



Joint Modern Slavery Statement

Financial Year Ending
30 June **2025**

This joint modern slavery statement is submitted by Kinrise Pty Ltd ACN 143 389 404 of Level 15, 627 Chapel Street, South Yarra, VIC 3141 on behalf of itself, Kin Group Pty Ltd, Green's General Foods Pty Ltd and Green's Foods Holdings Pty Ltd.



Kinrise.

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A message from our CEO

As I reflect on this reporting period for the financial year (FY) ending 30 June 2025, I am proud of the progress we have made in strengthening how we manage and mitigate modern slavery risks across our business and supply chain. Each step forward reflects the care, integrity and accountability that define who we are at Kinrise.

Under the careful governance of our Modern Slavery Committee, we have deepened our understanding of risk and built robust systems to manage it. Our investment in ETHIXBASE360 continues to deliver real value giving us a clearer view of our supplier base and the confidence to act where needed. This year, 86.1% of our suppliers responded to our Modern Slavery Questionnaire, another significant increase from previous years, demonstrating the strength of our engagement and the shared commitment of our partners to responsible and ethical practices.

Pleasingly our supplier base continues to be in the low to moderate risk range with a very low number of high-risk suppliers, a position largely attributable to our local manufacturing and sourcing strategies. We have fulfilled all remediation action plans promised in our last report, including sharing the details and outcome of a specific case study included on page 13 of this report. This case study illustrates how we take action; with transparency, accountability and care at the centre of every decision.

A key development in this reporting period has been the adoption of an enhanced process for supplier due diligence, which will be an ongoing annual program rotating between critical suppliers based on their risk profiles.

We continue to take deliberate steps to measure our progress. Independent SMETA audits across our manufacturing sites reaffirm that our systems and processes are working in practice - that our policies are being lived, not just documented. These results give us confidence that our approach is driving meaningful change.

Equally important is the culture of awareness and ownership we are nurturing across Kinrise. Through our Business Code of Conduct, training programs, and leadership-led communications, our people are embedding ethical behaviour and respect for human rights into everyday decisions.

The frameworks we now have in place are delivering results. We are seeing stronger partnerships, better transparency, and genuine alignment with our values across our supply chain. Together with our suppliers and our teams, we are building a more responsible and sustainable business.



Esme Borgelt
Chief Executive Officer
Kinrise

Core Values



we are
driven



we are
real



we
care



we are
proud



we are
different



Introduction

Kinrise Pty Ltd (ACN 143 389 404) (Kinrise) is an Australian food company with a diverse portfolio of Australian food businesses united by shared values, shared leadership, and a shared view of the future of food in Australia.

This is the sixth Modern Slavery Statement submitted by Kinrise pursuant to the Modern Slavery Act 2018 (Cth) (Act). It sets out the approach and actions taken by the following related entities of Kinrise (all of which are reporting entities for the purposes of the Act) to identify, assess and address modern slavery risks in the Group's operations and supply chain over the financial year ending 30 June 2025 (Statement):

- (i) Kin Group Pty Ltd (ACN 095 313 714) (ultimate holding company) (Kin Group);
- (ii) Kinrise Pty Ltd (ACN 143 389 404) (Kinrise);
- (iii) Greens General Foods Pty Ltd (ACN 001 553 564); and
- (iv) Green's Food Holdings Pty Ltd (ACN 160 202 200).

Unless expressly stated otherwise, each of the reporting entities listed above and their controlled entities as defined in the Act and listed on page 4, are referred to in this Statement as "the Group" or "our Group".

The Groups registered office is located at Level 16, 644 Chapel Street, South Yarra, Victoria 3141.



Our structure, operations and supply chains

Kinrise is a subsidiary of Kin Group. Kin Group and its controlled entities comprise an Australian privately owned investment business that own and operate large industrial, manufacturing, technology and retail businesses worldwide.

Kinrise is the parent company of the following broad portfolio of related entities:

- (i) Greens General Foods Pty Ltd (ACN 001 553 564);
- (ii) Green's Food Holdings Pty Ltd (ACN 160 202 200);
- (iii) Green's Intellectual Holdings Pty Ltd (ACN 165 758 298);
- (iv) Waterwheel Premium Foods Pty Ltd (ACN 162 115 611);
- (v) Green's Biscuits Pty Ltd (ACN 167 337 439);
- (vi) Ozpack Holdings Pty Ltd (ACN 115 009 151);
- (vii) Propax Pty Ltd (ACN 101 942 312);
- (viii) OLHS Pty Ltd (ACN 127 870 008); and
- (ix) Key Partnerships Australia Pty Ltd (ACN 109 800 937);
- (x) Burst Foods Pty Ltd (ACN 619 846 114);
- (xi) The Cake Syndicate Pty Ltd (ACN 150 924 726).

Kinrise operations (and its controlled entities) expand across the areas of developing, manufacturing, packaging, marketing, and sale of food products. Kinrise operations are based in Australia with manufacturing sites in NSW, Victoria and Queensland meaning that all our food products are manufactured only in Australia.

We operate across four different categories:



Snackfoods



**Pantry
foods**



**Baking &
Bakery**



Biscuits





Kinrise employs 639 team members throughout the Group's operations. We strive to purchase all our ingredients for the food we make from Australia. At present, 80% of our Kinrise branded products are made with at least 70% Australian ingredients, which is an increase from our prior reporting period.

Our products are manufactured for supply across Australia and for export to the Americas, Oceania and Asia.





Kinrise manufactures food under the following brands





Our structure, operations & supply chain

The supply chain of products and services that contribute to our Group operations include:

- (i) raw ingredients;
- (ii) packaging;
- (iii) warehousing, cold storage, freight, and distribution services;
- (iv) manufacturing equipment, and installation and commissioning services;
- (v) labour hire services;
- (vi) personal protective equipment;
- (vii) professional, legal, financial, marketing services; and
- (viii) utility services.

Local Suppliers



1,056

Our spend in the USA relates almost entirely to specialised packaging materials, and the spend in Denmark relates to the purchase of capital equipment for our manufacturing facilities. These 51 international suppliers make up 5.3% of our total Group spend. The 1,056 other suppliers were all based in Australia.

International Suppliers



51

In the 2025 financial year, our Group partnered directly with 1,107 suppliers. Of those, 51 were international suppliers, including New Zealand, USA, Denmark, Germany, Thailand, Poland, Great Britain, Indonesia, Netherlands and Canada (listed in order of spend). The spend in New Zealand was related to ingredients and raw materials.

Total Suppliers 1,107

94.7% of total Group spend is based in Australia



Potential risks of modern slavery

We have identified several areas of potential risk in our operations and supply chain which we explore below.

1

LABOUR HIRE

A number of the Group's operations engage labour hire providers to provide temporary labour. The use of occasional labour hire providers are deemed as low risk, due to the stringent requirements we have in place for these services, and which are audited by us, from time to time. The efforts we are making with respect to reducing any potential risk are outlined on page 19 of this report.

2

MANUFACTURING EQUIPMENT & PACKAGING

The Group's largest category of spend with international suppliers during this reporting period was on manufacturing equipment and packaging, primarily sourced from the United States of America, Germany, Denmark and the United Kingdom. According to the Global Slavery Index 2023¹, these countries are not deemed high risk countries, which is supported by our risk analysis in Ethixbase.

3

MANUFACTURING PROCESSES

The manufacturing sector is one where most cases of forced labour occur globally. The Group's operations include administrative, sales, marketing and manufacturing functions. All the Group's operations, including the manufacturing function are only based in Australia which according to the Global Slavery Index 2023² is inherently a low-risk jurisdiction. We are also confident that our risk remediation measures allow this risk to remain low which include having legally compliant employment contracts, work and pay conditions. This risk is further managed by the requirements set out in our Business Code of Conduct featured further on page 16 of this report.

1, 2. <https://www.walkfree.org/global-slavery-index/>





Potential risks of modern slavery

4

PURCHASE OF HIGHER RISK RAW MATERIALS

In the course of our Group operations, we purchase raw materials including cocoa and sugarcane. According to the Global Slavery Index 2023³, cocoa and sugarcane, when imported into a G20 country, are products that are potentially at risk of modern slavery. We are cognisant of the findings in the latest Global Slavery Index⁴, specifically in relation to the cocoa sector, that “the farming and harvesting of cocoa beans are particularly vulnerable to forced labour, trafficking, and the worst forms of child labour”.

Demonstrative of our commitment to review our sourcing strategy to ensure meaningful progress is made in respect of modern slavery risk mitigation, we will continue to ensure that 100% of the total cocoa sourced by the Group is Rainforest Alliance (RA) sourced (an increase from 17% over the last three reporting periods).

100% of the total cocoa sourced by the Group is Rainforest Alliance (RA) sourced.

Products that obtain RA certification⁵ comply with strict requirements. RA certified farms and companies are audited by independent certification bodies. RA certification requirements include good agricultural practices and farm management, safe and healthy working conditions, addressing child and forced labour, and protection of the environment.

RA trains farmers around child labour laws and promote gender-equality and non-discrimination. They are also focused on creating better livelihoods for farmers and farm workers that enable them to afford a decent standard of living⁶. Since 1987, the RA has worked to build a global alliance of people with a shared vision of a world where people and nature thrive in harmony. Today, they work in 62 countries around the world to protect forests, improve the livelihoods of farmers and forest communities, promote their human rights, and help them mitigate and adapt to the climate crisis. The RA is committed to measuring and assessing their impacts on the ground, so they can continuously improve the effectiveness of the certification program and landscape management work.

By sourcing RA certified cocoa, Kinrise joins a group of allies all committed to contributing to deep-rooted change on some of the most pressing social and environmental issues of our time. Kinrise are committed to continuing to source 100% RA certified cocoa and have ensured that our contracts with suppliers stipulate this requirement.



3,4. <https://www.globalslaveryindex.org/>

5,6. <https://www.rainforest-alliance.org/>



The actions we take to assess and address potential risks

We manage modern slavery risks in various ways. We are dedicated to a continuous improvement approach to best and most effectively manage risks and seek to highlight below all the positive progress made and any evolutions in our approach during this reporting period.

1



THE MODERN SLAVERY COMMITTEE

The foundation of our governance approach is managed by our Modern Slavery Committee (the Committee). The Committee is comprised of key leaders of the Group across multiple relevant functional areas of the business including People & Culture, Procurement, Legal, Corporate Affairs, Finance and Food Safety and Quality.

During this reporting period the Committee met three times.

The Committee is chartered by a documented three-year road map (the “MS Roadmap”) which ensures appropriate prioritisation of activities for Kinrise to deliver on to manage any potential risks in our supply chain and operations. This MS Roadmap allows the Committee to efficiently monitor progress and timing on all key deliverables.

We can again report that all key initiatives in the MS Roadmap were actioned. Some of the key highlights of actions initiated and/or taken by the Committee in its efforts to effectively identify and manage the potential risks are included in this section of the report in more detail.





2

INVESTMENT IN TECHNOLOGY



ETHIXBASE 360

Our relationship, and agreement to engage with and implement the use of a world-class third party software platform called Ethixbase360 (Ethixbase) continues to be a valuable investment to support us in effectively identifying and managing risk. Our use of this software has provided us with quality incremental data and information about our supplier base that has enabled us to more closely monitor and action modern slavery risks that may arise in our supply chain. Our use of Ethixbase has been revolutionary to the Group's capability to understand the deeper layers of our supplier universe and to ensure that any high risk suppliers are identified so that remediation action plans can be put in place where necessary.

This platform is a software solution that gives us full and detailed transparency into our third-party supplier network. It has the following key features that contribute to our efforts to identify, manage, mitigate and report on the risk of modern slavery in our supply chain:

- *Risk Assessment*: an innovative easy to complete modern slavery questionnaire (MSQ) allowing us to engage with our suppliers.
- *Risk Based Due Diligence*: Based on risk ratings from data collated in the MSQ.
- *Reporting and Analytics*: Critical data enabling us to strategically address risks.
- *Ongoing Monitoring*: Alerts when status changes occur allow for swift follow up action.



3

SUPPLIER RESPONSE AND REMEDIATION



During this reporting period, suppliers were requested to respond to our MSQ and all responses were assessed in accordance with the Ethixbase risk assessment criteria to determine the risk profile of our supplier base. This involved running several due diligence reports to delve into the market relationships and activities of our suppliers to identify key risks.

The procurement team provided regular updates to the Modern Slavery Committee and presented to the CEO on the progress of each of the milestones captured in our MS Roadmap.

In last years report, we made a promise to strive for a further increase in our MSQ response rate for this reporting period.

Our MSQ response rate has again increased to 86.1% from 33.4% and 75.9% in the two prior reporting periods (see image 1). This is due to ongoing efforts to engage with our suppliers and encourage response rates through all levels of the business.

To ensure that we continue to sustain and increase our MSQ response rate, we prioritise clear and supportive communication with suppliers to ensure the MSQ and our position on Modern Slavery is well understood. We also offered additional support to make the process easier for suppliers. Providing resources, FAQs, and designated points of contact for assistance, alleviates confusion and encourages completion of the MSQ. We set clear deadlines and send timely reminders to help keep suppliers accountable.

We continue to ensure that our approach with our suppliers is commensurate with their risk levels. In this reporting period, through the supplier submissions on Ethixbase, several suppliers were initially flagged with potential risks. Subsequently, we undertook a more in-depth risk assessment of those suppliers which resulted in a reclassification of those suppliers to low or moderate risk in our Ethixbase rating system, as a consequence of the due diligence process we applied.

As an additional precaution, and regardless of the low-risk rating associated with one of these suppliers, we promised in our FY24 report to provide a more detailed remediation plan and outcome to illustrate our approach on risk in the form of a supplier case study. This case study is included on page 13 of our report.

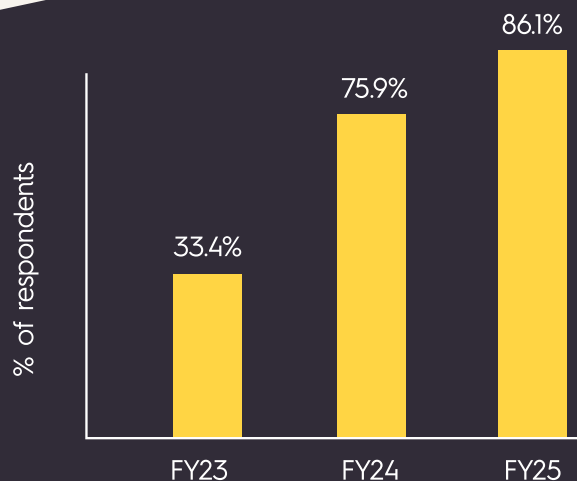


Image 1: % of respondents to MSQ

Major Multinational Food Corporation

("Supplier")

Note: This case study has been anonymised due to commercial confidentiality.

RISK IDENTIFIED

A Supplier was ordered by an international court to pay a large fine and put risk remediation plans in place for having purchased high risk raw materials from sources where child labour or forced work had been identified.

We identified that the Group was in current supply arrangements with the Supplier and so we conducted an Enhanced Due Diligence (EDD) background report which identifies risk at a more granular level including additional checks for political exposure risk, sanctions, enforcements and watch lists.

The Supplier had 3 out of 18 categories of Modern Slavery risk identified in the EDD report all of which were relevant, however, categorised as low risk.

Supplier was classified in Ethixbase as

**MODERATE
RISK**

OUR ACTION

The Supplier is currently on our watch list. Background check reports will be reissued periodically to identify any newly triggered risks or changes to previously identified ones.

Our centralised Kinrise Procurement team is executing a long-term transition plan to replace the Supplier in a phased manner and have initiated a supplier development strategy to identify alternative sources of supply.





Supplier response and remediation continued

Below is a snapshot of the completion status of all MSQ's issued by the Group as at 30 June 2025:

Total	In Progress	Completed	Not Started	Alternate End State
274	3	180	35	56
	1.1%	65.7%	12.8%	20.4%

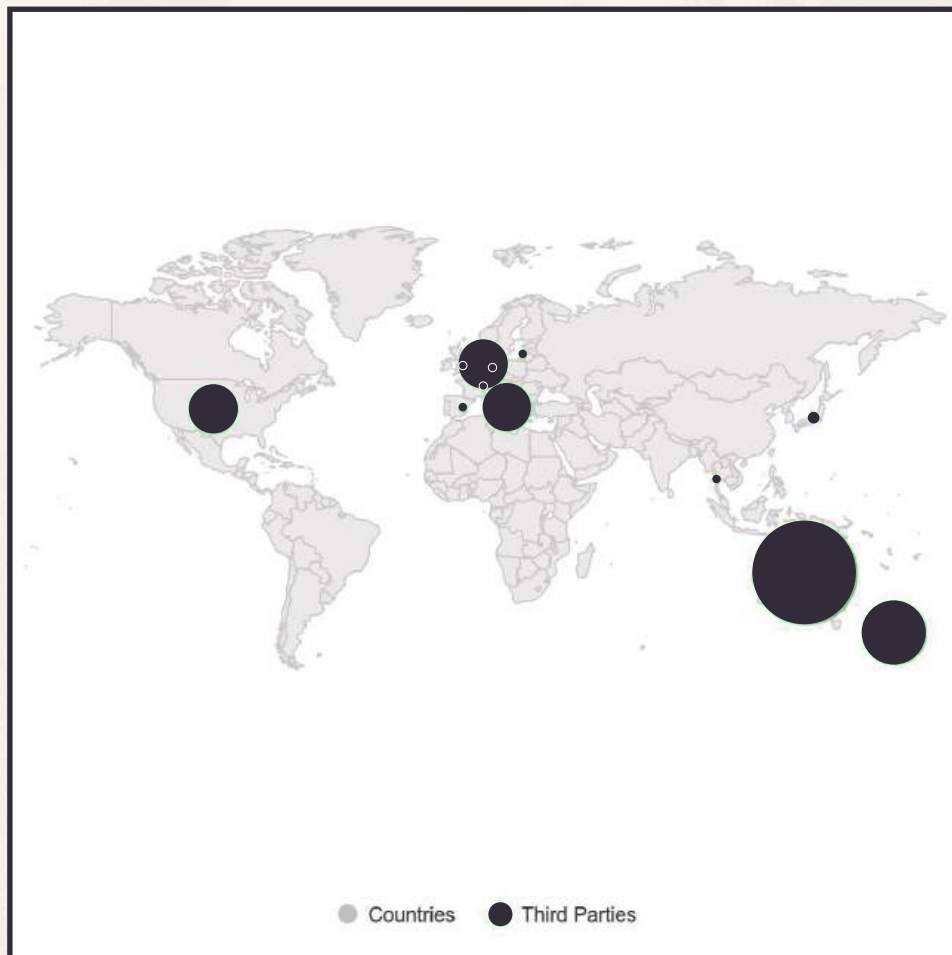


Image 2: Supplier Business Operations Mapping as at 30 June 2025



Supplier response and remediation continued

The continued improvement in our response rate for the MSQ has allowed us to:

- Identify the dispersion of our suppliers around the world (see image 2 on page 14) as well as track their production chain;
- Understand our indirect suppliers better;
- Identify and focus on suppliers that present the highest risk; and
- Formalise a commitment and adherence to our Supplier Code of Conduct (included on page 17 of this report).

A feature of our future focus deliverables in our FY24 report was to ensure responses are received at the onboarding stage of new suppliers during our engagement and before final agreements are signed, allowing us to assess the risk before potentially exposing Kinrise.

The MSQ has become a critical and non-negotiable step in any new supplier relationship and is treated as mandatory for any supplier wishing to participate in new supply tenders. During this reporting period, we issued 21 tenders and had a 100% response rate from participants. Our CEO is committed to initiating 1:1 follow ups for high value suppliers who have not completed an MSQ.

A development in this reporting period that we are proud of is the adoption of an enhanced process for supplier due diligence. We have implemented a process to formally audit our top critical suppliers. This will be an ongoing annual program and we will rotate the suppliers based on their risk profiles.

We require our audited suppliers to confirm that they have answered our MSQ which is a further effort by our company to ensure we are adequately managing risks associated with modern slavery in our supply chain.

The MSQ measures risk and assigns a score on a scale to a supplier. During this reporting period, as identified in Image 3 (below left), overall Kinrise suppliers continue to present on the lower end of the moderate risk range.

Image 4 (below right) provides a visual representation of the percentage of each supplier who has responded by 30 June 2025 in each of the risk categories.

Our partners at Ethixbase have informed us that its customer base have an average MSQ response rate between 30% and 80% as well as an average risk between 4 and 7, therefore we remain well positioned with a current response rate of 86.1% and an average supplier risk rating of 5.



Image 3

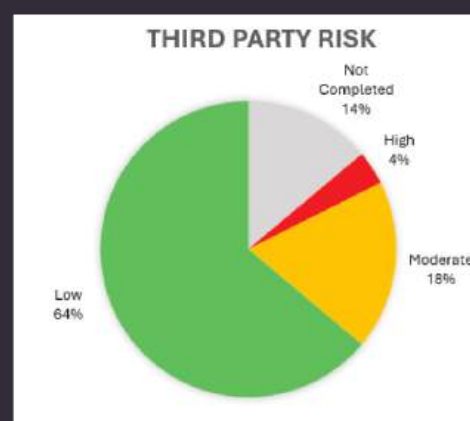


Image 4



4

ONGOING COMMITMENT TO THE KINRISE SUPPLIER CODE OF CONDUCT



The Kinrise Supplier Code of Conduct Code included on page 17 can also be found on our website www.kinrise.com.au.

The Code sets out the standards and requirements which Kinrise requires all our suppliers to meet and will enable us to build greater clarity of our expectations in onboarding and via our contractual relationships with suppliers including as it relates to respecting human rights, providing safe workplaces and ensuring fair salary and working conditions.

We have a dedicated supplier email address for any enquiries about the Code with the inbox managed by our Head of Procurement for all enquiries. In this reporting period, we have had no enquiries about the Supplier Code of Conduct, however, having this dedicated supplier email address facilitated excellent collaboration between our procurement division and supplier base about use of and compliance with our new MSQ issued via our software platform Ethixbase detailed on page 11 of this report.

5

ONGOING COMMITMENT TO THE KINRISE BUSINESS CODE OF CONDUCT



The Kinrise Business Code of Conduct (which contains a direct link to our Supplier Code of Conduct) applies to all employees and helps ensure that they act in accordance with Kinrise purpose and values. It guides all our business decisions, transactions and conversations and describes how we should act internally with each other and also our customers, suppliers, key partner and stakeholders.

The Code makes clear that at Kinrise we oppose exploitative, inhuman labour practices including the illegal use of child or forced labour and that we ensure all employment is freely chosen.

The Code also makes it clear that we do not condone the violation of any labour and employment laws in the countries we do business and that we have a zero tolerance for Modern Slavery of any kind in our operations.

In last years' report, we promised to share more details about our communication and education program so that the Code remained front of mind for all our employees. In the latest round of communications, our leaders rolled out a series of personal videos for each section of our Code signalling to people the importance of the principles enshrined in it.

Our customised online training program for all new and existing staff to complete which includes a mandatory requirement to sign and acknowledge understanding of our Code was developed and will be rolled out soon which will enhance and optimise our onboarding process and its utility in managing risk.

One of our core values is We Care and that means always striving to do better for our people and our communities.



Kinrise Supplier Code of Conduct

Our Values and Commitments

At Kinrise, we are driven by our purpose and mission.

Our **purpose** is to proudly bring families together with delicious homegrown food we've made with care.

Our **mission** is to create moments of joy.

We also believe that how we achieve our results is as important as the results we achieve so we are committed to championing and living our five core values:



As Kinrise continues to grow, so does our responsibility to each other, our communities and our consumers. We are committed to respecting human rights and implementing responsible workplace policies and practices. We expect all our supply chain partners to have those same commitments.

This Supplier Code of Conduct sets out the requirements and standards which Kinrise requires all our suppliers to meet. This Code will apply to all suppliers. Kinrise reserves the right to verify compliance with this Code and to terminate any contract, arrangement or understanding if the supplier does not comply with this Code.

Obey the Law

Comply with all local and national laws that apply to your business operations and your dealings with Kinrise.

Act with Business Integrity

Conduct your business with honesty, integrity and commitment to the highest standards of ethical conduct. Do not engage in, encourage, or permit unlawful or unfair trade practices or any method of obtaining undue or improper advantage, including bribery, corruption, extortion or embezzlement.

Respect Human Rights

Do not engage in any form of modern slavery as defined in the *Modern Slavery Act 2018* (Cth) and local laws. Adhere to international human rights laws and principles*.

Protect the Environment

Conduct your business to protect and preserve the environment.

Provide a Safe and Healthy Workplace

Provide a secure, safe and healthy workplace. Minimise the risk of accidents, injury and hazards inherent in the working environment.

Salary and Working Conditions

Pay your employees fairly, relative to industry and local standards and at least in accordance with all relevant laws and agreements. Make sure your employees' working hours are not excessive such that their health or safety are negatively impacted and comply with all laws in relation to work hours and overtime.

Respect Employees' Rights to Freely Associate and Collectively Bargain

Recognise and respect your employees right to freely associate, organise, and bargain collectively. Do not discriminate or retaliate against employees who exercise these rights.

Maintain Grievance Procedures

Provide employees with a grievance process. Respect grievances without reprisal and ensure concerns are addressed in a timely manner.

Do Not Discriminate

Do not engage in any form of discrimination including discrimination on the basis of age, race, colour, language, nationality, disability, ethnicity, religious belief, political views, gender, sexual orientation or marital status.

Do Not Tolerate Harassment or Bullying

Ensure the work environment is free from actual or threatened harassment, abuse, bullying, and intimidation, whether physical, psychological, verbal, sexual, or otherwise.

Implement Appropriate Management Systems

Develop and implement systems to ensure compliance with the law, this Code and respect for all human rights.

Use of the term "Kinrise" in this Code refers to Kinrise Pty Ltd ACN 143 389 404 and its related entities, Burst Foods Pty Ltd t/a Cobs Fine Foods ABN 67 619 846 114, The Cake Syndicate Pty Ltd t/a Susan Day Cakes ABN 19 150 924 726 , Propax Pty Ltd t/a Ozpack ABN 16 101 942 312, Green's General Foods Pty Ltd ABN 56 001 553 564 , and Green's Biscuits Pty Ltd ABN 26 167 337 439.

* This includes the *United Nation Global Compact*, the *United Nation Universal Declaration of Human Rights*, the *1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work*, the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*, the *Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour*, and the *ETI Base Code*.

If you have any queries about this Code, please contact Kinrise on suppliercode@kinrise.com.au.



6

TRAINING



All new starters who are salaried employees are issued within their first few weeks of employment with online compliance training modules in respect of Workplace Behaviours which must be completed within 30 days. These modules set the expectations from Kinrise for our employees in respect of ethical and illegal conduct including how to manage any associated incidents.

7

COMPANY POLICIES



The Group also has the following existing policies which are periodically reviewed for compliance with relevant legislation and requirements and to enhance the details relating to modern slavery occurrences:

- Equality and Diversity Policy
- Whistleblower Policy
- Work Health and Safety Framework
- Grievance Handling Policy & Procedure

Our Procurement Policy and Contracts Policy provide an excellent process and standard of governance regarding how we select suppliers and the level of contractual coverage (particularly in relation to compliance with our Codes of Conduct) to better manage modern slavery and forced labour risks in our supply chain.

This kind of critical analysis and decision making about our supply arrangements continues to be effectively managed by our centralised procurement function which tightly manages how we onboard, get to know and manage our supplier base with dedicated and proactive oversight and in strict accordance with these policies.

The Kinrise Whistleblower Policy states that any illegal and/or unethical conduct will be investigated and includes a hotline operated by an independent service provider that employees can contact at any time.

The Group's Diversity & EEO Policy states that all employees are entitled to be treated with dignity, courtesy and respect, work free from discrimination, bullying and harassment, and have the right to raise issues or make an enquiry or complaint without being victimised.

The Kinrise Work Health and Safety Framework sets out a thorough and compliant structure for the management of Health, Safety and Environment within the business.

The Group's Grievance Handling Policy states that all team members have the right to make a complaint to their direct team leader or another team leader and be treated with respect and impartiality throughout the process.

We have supplementary compliance tools accessible for all employees on the company intranet that summarise these policies in a one-page Quick Guide to make comprehension and key principles clear for everyone and to ensure that awareness and understanding remains high for better compliance.



8

THIRD PARTY CONTRACT TERMS

Our Kinrise master goods and services procurement agreement template includes contractual controls that:



- allow Kinrise to request a written report addressing the supplier's measures to identify the risks of modern slavery practices;
- require the supplier to represent and warrant to Kinrise that the supplier, to the best of its knowledge and belief and as at the date of entering into the agreement with Kinrise or a member of the Group, does not, and will not, use any form of modern slavery in performing its obligations under the agreement;
- require the supplier to notify Kinrise if it becomes aware of any risks that modern slavery will be used by the supplier; and
- in certain circumstances, require the supplier to develop and implement a Modern Slavery policy and due diligence processes in its operations.

Kinrise continues to engage labour hire service providers across our manufacturing sites from time to time. Our labour hire service procurement agreement includes provisions that require the labour hire service provider to ensure that any personnel employed by them to perform services on their behalf to the Group are properly characterised, engaged and provided with clear terms of employment that comply with applicable laws. Other provisions ensure that the provider pays personnel in accordance with all applicable laws.

In addition to the above measures, when sourcing the supply of products and services that contribute to our Group's operations, the Group continues to take into consideration whether the product or item can be sourced domestically in order to reduce the risk of modern slavery in the Group's supply chain.

The Group also has robust and consistent onboarding procedures for all labour hire workers before they attend on site that includes, amongst other things, proof of work rights documentation checks and online site induction in respect of all of the key policies highlighted in this report on page 18. All onboarding output is recorded and kept on file. Annual refresher inductions are provided during the period of engagement for labour hire personnel.

We have very clear and strong enforceable controls in place and are pleased to report that we have had no issues of non-compliance from suppliers regarding modern slavery practices.





Measuring the effectiveness of our actions

During this reporting period, the Group's manufacturing facilities participated in SEDEX members Ethical Trade Audit (SMETA) audits. A SMETA audit is a social audit used by businesses to assess and understand if they are meeting responsible business practices and social compliance, such as, the working conditions at the business, health and safety of workers, human rights including labour force and child labour. Once an audit is complete, the business can then work to address any issues raised, based on a Corrective Action Plan.

During this reporting period, we are pleased to report that no significant modern slavery risks were identified. At Kinrise we follow the SMETA audit guidelines across all but one of our sites to ask the labour hire agency for proof of right to work documents for all workers on our premises and confirm the rates we paid them for fairness and to audit the process. During this reporting period, the SMETA audits conducted have not revealed any instances where this process was not managed in this way.

For the one Kinrise manufacturing facility that does not conduct SMETA audits (South Dandenong), key personnel from that business meet regularly through-out the contractual term with labour hire account managers to review contractual service KPI's and discuss any issues. During these reviews, random audits are conducted in respect of right to work documentation.

Process of consultation with our subsidiaries

In the course of preparing this Statement Kinrise has consulted with each member of the Group specified on page 3, the Legal team, and the Kinrise Procurement team that has day-to-day accountability for sourcing the products and services in its supply chain that contribute to the Group's operations. During this reporting period, we are pleased to report no instances of non compliance.



Group Owner & Director: Future Focus



I am so proud of the dedicated and collective effort of our teams, partners, and suppliers in advancing our Modern Slavery agenda and am pleased of the progress our Group has achieved throughout the 2024-25 financial year.

Reflecting on the past year, we have further embedded a culture of vigilance and responsibility across our operations and supply chains. Our proactive approach to identifying and managing modern slavery risks has been underpinned by robust due diligence, open dialogue with suppliers, and the implementation of practical remediation pathways.

Looking ahead to the next reporting period, we are resolutely focused on continuing to enhance our identification and/or management of any modern slavery risks in our support chain. Our priorities for the coming year will include:

1. Supplier Engagement

We will continue to prioritise the collection of MSQ responses at the onboarding stage for all new suppliers, aiming to maintain or exceed our current response rate and further strengthen our supplier risk profile.

2. Continuous Improvement in Remediation

We will refine our remediation processes, including more frequent background checks and transparent reporting on outcomes for suppliers identified as moderate or high risk.

3. Awareness Initiatives

We are committed to ongoing communication, education and training for our staff and supply partners, fostering a culture of awareness and accountability at every level of our organisation. We look forward to rolling out a bespoke online training module for our Business Code of Conduct for all salaried staff to complete and we will be pleased to report on the progress and improvements to be made in this area with the introduction of a new and centralised Corporate Affairs function.

4. Strengthening Governance and Policy

Enhancing oversight and accountability remains a key focus. Our existing Modern Slavery Committee will be governed by a renewed three-year roadmap. A Company Policy Governance process and Steering Committee will be developed to ensure that all key policies outlined on page 17 of the report are reviewed periodically to ensure alignment with best practice and legal or regulatory changes.

5. Transparency and Benchmarking

In FY26, we will benchmark our modern slavery risk management and reporting practices against industry peers sharing our progress and learnings openly.

Kinrise's unwavering commitment to ethical conduct and sustainable supply chains is at the heart of our business. Together, we will ensure that Kinrise remains a leader in responsible business and a force for positive change in our industry.

This statement was approved by the Board of Kin on behalf of the Group on 9 December 2025.

Raphael Geminder
Director of Kin

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Director of Kin

