# Statement on modern slavery, forced labor and child labor

**The following statement sets out the actions taken by Corbion N.V ("Corbion") and its controlled entities to identify, assess, prevent and mitigate the risks of modern slavery, forced labor and child labor in our operations and supply chains for the financial year ending 31st December 2025.**

**It is intended to support compliance with applicable legislation, including the Australian Modern Slavery Act and the California Transparency in Supply Chains Act.**

**Reporting period:** January 1 2025 – December 31 2025

## 1. Reporting entity

This statement is created by Corbion N.V., a sustainable specialty food-ingredients company incorporated in the Netherlands and headquartered in Amsterdam. Unless otherwise stated, this statement covers Corbion N.V. and its controlled entities. References to Corbion's policies, processes, and actions describe the approach generally applied across the group.

## 2. Structure, operations & supply chains

At Corbion, we exist to preserve what matters. We are a global leader in sustainable food-ingredient solutions focused on advancing natural preservation and nutrition with science and innovation. As a B2B ingredient supplier, we source, process and distribute agriculturally derived solutions to customers in markets such as food, home and personal care, animal nutrition, supplements, pharmaceuticals, medical devices, and bioplastics. Our business is organized into two segments, Functional Ingredients & Solutions and Health & Nutrition. Our customers are located in North America, Europe, Middle East, Africa, Asia-Pacific, and Latin America.

We are committed to ethical business practices and upholding human rights across our own operations and supply chain. We recognize the importance of combating modern slavery and human trafficking, and we are dedicated to ensuring that our business activities promote decent work and do not contribute to or perpetuate labor violations.

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As Corbion is not directly involved with the growing, harvesting, or processing of the crops that provide our raw materials, a significant part of our value chain's social impact sits upstream of our own operations. Responsible sourcing and human rights due diligence are therefore important parts of how we manage our business. Corbion operates globally, including in Australia. Our supply chains include raw material suppliers, chemical manufacturers, logistics providers, on-site service providers, and outsourced manufacturers. Corbion manufactures products in six countries: the United States, Mexico, Brazil, the Netherlands, Spain, and Thailand. We have innovation centers and sales offices in the United States, Mexico, Brazil, the Netherlands, Singapore, China, as well as sales offices in Spain, Poland, India, Thailand, Korea, and Japan.

We rely on agricultural crops, such as sugar cane, corn, and wheat, which are grown and harvested by farmers in Brazil, Thailand, and the US. In Thailand, this involves smallholder farmers.

**3. Policies addressing modern slavery, child labour and forced labour**

Our approach to modern slavery, forced labor and child labor is guided by international standards, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and related due diligence guidance, and the fundamental conventions of the International Labour Organization (ILO). Our main policies and standards in this area include the Human Rights Policy, Code of Business Conduct, Supplier Code, and Cane Sugar Code.

The Corbion Code of Business Conduct states the values and principles that guide our work at Corbion. Our Code applies to all activities we perform on behalf of Corbion wherever they take place, and to everyone working for our company. One of our employment standards states that we will not use any form of forced, compulsory or child labor, and we will not conduct business with parties that do.

The Supplier Code sets out Corbion's expectations for all suppliers covering, among others, business ethics and human rights and labor conditions. Our suppliers must sign the Supplier Code or demonstrate equivalent commitment through their own policies. When necessary, we support them in understanding and meeting these expectations. We expect our suppliers to refrain from engaging in any activities that involve modern slavery or human trafficking and require them to carry out due diligence.

In addition, because cane sugar is Corbion's most important agricultural raw materials, and the area where social and labor risks may be more pronounced, we also maintain a dedicated Cane Sugar Code.

Based on Bonsucro's definitions for sustainable sugarcane and derived products, it sets out specific requirements for cane sugar suppliers on human and labor rights, including child labor and forced and compulsory labor. The Cane Sugar Code applies to all Corbion suppliers of cane sugar, and its implementation is monitored through audits and certification.

**4. Modern slavery risk**

We assess risks of modern slavery in our global operations and supply chains via site level 4-pillar SMETA (SEDEX Members Ethical Trade) audits, our saliency assessment, and our annual supplier risk assessment, including labor and human rights risks identified through supply chain risk screening software.
Corbion recognizes that risks of modern slavery, forced labor, and child labor can arise both in our own operations and in our supply chains, although the risks are generally higher upstream in the supply chain. Consistent with the UN Guiding Principles, we consider the modern slavery impacts that Corbion may cause, contribute to, or be directly linked to.

The Cane sugar value chain is a particular focus as our business depends primarily on carbohydrates used as feedstock in our fermentation processes, and cane sugar is our most salient agricultural raw material from a labor-rights perspective.

In 2025, we conducted a global human rights saliency assessment in partnership with Shift, a leading center of expertise on the UN Guiding Principles on Business and Human Rights. The assessment included desk research, interviews with internal stakeholders, and workshops with senior leadership, and helped us refine our understanding of the potential impacts on people across our value chain. It confirmed that risks may be more pronounced in parts of our agricultural supply chains, including cane sugar sourcing in Thailand and Brazil. Identifying these areas as higher risk does not mean that Corbion identified confirmed instances of modern slavery across those supply chains. Rather, these are areas where enhanced due diligence and targeted mitigation are warranted.

**5. Actions to address and manage risks**

During 2025, Corbion continued to develop and apply measures to assess and manage the risks of modern slavery, forced labor and child labor. In 2025, we evaluated our existing risk assessment approach against the OECD due diligence guidance and decided to adopt a new supply chain due diligence tool, intended to strengthen risk screening and enhance the documentation of our supply chain engagement and mitigation efforts going forward.

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- **Risk assessments:** We assess all raw material suppliers for potential social, environmental, and governance risks through a supplier sustainability risk assessment, updated throughout the year and conducted for any new raw material or supplier. This also includes forced labor, slavery and child labor as social risks. This assessment considers factors such as geographical and industry risk, raw material type, and any severe human rights incidents connected with the supplier. These elements lead to a high, medium, or low risk score for each supplier. Alongside these assessments, Corbion also uses the Supplier Ethical Data Exchange (SEDEX) platform and the SEDEX Members Ethical Trade Audit (SMETA).

- **Risk-based mitigation:** For high-risk suppliers, we implement supplier-specific mitigation plans, such as SMETA audits and supplier engagement, and involving relevant internal functions, including Procurement, Sustainability and Quality. Non-compliance cases over a period of 12 months can also lead to discontinued business relationships.

- **Cane Sugar Code Compliance:** For cane sugar suppliers, Corbion operates a dedicated audit and verification program against its Cane Sugar Code, monitored through audits and certification. Suppliers are first requested to self-assess compliance with the requirements of the code. This is followed by external assessments conducted by a third party. The latter are based on a risk-based approach as the outcome of the assessment determines the numbers of farmers that will be verified. Non-compliance instances are treated differently based on the relevant non-conformant requirements, however they always include the development of a compliance plan. This process consists of a three-year cycle, where a full assessment is conducted in the first year, followed by annual surveillance assessments that include a more limited number of indicators.

- **Remediation:** Our Speak Up process and internal human rights incident procedures support the identification, assessment, and handling of concerns relating to labor and human rights issues, including potential forced labor or child labor. Where a concern is identified, Corbion assesses its nature and severity, the affected stakeholders, Corbion's level of involvement, whether external expertise is needed, and the appropriate next steps. Where non-compliance is identified, we work directly with suppliers to implement corrective action plans. In severe cases, we may suspend or terminate relationships. In 2025, no severe human rights issues or incidents connected to Corbion were reported, including in our workforce and across our upstream and downstream value chain.

Corbion maintains processes intended to support remediation where appropriate. These include supplier corrective action processes, escalation and incident assessment procedures, internal investigations through Speak Up and related mechanisms, and engagement with suppliers where concerns or non-conformities are identified. Our cane sugar audit program, in particular, allows us to identify non-compliances and work with suppliers to create and implement corrective action plans. Where remediation is required, Corbion's response depends on its level of involvement. Successful remediation and appropriate remediation actions are not predefined and are to be reassessed based on actions taken.

- **Remediation of loss of income to vulnerable families:** Corbion recognizes that, in some circumstances, efforts to eliminate forced labor or child labor may have unintended consequences for vulnerable workers or families. During the reporting period, Corbion did not identify any cases in which actions taken to eliminate forced labor or child labor resulted in loss of income to vulnerable families requiring remediation. Accordingly, no specific remediation measures of this type were implemented in 2025.

- **Training:** All Corbion employees are required to complete mandatory annual training on our Code of Business Conduct. In addition, employees responsible for procurement and supply chain management receive annual training on our Supplier Code, including modern slavery and human trafficking risks. In some cases, Corbion also provides explanatory support or onboarding on responsible sourcing expectations to suppliers, particularly in the cane sugar context, and training is delivered to workers at relevant mills as part of the cane sugar audit program.

## 6. Assessing effectiveness

Corbion assesses the effectiveness of its actions through a combination of governance, monitoring, and review processes. These include the annual refresh of supplier and raw material risk assessments, review and updating of mitigation plans for higher-risk suppliers, ongoing monitoring of external risk indicators and incidents, regular cross-functional meetings involving Sustainability, Procurement, and Quality, and follow-up of non-conformities and corrective actions in the cane sugar audit program. For cane sugar, the audit and verification program provides an additional way to assess whether supplier corrective actions are being implemented over time. We have a target to have 99% verified responsibly sourced cane sugar by 2030, whether through recognized certification, such as Bonsucro, or verification against the Corbion Cane Sugar Code.

In 2025, the share of verified responsibly sourced cane sugar was 92%, a temporary decrease from 99% in 2024. This decline was driven by the use of alternative suppliers to ensure continuity of supply, for which verification was not prioritized given their short-term nature. We have, however, implemented targeted measures to increase the share of verified sourcing, and remain confident in our ability to return to and exceed target levels. Overall, in 2025 we advanced our due diligence maturity by strengthening our risk-assessment tools and identifying opportunities to enhance the follow-up of corrective actions.

**7. Consultation with owned or controlled Entities**

This statement covers Corbion N.V. and its controlled entities. As a result, the preparation process also included input relevant to group-wide operations and supply chains. We have no entities in Australia that we own or control at the end of the reporting period.

I, in my capacity as CEO, attest that I have reviewed the information contained in this report on behalf of the Board of Directors of Corbion N.V. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed in this report.

**Olivier Rigaud (CEO)**
Amsterdam, August 2026

ValidSigned by Olivier Rigaud
on 19-Aug-2026

ValidSigned by Peter Kazius
on 28-Aug-2026

*This statement was approved by the Board of Directors of Corbion N.V., being the principal governing body of Corbion N.V.*