

# Modern Slavery Statement 2024

## Introduction

At Kagome Australia, we uphold the belief that everyone has the right to live and work free from slavery, servitude, forced labour, and human trafficking. As a responsible and ethical business, we continue to acknowledge the significant risk of modern slavery in global supply chains. We remain steadfast in our commitment to identifying, preventing, and mitigating these risks within our operations and supply chains.

This statement serves as our second annual modern slavery statement, detailing our ongoing approach and efforts in compliance with the Australian Modern Slavery Act 2018. We recognise the critical importance of transparency, accountability, and collaboration with our stakeholders in this ongoing journey. We are dedicated to continuously enhancing our practices to combat modern slavery in all its forms.



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## Structure, Operations and Supply Chains

Kagome Australia, a subsidiary of the Japanese multinational Kagome Co. Ltd., operates in the food industry, specialising in the production of fruit and vegetable-based products such as paste, diced tomatoes, sauces, powders, and oils for B2B and foodservice channels.

Our operations are primarily based in regional Victoria and New South Wales, where we run a processing facility and various farming locations. We source a significant portion of our fruit and vegetable raw materials from local growers in these regions. In addition, we procure packaging materials and other ingredient inputs from suppliers located in Australia, Asia, Europe, and South America.

We recognise the potential risks of forced labour and human trafficking in regions such as Southeast Asia and South America, particularly in the procurement of packaging materials and certain raw ingredients. Factors contributing to these risks include economic instability, inadequate enforcement of labour laws, and high reliance on manual labour. We continue to work with our suppliers to ensure ethical sourcing practices by including questions relating to ethical trading practices in our supplier qualification questionnaires.



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## Modern Slavery Practices

We have developed a comprehensive Human Rights policy that aligns with the Australia Modern Slavery Act 2018 and the UN Global Compact as a guiding framework. Additionally, we have been member of Sedex (empowering responsible supply chains) since 2017 and passed our first SMETA audit in 2023.

Kagome Australia expects all employees to observe the highest standard of ethics, integrity, and behaviour. This expectation is reflected in our core values and the following policies and procedures to ensure a fair and ethical workplace:

- Code of Conduct
- Anti-discrimination & Harassment Policy
- Recruitment & Selection Policy
- Whistle-blower Policy
- Workplace Health & Safety Policy
- Employee Assistance Program

These policies and procedures are integral to our efforts to mitigate the risks of modern slavery and promote a culture of transparency and accountability.

To assess the effectiveness of our modern slavery practices we track several key performance indicators, including supplier compliance to our qualification requirements and employee training participation. Our incident reporting system logged zero cases of modern slavery concern.



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## Next Steps

We are committed to continuous improvement in our efforts to combat modern slavery and regularly review and update our policies and procedures to ensure they remain effective in addressing modern slavery risks.

During the review, consultation, and preparation of this statement there were several areas for improvement identified. In the coming financial year, we intend to focus our efforts on the following improvement opportunities:

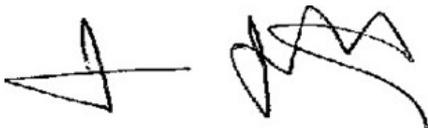
- Conducting risk assessments to identify areas of potential modern slavery risks
- Include modern slavery clauses in our standard terms and conditions for procurement of goods and services
- Working towards certification under ISO 45001
- Review supplier contracts to ensure they include requirements for ethical trading and modern slavery prevention

# Modern Slavery Statement 2024

## Consultation

We recognise the importance of collaboration with our stakeholders, including customers, employees, and suppliers, in our efforts to combat modern slavery. We are committed to engaging with them to enhance our understanding of modern slavery risks, and to develop effective strategies to eliminate them.

This statement has been prepared in consultation with relevant subject-matter experts within Kagome Australia and has been reviewed and approved for publishing by Kagome Australia's board of directors.



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