different measures of production.

Our distribution centres and sales operations are included in our manufacturing target to maximise the coverage of our targets, considering they represent a minimal portion of our overall emissions. These GHG reduction intensity targets have been developed with consideration of our planned business growth to 2030.

- For our greenhouse and farm operations, our target is defined as the amount of CO₂e emitted per tonne of harvested fruits and vegetables (t). We are committed to reducing our GHG emissions intensity by 47% by FY2030 from our FY2023 baseline.
- For our manufacturing, distribution centres, and sales operations, our target is defined as the amount of CO₂e emitted per tonne of ready-to-eat salads and meals produced (t). We are committed to reducing our GHG emissions intensity by 71% by FY2030 from our FY2023 baseline.

Guiding climate action with industry standards

Our Climate Transition Plan (CTP) is crafted in alignment with leading industry directives from the UK Transition Plan Taskforce (UK TPT) and the Glasgow Financial Alliance for Net Zero (GFANZ).

Acknowledging the evolving nature of climate transition guidance, we remain agile in our approach.

Continual refinement ensures alignment with both current industry standards and our evolving business strategy.

Our Scope 1 and 2 near-term GHG targets:

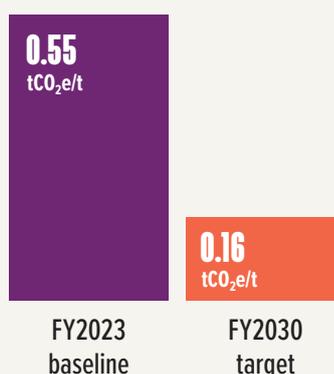
- 47%

GHG intensity reduction for greenhouse and farm operations



- 71%

GHG intensity reduction for manufacturing, distribution centres and sales operations



Total GHG emissions include Scope 1, Scope 2 (location-based) and biogenic CO₂ for all of our operations.

Scope 1 emissions are direct GHG emissions occurring from sources that are owned or controlled by the reporting entity. This may include fuel consumption in vehicles and machinery, fertiliser application, etc.

Scope 2 emissions account for GHG emissions from the generation of purchased energy consumed by the reporting entity.



BERRY CLEVER SUSTAINABLE, TECH-SAVVY FARMING

at Perfection Fresh

FOR MORE THAN 45 YEARS, PERFECTION FRESH HAS PIONEERED FRESH PRODUCE INNOVATION, BALANCING TRADITIONAL FARMING PRACTICES WITH CUTTING-EDGE TECHNOLOGY TO BRING PREMIUM BERRIES TO CONSUMERS.

At our Bundaberg farm, farm manager Shaun Corbett oversees blueberry operations with a focus on sustainable, high-quality produce—a mission he drives with deep industry experience and technical expertise.

Transforming Bundaberg into a thriving blueberry orchard

At Perfection Fresh's Bundaberg site in Queensland, a former mango farm has been transformed into a flourishing blueberry orchard, with rows of plants protected by state-of-the-art tunnels that safeguard fruit quality.

The region's warm climate and ample rainfall make it ideal for blueberry farming, while tunnels create a consistent environment to produce premium berries. "Bundaberg's climate offers a fantastic growing season, and with the tunnels, we can protect the fruit to keep up our high quality," Shaun shares.

To naturally support pollination, bee hives are positioned throughout the site, allowing bees to fly into the tunnels and naturally pollinate each plant. "Our bees do essential work," Shaun notes.

"We've placed hives around the farm to assist with pollination, which is vital for our yields and helps us keep our process as natural as possible."

Tech and tradition: an ideal mix for growth

Shaun, who joined Perfection Fresh in 2019 from South Africa with over 12 years of berry-growing expertise, brings a blend of practical knowledge and innovative techniques. "From a very young age, I was drawn to farming. I spent my school holidays on my uncle's farm, which sparked my interest," he says. His passion is evident as he and his team merge traditional farming with modern tech tools to optimise productivity.

Working closely with CQUniversity, Shaun tests new agricultural technologies, including Priva scales that automate irrigation by monitoring the weight of the pots. "When the weight dips to a certain level, the system triggers irrigation automatically," Shaun explains. This precise irrigation keeps each plant optimally hydrated, preventing issues that can affect berry quality, such as overwatering or underwatering.



Advanced tools for smarter farming

Perfection Fresh's commitment to quality extends through all stages of production. Using Bitwise Agronomy, a tool that assesses fruit counts and forecasts yields, Shaun can plan labour needs with accuracy and bring ripe berries to market faster. "It's an invaluable tool that lets us forecast yield and efficiently plan labour needs, ensuring we're resourceful and prepared," Shaun says.

Sustainability at the core

Sustainable farming is integral to Perfection Fresh's operations. The Bundaberg farm's Reef Certification marks a commitment to responsible practices. "This certification demonstrates our commitment to sustainable farming, ensuring that our practices protect the planet and the ocean," Shaun shares. The team also monitors water and fertiliser usage through daily drip and drain sampling, minimising environmental impact. "By measuring EC (electrical conductivity), we can ensure we're not overusing fertilisers, which is crucial for sustainability."

Integrated pest management (IPM) further supports eco-friendly goals by reducing chemical reliance. Shaun's team uses RapidAIM traps, which electronically detect fruit flies, enabling timely interventions. "These traps allow us to monitor the fields daily to determine if and when to apply treatments," he says, explaining that this approach minimises pesticide use and ensures only precise applications.

Streamlined harvesting and quality control

Technology aids in all aspects of the farm's operation, including harvest. Each picker has a unique QR code, which allows Shaun's team to track and scan picked fruit more efficiently. "Every picker on the farm has a unique QR code, allowing us to scan picked fruit faster and get it to the pack shed more quickly," Shaun explains. This system ensures the berries are processed and cooled promptly, preserving their quality.

Adapting and improving: a culture of continuous learning

To remain innovative, Shaun's team holds post-season debriefings to review performance and identify areas for improvement. "We identify areas for improvement, discuss potential solutions, and explore what new technology or support might be available," he says. This cycle of learning ensures the team stays adaptable and equipped with the latest farming practices.

In Shaun's words, "Our goal is to bring the highest quality berries to consumers, and that takes both expertise and the right tools." His dedication to blending tradition with advanced farming techniques reflects Perfection Fresh's broader mission: to consistently deliver the finest produce, with excellence in every detail.

REVOLUTIONISING PLASTIC RECYCLING

for a sustainable future



AUSTRALIAN RECYCLING AND PLASTIC START-UP, PACO INDUSTRIES, HAS DEVELOPED AN INNOVATIVE, POTENTIALLY HYPER-SCALABLE PLASTIC RECYCLING TECHNOLOGY FOR RECYCLED PET PLASTIC.

The technology is based on utilising organic solvents that can isolate PET (Polyethylene terephthalate) and has the potential to turn contaminated PET waste back into food-grade PET for the food and beverage industry. The solvent is able to break down the plastic into its primary chemical chain and be purified into a high-purity 'virgin-like' material, creating a potentially infinite recycling solution.

PET is one of the world's most commonly used plastic with 10.2% of all plastics being made from PET and roughly a third of all PET packaging is used for just packaging for food and drink brands around the world. The primary challenge for local recycling companies and municipal councils is the level of contamination on the plastic making it harder to recycle without being thoroughly cleaned. Paco's solvent technology deals with contaminants such as organic material stuck to plastic food trays, soft drink bottles or other materials.

Once scaled, Paco estimates it can take contaminated PET and transform it into food-grade PET within a matter of hours, if not minutes, and transform existing recycling processes. While organisations have made efforts to meet their commitments the latest figures show that only 18% of plastics are currently being recycled and only 4% of plastic packaging contains recycled content, even worse is that less than 1% of PET plastic has been recycled more than once.

Perfection Fresh, along with other companies, will assist with the commercialisation of the sustainable packaging.





TOMATO BROWN RUGOSE

fruit virus

Tomato brown rugose fruit virus is a highly contagious exotic plant disease that affects tomatoes, capsicums, and chillies, reducing crop yields and the marketability of the fruit. Symptoms of the disease include discolouration, mosaic patterns, and deformities in both the plant and fruit. However, there are no food safety or health risks associated with consuming affected fruit.

ToBRFV was first detected in 2014 and has since spread rapidly to 45 countries worldwide. The virus is difficult to eradicate once detected, as it spreads quickly through mechanical transmission—such as on tools, workers, seeds, and propagation materials—and is highly stable, surviving on contact surfaces for up to one month.

In July 2024, Perfection Fresh noticed signs of disease on some tomato fruit. The Perfection Fresh growing team had the fruit tested, with results confirming the presence of ToBRFV. Perfection Fresh then followed the correct procedures for notifying the federal government of the introduction of this novel virus to Australia. Since then, the virus has been detected at an additional two properties in the Northern Adelaide Plains and at a property in Victoria in early 2025, linked to tomato seedlings moved from an infected site in South Australia. The federal government continues to investigate how ToBRFV entered Australia in two seed lines that were certified as ToBRFV-negative.

Perfection Fresh has worked tirelessly with local growers, who have suffered significant economic losses due to crop destruction, biosecurity and trade restrictions, and quarantine protocols. Despite these challenges, we have remained committed to ensuring continued market access for Australian tomatoes and supporting local jobs and economies.

At our Two Wells Glasshouse, we have implemented strict biosecurity and hygiene measures, including the destruction, disposal, and decontamination of all affected crops. This has been a challenging period, requiring us to rewrite all on-farm processes to make them 'virus-proof,' conduct extensive swabbing and testing on plants and surfaces, and stand down workers due to uncertainty around when we could resume planting and trading.

Perfection Fresh has collaborated closely with local and federal governments to establish a National ToBRFV Response Plan, providing growers with a pathway to eradicating the virus and ensuring a virus-free tomato supply.

Despite these challenges, Perfection Fresh remains a resilient business. After extensive decontamination, we are pleased to announce that our team has successfully replanted the first new crops of tomatoes, all of which have tested free from ToBRFV. This is a significant achievement and milestone for our business. We are now able to trade from these virus-free crops and look forward to expanding market access for our fantastic produce across all states in the near future.



**WE PURSUE
PERFECTION
EVERY DAY, BY
MAKING SURE WE
DO EVERYTHING
WITH PRIDE.**

AT PERFECTION FRESH, WE ARE
GUIDED BY OUR FIVE KEY VALUES:

- ✓ PASSION
- ✓ RESPECT
- ✓ INNOVATION
- ✓ DISCIPLINE
- ✓ ETHICS



FOOD SAFETY



AT PERFECTION FRESH, FOOD SAFETY ISN'T JUST A REQUIREMENT—IT'S A CORE PART OF WHO WE ARE.

We believe that maintaining the highest food safety standards goes beyond compliance with regulations and customer expectations; it is a mindset that is embedded across our entire organisation.

From senior leadership to frontline employees, everyone plays a vital role in upholding our commitment to safety, taking pride in their responsibility to deliver fresh, high-quality produce.

This commitment is reflected in the actions of our leadership team, who ensure that employees have access to the necessary resources, continuous training, and clear communication channels to identify and address potential risks proactively.

By fostering a culture where food safety is second nature, we reinforce our dedication to providing safe, premium produce to our customers every day.



Natalie Nguyen

Championing food safety at Perfection Fresh

As Technical Manager – Convenience, Natalie Nguyen plays a crucial role in upholding the highest food safety and quality standards across Perfection Fresh's Convenience category and processing sites at Homebush and Sydney Markets.

Natalie is a key figure in ensuring that fresh, ready-to-eat products meet both customer expectations and stringent food safety requirements.

Day-to-day, Natalie provides technical support across operations, oversees quality assurance activities, investigates customer complaints and rejections, and serves as the key quality assurance contact for customers.

She is also instrumental in new product development, ensuring that product specifications, artwork, trials, and first productions align with food safety and quality benchmarks. Maintaining robust Quality Management Systems at both sites is central to her work, ensuring compliance with customer and industry accreditations.

“I love the fast-paced nature of my role and being part of a growing category. Seeing exciting new products come to life and knowing we’re delivering safe, high-quality fresh food to consumers is incredibly rewarding. The support from the technical team and the wider business makes a real difference in how we work together to achieve this.”



INNOVATION, TRADITION, AND COMMUNITY:

*growing Calypso®
mangoes with
Perfection Fresh*

CUTTING-EDGE TECHNOLOGY AND THE LATEST FARMING PRACTICES ARE USED BY RAY AND STEVIE-LEE COURTICE FROM THE ONTARIO GROUP, WHO SUPPLY PERFECTION FRESH WITH THEIR THRIVING CALYPSO® MANGO ORCHARD.

Ray and Stevie-lee, along with their two children Max and Millie, live on their "home farm," a 60,000-tree Calypso® mango orchard in Dimbulah, North Queensland, about 90 minutes west of Cairns.

Ray's family has deep roots in farming, with his father, David, being one of the first Calypso® mango growers back in 2000. Ray explained, "From a young age, I spent every harvest and mango season alongside my parents, growing, picking, and packing Calypso® mangoes. We moved to the home farm in 2014 to continue my family's rich farming heritage. Working with Calypso® mangoes has always been in my blood, and now I get to do that every day."

This strong family tradition continues with Ray and Stevie-lee's dedication to their craft. They support their local community by backing the Dimbulah Lions Club and providing accommodation for local farm workers.

Ray emphasised, "Being involved in our community is very important to us. Supporting local events and helping fellow farmers is a crucial part of what we do."

Embracing innovation and working together

Farming Calypso® mangoes comes with its set of challenges. "The cost of production has skyrocketed," Ray noted. "Farming isn't just about growing quality produce anymore; it's about finding ways to stay viable while maintaining that quality."

To address these challenges, the Courtices have embraced innovation and technological advancements.

Stevie-lee highlighted their achievements: "We've established a semi-automated packing facility, introduced frost management techniques, and developed new plantations in various climate conditions. These innovations are crucial for maintaining the high quality of our produce."

Reflecting on their commitment to innovation, Ray noted, "Innovation is key, constantly learning and improving growing and management techniques."

At Perfection Fresh, we value the relationships with our partners, always aiming for excellence, reliability, and trust. This commitment is reflected in our collaboration with growers like Ray and Stevie-lee.

"We see our relationship with Perfection Fresh as a partnership built on mutual respect and trust," Ray explained. "Their support and our shared commitment to quality ensure that we deliver the best produce possible."



THE PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME

EMORI'S PARTICIPATION IN THE PALM SCHEME ENABLED HIM TO SUPPORT HIS FAMILY, EXTEND THEIR HOME, AND CONTRIBUTE TO HIS SIBLINGS' EDUCATION, ALIGNING WITH THE GOAL OF ERADICATING POVERTY AND IMPROVING LIVING STANDARDS.

The Pacific Australia Labour Mobility (PALM) scheme allows eligible Australian businesses to hire workers from 9 Pacific islands and Timor-Leste when there are not enough local workers available.

Emori, from Fiji, spent nine months picking tomatoes and cucumbers for Perfection Fresh at Two Wells, South Australia.

“At my work, we had to prune the tomatoes and cucumbers. We were working in a glasshouse, and everything is done using machines – you have to remove the leaves and shoots, and pollinate the tomatoes,” he said.

“I came back to Fiji and planted some cucumbers, but it's different here. The first thing I noticed is the size is different – they're bigger in Fiji. In Australia, we use hydroponics, but here we just plant them in the ground.”

Emori joined the PALM scheme to help his family, extend their home, and contribute to his siblings' school fees.

“I was able to send my daughter to school, and I bought her milk and diapers while in Australia – she was just two,” he said.

“We kept in contact by phone. They were happy when I first told them I was going to Australia. When I came back and saw them face to face again, we were happy.”

Emori enjoyed meeting people from other countries and learning about their cultures. He also made new social connections through his local Fijian community in Adelaide.

“When we first arrived in Australia, we met some of the Fijian community and sometimes went to church together on Sundays. I also socialised through the rugby club and PICSA.”

Emori plans to return to Australia to save enough money to buy a family car and plant sugarcane on his land.

FROM FAR NORTH QUEENSLAND TO YOUR TABLE:

*the sustainable journey
of bananas*



Bananas are tropical plants that flourish in warm, humid conditions. In Australia, around 97% of banana production takes place in Far North Queensland, where Cavendish bananas are most commonly grown. These bananas are the go-to variety for everyday enjoyment, popular for their availability, affordability, and as a natural energy booster.

Technical manager Alana Sciacca highlights that “bananas enjoy nutrient-rich loamy soils with plenty of organic matter,” making Queensland’s volcanic soils ideal. Bananas are heavy feeders, relying on nutrients like nitrogen and potassium. While Cavendish bananas thrive in tropical regions, other Perfection Fresh varieties — like Little Gem® and Havana™ — prefer subtropical climates, where they are more tolerant of cooler, drier winters.

The vital role of water and the eco-friendly approach

Water is a vital part of banana farming, as each banana plant absorbs around 20 to 60 mm of water weekly, with the fruit itself composed of around 75% water. Banana plants, technically classified as herbs, rely on a ‘sap flow’ system that transports nutrients from the roots to the fruit. This process is critical for healthy, full-flavoured bananas.

Sustainability is a key focus for Perfection Fresh, particularly with our Ecoganic® Red Tip® bananas, grown using the Ecoganic® farming method. This method reduces the use of fertiliser and chemicals while emphasising soil health and fertility. Our commitment to ethical farming practices, sustainable horticulture, good governance, and responsible sourcing underpins these efforts.

“BY FOSTERING NATURALLY OCCURRING FLORA AND FAUNA WITHIN THE FARM ECOSYSTEM, WE INCREASE BENEFICIAL INSECTS, ADOPTING A ‘CREATURE-FRIENDLY’ FARMING METHOD. THIS DEDICATION NOT ONLY SUPPORTS THE HEALTH OF WATERWAYS BUT ALSO HAS A POSITIVE IMPACT ON THE GREAT BARRIER REEF, ENSURING OUR FARMING PRACTICES ARE FRIENDLY TO BOTH THE ENVIRONMENT AND LOCAL ECOSYSTEMS,” ALANA SAYS.

Bananas grow year-round, meaning farmers can maintain consistent production. Caring for banana plants involves regular maintenance to ensure optimal growth. Farmers monitor soil health, manage weeds, and implement effective irrigation systems to keep the plants hydrated.

Nutrient management is also crucial; bananas are heavy feeders and require regular fertilisation to support their growth and fruit development. Additionally, manual labour is essential during the harvesting process, as farmers carefully cut down the mature bunches to avoid damaging the plants.





PERFECTION FRESH STRENGTHENS WORKPLACE CULTURE

with independent review

Perfection Fresh recently commissioned an independent, third-party systematic review of our systems for preventing and responding to inappropriate behaviour. As a diverse and complex business with a widespread workforce, it's essential that we regularly assess and strengthen the frameworks we have in place to foster an inclusive and supportive environment for everyone.

This review, led by the highly respected Elizabeth Broderick & Co., involved extensive employee feedback, with more than 500 team members sharing their experiences. The review carefully examined our policies, procedures, training, and reporting systems to ensure we have best-practice frameworks in place.

The findings provided valuable insights into our strengths and opportunities for growth. They highlighted areas of pride while identifying ways to enhance leadership consistency, psychological safety, and inclusivity across the organisation. Our CEO, Michael Simonetta, and the leadership team are fully committed to acting on these insights and building a workplace where all employees feel safe, respected, and valued.

To drive meaningful change, we've developed ten key action areas to strengthen our culture, reinforce our values, and ensure accountability. Each initiative has a clear timeline and dedicated leadership to drive progress.

Ten Priority Areas for Improvement

- 1 Strengthen Leadership Team Meetings & Behavioural Expectations
- 2 Enhance the Employee Induction Process
- 3 Clarify Position Descriptions and KPIs
- 4 Improve the Incentive Scheme
- 5 Implement an External Whistleblower Program
- 6 Conduct an Annual Worker Survey
- 7 Update and Align Human Resources Policies
- 8 Increase Site Visits for Leadership Engagement
- 9 Expand Workplace Health & Safety Training
- 10 Partner with Cultural Change Specialists

We are excited about the future and confident that these initiatives will help create an even stronger, more supportive workplace culture at Perfection Fresh.

EMPOWERING WOMEN:

Success stories at Perfection Fresh

WE EXPRESS OUR GRATITUDE TO THE SKILLED WOMEN WHO PLAY VITAL ROLES ACROSS ALL AREAS OF PERFECTION FRESH, FROM OUR FARMS AND MARKETS TO OUR GLASSHOUSES AND OFFICE ENVIRONMENTS.



Meet Heather

Hi, my name is Heather Feetham, and I'm a grower at Perfection Fresh. I've been with the company for almost three years.

I manage 10ha at Stage 3 of the Two Wells glasshouse, where I grow cucumbers and tomatoes. My role involves overseeing the day-to-day operations and technical aspects of the growing systems.

At Stage 3, we have around 100 staff. While the labour manager takes care of their daily activities, I play a key role in management and directly lead the four-person Integrated Pest Management (IPM) team. I oversee tasks such as fertiliser mixing, spraying, and crop monitoring.

Perfection Fresh at Two Wells is an impressive facility, and it's a great place for me to develop as a grower. I'm really proud to contribute to the success of the site. Growing healthy crops that feed families is both satisfying and rewarding. I also appreciate the flexible hours and good work-life balance my role provides. It allows me to work hard while still having flexibility in my schedule.



Meet Alana

Hi, my name is Alana Sciacca, and I'm the Technical Supply Manager for Bananas at Perfection Fresh. I'm born and bred in Far North Queensland, and I currently live in banana country!

I spent nine years working for the family farm in a quality assurance and compliance role. About three years ago, our family business, Ecoganic® Red Tip® Bananas, established a partnership with Perfection Fresh, which gave me a wonderful opportunity to join the team. This move allowed me to expand my capabilities from a farming background into the supply chain sector, and I've really enjoyed the transition.

As the banana technical supply manager, my role focuses on getting bananas from paddock to plate while ensuring food safety and meeting retailer standards. I work closely with growers on quality improvement and continue to manage the Ecoganic® certification program for our Ecoganic® Red Tip® Bananas. I'm passionate about working with our exclusive banana varieties—Ecoganic® Red Tip® Bananas, Little Gem® Bananas, and Havana™ Bananas. I support growers in diversifying their businesses, tackling key industry challenges, and engaging consumers in a unique eating experience.

MAKING A DIFFERENCE

through giving back

AT PERFECTION FRESH, GIVING BACK TO THE COMMUNITY IS AT THE HEART OF OUR VALUES.

Through charitable partnerships, sponsorships, and local engagement, we actively contribute to building stronger communities. Our Corporate Social Responsibility (CSR) initiatives are deeply woven into the fabric of our business, and we take pride in the lasting impact they create.

Supporting communities is a long-term commitment to driving positive change. We work collaboratively with like-minded organisations to achieve shared goals, strengthening relationships and fostering a culture of goodwill within our workplace and beyond.

Supporting cancer research and prevention with Tour de Cure



The Perfection Fresh team participated in the annual Woolworths Group, Woolies Wheels and Walks event, partnering with Tour de Cure Australia to raise vital funds for cancer research, support, and prevention projects. As part of our long-standing commitment to community partnerships, we were pleased to serve as a platinum walk sponsor, furthering our dedication to making a positive impact on the communities we serve.

Our team members joined the 10-kilometre walk with enthusiasm, contributing to the more than \$1.7 million raised during the event. Participants were also treated to Perfection Fresh Quikes® and Solanato® tomatoes at rehydration stops, helping to keep everyone refreshed along the way.

Since 2007, Tour de Cure supporters have raised more than \$130 million, funding over 1,019 world class cancer research, support, and prevention projects. This funding has led to 156 significant cancer breakthroughs, benefiting over 180,000 children and families.

Supporting regional communities

We are delighted to support regional charities and sporting clubs that play a vital role in local communities. These clubs are essential hubs, bringing people together and helping to strengthen the social fabric of regional life.

Clubs like the Gatton Hawks and the Two Wells Football & Netball Sporting Club are more than just places for sport—they're spaces for connection, inclusion, and community spirit.

By backing these local initiatives, we're not just supporting the game; we're investing in the heart of our communities.



Supporting Ronald McDonald House Charities Australia



Ronald McDonald House Charities® Australia

Perfection Fresh was grateful to serve as a Silver Sponsor at the 38th Annual Ronald McDonald House Charities (RMHC) NSW Ball. This important event raised vital funds for programs that provide critical support to seriously ill children and their families, including Ronald McDonald Houses, the Family Retreat in Forster, the Care Mobile, the Learning Program, and the Family Room program.

As part of our ongoing commitment to RMHC, we also donated 50 nights of accommodation, ensuring families could stay close to their children during challenging times. For more than 15 years, we have supported RMHC and are grateful for the incredible work they do to make a difference in the lives of families across Australia.

Our long-term partnership with RMHC helps ease the stress and financial burden for families, enabling them to focus on their child's well-being. Additionally, our support has alleviated pressure on hospital resources, contributing to earlier discharges and fewer missed appointments, reducing hospital bed nights, and allowing families to experience less mental stress during their child's medical journey.



LITTLE WINGS AND THE SYDNEY MARKETS FOUNDATION

It's a privilege to support Little Wings, through the Sydney Markets Foundation, two charities that are truly close to our hearts.



In this heartfelt video, Kobee and his mum, Renee, share how they were supported by Little Wings.

Little Wings provides free, chartered flights and ground transport services, taking seriously ill children from the bush to the city so they can access life-saving medical care that's not available locally.

In 2024, the Sydney Markets Foundation Cherry Ball, and their famous Cherry Ball auction, were able to raise \$165,000 for Little Wings to help these regional children in need, funding 110 Little Wings missions across NSW.

Working with more than 500 growers spread across regional and rural Australia, we understand the challenges faced by families in these areas, particularly when it comes to accessing critical healthcare.

Little Wings helps ease the burden of long-distance travel, relieving families of emotional, financial, and physical strain during an incredibly difficult time.

We recognise our responsibility to our staff, clients, shareholders, and the wider communities in which we operate. As a national business serving major cities and regional areas across Australia, we are dedicated to strengthening the social fabric of these communities.

Supporting Little Wings and the Sydney Markets Foundation is our way of giving back to both the children who rely on these essential services and the regional communities that are vital to our business. We consider it a privilege to play a part in making a real difference.

Camp Quality

We are honoured to support Camp Quality. This collaboration reflects our deep commitment to making a meaningful impact in the communities we serve, ensuring families receive the support they need when they need it most.



For more than 40 years, Camp Quality has brought positivity, fun and laughter back to kids facing cancer at every step of the cancer journey. Through recreation, hospital and educational programs, they help families build optimism and resilience through community, education and fun. Their work extends beyond the children themselves, supporting families from the moment of a cancer diagnosis and throughout their journey.

In 2024, we continued our support through National Banana Day, helping raise awareness and funds for Camp Quality.



Stephanie Alexander Kitchen Garden Foundation

In 2024, for the third consecutive year, Perfection Fresh partnered with Coles and the Stephanie Alexander Kitchen Garden Foundation, donating 30¢ from every purchase of the Coles Australian Broccolini® Family Pack. The partnership contributed to a total of \$100,000 raised for the Foundation.

As a company committed to promoting healthy eating and sustainable living, we were thrilled to support this important initiative. The Stephanie Alexander Kitchen Garden Foundation is a not-for-profit organisation that empowers children to learn about growing, harvesting, preparing, and sharing fresh, seasonal food within their school communities. The Foundation's program has been instrumental in fostering healthy eating habits, encouraging children to engage with nature, and helping them connect with their environment.



TACKLING FOOD INSECURITY:

a key focus of our ESG strategy

SUPPORTING THE COMMUNITY IS A VITAL PART OF THE SOCIAL PILLAR OF OUR ESG STRATEGY.

According to the Foodbank Hunger Report 2024, 3.4 million households in Australia have struggled to put food on the table over the past 12 months, making food insecurity a more pressing issue than ever before.

At Perfection Fresh, we actively contribute to tackling this issue by partnering with OzHarvest and Foodbank—two of Australia’s leading food rescue and food relief organisations. Through our support and donations, we help ensure fresh food reaches those in need, making a meaningful impact in the fight against food insecurity.

OzHarvest

Fighting food waste and feeding communities with OzHarvest

We’re committed to supporting OzHarvest in their mission to rescue surplus food and deliver it to Australians in need. For two decades, their iconic yellow vans have been rescuing fresh produce from food donors, including growers and producers like us.

OzHarvest now supplies over 1,500 charities across the country, including domestic violence refuges, school breakfast programs, homelessness shelters, and community outreach initiatives. Driven by their purpose to ‘Nourish our Country’, OzHarvest is one of Australia’s leading food rescue organisation. Their mission is to stop food waste, feed people in need, and protect the planet by championing the value of food and driving change at all levels of society.

Each week, the fresh produce we donate helps students in schools across Sydney gain access to nutritious fruit, while also stocking OzHarvest’s Market in Waterloo—a free market that provides fresh produce and pantry staples to those facing food insecurity.

In the past year, Perfection Fresh has donated 38,441 kilos of fresh produce—equating to an average of 769 kilos of fruit each week, which translates to 76,882 meals and prevents 76,882 kilos of greenhouse gas emissions from entering the atmosphere. (1kg of food waste = 2 kilos of CO₂e).

We’re delighted to continue our partnership with OzHarvest, ensuring that fresh produce goes where it’s needed most—onto plates, not into landfill.



Today I helped Foodbank...
 Christmas Hampers
 13 Pallets = 780 Hampers
 11,700 kg
 Meal = 21,060

780 Family



@foodbankswart | #hungerfighter | foodbankswart.au

Supporting communities through hands-on action

In December 2024, our team members joined forces with Foodbank to pack 13 pallets of food into 780 Christmas hampers. This collective effort resulted in the donation of 11,700 kilos of food, equating to 21,060 meals for 780 families in need.

This hands-on experience not only reflects our core values but also provides direct support to those affected by financial challenges and extreme weather events. It is a reminder of our ongoing dedication to making a positive impact within the communities we serve.

Foodbank

Feeding Australia: 365,793 meals at a time

For more than 45 years, Perfection Fresh has been the pioneer in delivering premium-quality fresh produce to Australians.

Our commitment to the freshest produce extends beyond business, aiming to make a positive impact on the communities we serve.

In Australia today, 3.4 million households struggle to put food on the table. More than half face extreme hardship—skipping meals, cutting portions, or even going entire days without eating.

That's why supporting the community is a key pillar of our ESG strategy. In 2024, we donated the equivalent of 365,793 meals to Foodbank, sourced from our glasshouses, market stalls, and distribution centres.

Foodbank is tackling Australia's hunger crisis while addressing the nation's \$36.6 billion food waste problem. In 2024 alone, they provided 92 million meals through 2,929 front-line charities, 3,220 school breakfast programs, and 17 Food Hubs and Mobile Pantries.

Thank you Perfection Fresh
 In 2024, you've helped us source...

365,793
 equivalent in meals for people in need

The faces of hunger in Australia are changing and the need for food relief continues unabated. Thanks to your generosity and support, we sourced the equivalent of 92 million meals (51 million kilograms of food and groceries) in 2024 with fresh fruits and vegetables, protein, pantry staples and groceries making its way to households right across Australia. We simply couldn't do it without you.

"If we weren't going to Foodbank, we'd be living off chips, 79 cent biscuits, and 50 cent wafers. We just wouldn't be getting the quality I'm able to offer the gifts by shopping with Foodbank."

Perfection Fresh | **FOOD BANK**

Feeding Australians in need every day

Helping to achieve SUSTAINABLE DEVELOPMENT GOALS

The Global Foodbanking Network

WORK SAFE, HOME SAFE

PERFECTION FRESH RECOGNISES THAT SAFETY IS A COLLECTIVE RESPONSIBILITY AND CONTINUES TO PROMOTE THE WORK SAFE HOME SAFE PROGRAM.

Key focus areas include:

- **Prompt reporting of incidents (including near misses),**
- **Applying early intervention to all injuries,**
- **Educating workers on safe practices, and**
- **Discipline around Workplace Health and Safety rules and regulations.**

This program aims to ensure work is conducted in a manner that minimises the risk of injury, harm to the environment, or property damage.

In 2024, short competency-based safety videos were piloted in one of the manufacturing facilities. The success of this training style has led to its rollout across the group. The training videos, shot in-house using Perfection Fresh staff and translated into various languages, allow new starters to visualise the process and access content before entering the operational facility.

A continued focus on training and education, particularly related to WHS responsibilities at all levels, will be maintained in 2025.

Perfection Fresh also conducted internal audits on chemical storage, handling, and disposal to ensure chemicals are stored and handled correctly, in line with DG codes of practice and GHS requirements.

The Work Safe Home Safe program has delivered a significant improvement in safety performance. A key lag indicator, Total Recordable Incident Frequency Rate (TRIFR), decreased from 9.5 in January 2024 to 6.5 in December 2024. This reduction in TRIFR corresponds to fewer instances of lost time and medical treatment injuries, reflected in a decrease in workers' compensation claims.

In October 2024, our CEO, Michael Simonetta, released his second safety focus video, highlighting key safety improvements. Presented as a toolbox talk, it reinforced the importance of safety in everything we do and Perfection Fresh's commitment to safety.

The empowerment of Team Leaders and Supervisors has led to significant timeframes without a lost time injury. This, coupled with the implementation of pre-start checks, consultations with workers, and competency-based training, has driven safety improvements.

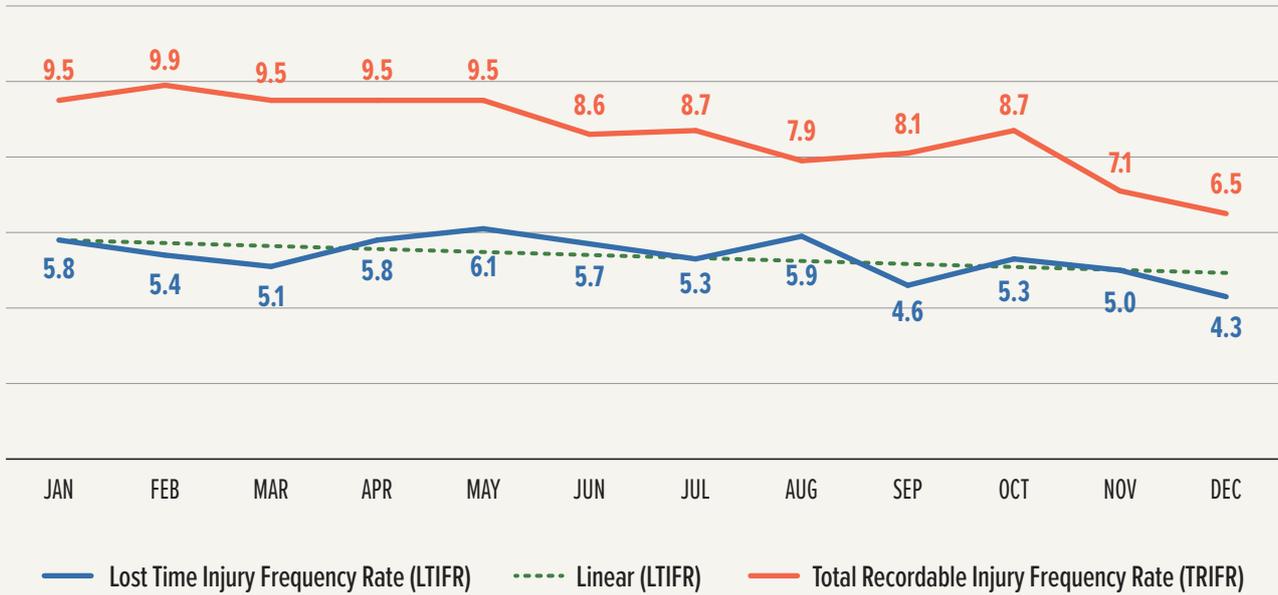
In 2025, two safety initiatives will be implemented: the first will emphasise WHS compliance through audits across all Perfection Fresh businesses, and the second will continue to develop Injury Management and Early Intervention practices, ensuring injured workers can recover at work and stay connected with colleagues.

WATCH OUR CEO'S *safety message*



Perfection Fresh Australia Group LTIFR and TRIFR

January to December 2024
PER MILLION HOURS WORKED





CULTIVATING FUTURE LEADERS

in horticulture



Left to right: Jessica Ong, Andreas Fragias, Anju Koirala

THE HORTICULTURE INDUSTRY PRESENTS AN EXCITING AND EVOLVING LANDSCAPE FOR THOSE PASSIONATE ABOUT FRESH FOOD. FROM PLANT SCIENCES AND CROP PRODUCTION TO MARKETING, ENVIRONMENTAL SUSTAINABILITY, AND CUTTING-EDGE AGRICULTURE, THERE ARE COUNTLESS OPPORTUNITIES TO DRIVE REAL IMPACT.

At Perfection Fresh, we're committed to nurturing the next generation of industry leaders through our Graduate Program—an 18-month program designed for university graduates eager to build careers in agronomy, horticulture, and consumer marketing.

Our program offers a dynamic, hands-on learning experience where graduates collaborate across business functions, work alongside industry experts, and gain invaluable exposure to the entire fresh produce supply chain.

With opportunities spanning business, agronomy, and mechanical/electrical engineering, participants gain practical experience on our farms, in glasshouses, at wholesale markets, and within our corporate offices.

Last year, we received more than 130 applications, and we're excited to welcome a new group of talented graduates who will help shape the future of fresh food in Australia.

Jessica Ong
graduate agronomist

I completed my Bachelor of Agriculture with a major in Plant and Soil Sciences at the University of Melbourne. I hope to pursue a career in horticulture and inspire a greater understanding of horticulture in those around me.

I chose the Perfection Fresh graduate program as it provides the space for creativity and innovation in horticulture, but also because the rotations across various parts of the company provide an opportunity for learning and integration across the different practices.

Andreas Fragias
business graduate

I studied a Bachelor of Arts with majors in applied psychology and business) at The University of Notre Dame (Broadway Campus). I hope to pursue a career within human resources to become a human resource manager.

I chose this Perfection Fresh graduate program as it offers many benefits, such as working in a variety of Perfection Fresh's business units, gaining insights into the fresh food industry, as well as the chance and opportunity to learn new skills and gain corporate experience.

It was a privilege to be selected for this graduate program, considering the competitive nature of the selection process. I feel fortunate to have been given this opportunity, having completed my orientation and met the current and past graduates. It is a great team and organisation to kick-start my corporate career. I'm looking forward to showcasing my skills, grow, learn, and be challenged along the way.

Anju Koirala
graduate agronomist

I completed my master's degree in agricultural science (specialisation in agriculture) from the University of Southern Queensland and a bachelor's degree in agriculture (honours) in Nepal.

I am originally from Nepal and came to Australia in 2022 to pursue my master's degree. My passion for agriculture began early when I helped my father in his agri-business, witnessing firsthand the challenges small farmers face in understanding farming systems. This inspired me to further my education in agriculture. I aim to become a highly skilled professional in agriculture, dedicated to supporting farmers, rather than pursuing a specific title.

As a graduate, I hope to develop hands-on agricultural skills, learn about the advanced use of modern technology and sustainability, and contribute to the farming community by supporting farmers in improving their practices.

The graduate agronomist program at Perfection Fresh offers an 18-month immersive experience in a diverse and culturally rich work environment. What attracted me most is the opportunity to gain hands-on practical knowledge in every aspect of farming—something that course books alone cannot provide.

From understanding the farm operations to how the products reach the consumer, this program provides a comprehensive learning experience. I believe it offers newly graduated students not only valuable skills in farming but also exposure to various sectors within the company, making it an exceptional opportunity for professional growth.

**HEAR FROM LIN
AND MITCHELL,
TWO GRADUATES
WHO FEATURED IN
OUR SUSTAINABILITY
REPORT LAST YEAR.**



SINCE 1978

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